



2020
Annual Report
Ms. FOUNDATION
FOR WOMEN



Ms. FOUNDATION
FOR WOMEN

Our Mission

**We build women's collective power in
the U.S. to advance equity and justice for all**

We achieve our mission by investing in, and strengthening, the capacity of women-led movements to advance meaningful social, cultural and economic change in the lives of women.



Ms. FOUNDATION
FOR WOMEN

2020 Annual Report

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Vision

We believe in a just and safe world where power and possibility are not limited by gender, race, class, sexual orientation, gender identity, disability or age.

We believe that equity and inclusion are the cornerstones of a true democracy in which the worth and dignity of every person is valued.



Values

Integrity

We believe in holding ourselves responsible and accountable for all that we say in order to build an aligned, principled, and powerful movement for gender equity.

Trust and Respect

We believe in the truth that comes from those we work with and those most impacted by the issues affecting their communities. We believe in honoring their voices and supporting their leadership.

Interconnectedness

We believe that by achieving equity for women of color, we achieve equity for all. Given the complexity of the issues we face, we are committed to addressing all issues holistically across multiple movements and sectors.

Social Justice

We believe that structural changes are needed in order to increase opportunities for those who are least well off politically, socially, and economically.



From Leadership

Jocelyn Frye & Teresa C. Younger
 Board Chair President & CEO

Dear Friends,

2020 was a year that tested us, over and over again, with shocks and aftershocks. It fractured—even wiped out—our certitudes. It banished complacency—we had no clue what next would come our way, or what would be required of us. It was a year of adversity that tested our mettle—and our truths.

When schools and work went remote, women became the stabilizing presence at home, forced to ‘hold it together’ for their children and families, amid rising anxiety and stress, even as their own lives were disrupted. We tossed our best laid plans and gained comfort in virtual community and the confidence that if we survived the storm, we’d be stronger for the love shared and the lessons learned. **2020 challenged us to show up for each other with greater intention and urgency than ever.**

At the Ms. Foundation for Women, we know that hope and possibility are embedded in our connections and networks of care. **Our relationships form the bedrock of who we are and what we do. We honor and value our partnerships. It is precisely by investing in and deepening our relationships that we activate our mission to advance equity and justice for all.**

As we grappled with the health and economic crisis, women, girls, and communities of color, who are on the frontlines of social movement building, were among the hardest hit and faced the biggest obstacles to healthcare and relief. In the ‘best’ of times, our grantee partners work 24/7 for their communities—on minimal funding, on multiple issues, often at once. And in the thick of the national crisis, our grantee partners were the sole lifeline for many of their constituents. At the Ms. Foundation for Women, we’ve been living into our strategic plan, to center and invest in the leadership and capacity building of women of color-led organizations, with a particular focus on the South. As we all pivoted to meet the demands of the pandemic, the Ms. Foundation loosened requirements on grants and encouraged our grantee partners to use the funds as needed.

A long overdue reckoning has erupted in our nation in the wake of the litany of violence against Black lives. Individually and collectively, we are asking questions. The mass demonstrations across the country are a cry for nothing less than systemic change of seismic proportions—change that requires us all to mobilize.

Our annual report offers a window into our work over the last fiscal year, a year unlike

any other, as we joined hands, raised our voices, and pooled resources towards creating a more equitable, connected, safe, and just world.

In January 2020, we launched the pilot phase of the Activist Collaboration Fund (ACF) to support the under-funded, indeed, often unfunded work of relationship and trust-building that is at the heart of transformational movement building. The ACF granted \$275,000 to 15 organizations led by women and girls of color to deepen collaboration across social justice movements. **By the time the grants were disbursed, however, the world as we knew it had changed, and organizations had pivoted to respond to the urgent needs of their communities.**

In 2020, we went deeper into the impact investing world, activating 100 percent of our endowment towards actualizing our mission. We allocated our public investments to a portfolio featuring further integration at the intersection of race and gender and in consideration of the many ways in which gender is tied to the United Nation Sustainable Development Goals. We have also begun developing a private market impact investment portfolio with a focus on gender and racial equity which will evolve over the next few years.

As New York City and the country went into lockdown, our office team transitioned to working remotely—experiencing and reflecting what was happening globally—juggling their own issues, yet still able to serve as leaders in the philanthropy and nonprofit sector.

Our annual Gloria Awards Benefit Gala had a new incarnation—a virtual Feminist Block Party! Unable to gather in person as we traditionally do, we still managed to celebrate our incredible honorees, showcase their powerful work, and join in solidarity to “roar” and rally for women. Together—connected—we are stronger and louder!

Since 1973, the Ms. Foundation for Women has been working alongside our grantee and funding partners to disrupt and dismantle systems of inequity and create meaningful social, cultural, and economic change that will benefit future generations. We honor and value our relationships—together we can fling open the doors of hope, possibility, and freedom.

Thank you for the gift of connection—only with you are we able to build out the relationship.

Jocelyn Frye

Jocelyn Frye

Teresa C. Younger

Teresa C. Younger



"A long overdue reckoning has erupted in our nation in the wake of the litany of violence against Black lives. Individually and collectively, we are asking questions. The mass demonstrations across the country are a cry for nothing less than systemic change of seismic proportions—change that requires us all to mobilize."

Teresa C. Younger
President and CEO



Leadership



Officers

- Jocelyn Frye
Chair
- Alicia Lara
Vice Chair
- Jenna Bussman-Wise
Treasurer
- Gail Wasserman
Secretary

Board Directors

- | | |
|-----------------------|----------------|
| Catherine Yelverton | Rinku Sen |
| Cathie Harnett | Susan Dickler |
| Danielle Moodie-Mills | Tom Watson |
| Jenna Skinner Scanlan | Wade Davis |
| Lauren Embrey | Yin Ling Leung |

Founding Mothers

- Patricia Carbine
- Letty Cottin Pogrebin
- Gloria Steinem
- Marlo Thomas
- Marie C. Wilson
Honorary Founder
& President Emerita



Our Team

Teresa C. Younger
President and CEO

Rosina Barba
Chief Operating Officer

Rosalyn Lee
Vice President, Strategy & Programs

Ruth McFarlane
Vice President, Advancement

Alaya Gaddy
Office Manager

Arelis Perallon
Finance Associate

Camille Kennedy
Sr. Director of Advancement Strategy

Coya White Hat – Artichoker
Program Officer, SHE

Elisabeth Platt
Senior Manager, Development Operations and Direct Marketing

Ellen Liu
Director of Grantmaking and Capacity Building

Ejim Dike
Senior Strategist, Safety, Health and Economic

Jadyn Patterson Rae
Communications Coordinator

Jasmine Banks
Digital Communications and Marketing Manager

Marlene Martinez
Director of Finance

Maureen McNamara
Development Assistant

Maya Radiconcini
Executive Coordinator and Board Liaison

Raquel Willis
Director of Communication

Roselande Louis
Program Associate

Shawnda Chapman
Director of the Girls Fund Initiative

Stephanie Blackwood
Sr. Director, Engagement and Major Gifts

Tamara Vasan
Director, Institutional Partnerships

Zabrina Collazo
Program Officer, SHE



Adhikaar

“I think we could just live in a different society. That world is only possible when we actively try to create that change.”

Pabitra Khati Benjamin,

Executive Director of Adhikaar and Women of Vision Honoree

A human rights and social justice organization, Adhikaar is the lifeblood of the Nepali-speaking immigrant community in New York and a home away from home for many of its members. Founded in 2005, Adhikaar—which means “rights” in Nepali—is a worker and community center based in Woodside, Queens whose membership is comprised largely of new immigrants, many of whom are nail salon, restaurant and domestic workers. In 2015, Adhikaar made national headlines with its groundbreaking advocacy work on behalf of nail salon workers.

With a staff of just 11, the women-led grassroots organization takes a holistic and robust approach to its multi-layered work of organizing, service delivery, and advocacy. Adhikaar organizes the Nepali-speaking community through workers’ rights, immigration justice, access to healthcare, and language justice programs.

“It’s just beautiful to see this powerhouse of women

at our organization. That power’s awakened within them to be able to create the systematic change that they want to see,” says Pabitra Khati Benjamin, executive director of Adhikaar, and Women of Vision honoree, whose journey into the movement space began as a youth organizer at the age of 15 as she witnessed the inequities and challenges faced by her mother, a lifelong restaurant worker.

In 2019, a grant from the Ms. Foundation enabled Adhikaar to begin an analysis of childcare needs within the community. Many of Adhikaar’s members are caregivers who struggle to find care for their own children while they are at work. Surveys and focus groups revealed that in addition to childcare needs within the community, there was a gap in support and services for older children and youth. The Ms. grant became the catalyst by which Adhikaar began developing the foundations for its youth program.

“I know that so much of the power we’ve built and



continue to build, in our community is because we are intergenerational,” says Pabitra B. “Through the Ms. grant we were able to say, look there’s a real need to provide space for teens and youth. Our organizers were able to create that space for young people to talk about the issues they care about—discussions around anti-Blackness in our communities and why it’s so important to be allies to the Black community, how this relates to caste and indigenous communities in Nepal.”

The participation of the children of nail salon and domestic workers has been key to building intergenerational communication and empathy between parents and children. In addition to the facilitation of conversations around challenging topics that don’t naturally arise at home, youth are assisted with navigating resources such as college preparatory classes that aren’t readily available to them.

“Because of the Ms. Foundation we were able to do something that was not intentionally written into the grant but became where the project landed,” says Pabitra B. “I want to thank Ms. for allowing us to be flexible and creative enough to go in the direction that we needed to. This has allowed us to

have some backbone to our work in order to then apply for new grants around youth organizing. We are building an intergenerational movement and that’s powerful.”

As Queens became the ‘epicenter of the epicenter’ of the pandemic, low-wage workers, immigrant women and families, and undocumented folks were some of the hardest hit residents of New York City. Adhikaar swiftly pivoted to rapid response relief efforts as thousands of constituents faced unprecedented levels of health, economic, and social insecurity. Many members reported incidents of discrimination on public transportation and in the streets.

“The pandemic has intensified every inequity and imbalance in the system,” states Pabitra B. “Our staff is in hyperdrive to ensure everything from testing, quarantine facilities, sick care, unemployment benefits, stimulus measures, food relief, and safety pay for essential workers like domestic workers who are often overshadowed.”

Adhikaar’s multi-pronged relief efforts included

direct relief and services, community education, campaigns and advocacy, and organizing. As operations went remote, the lack of digital literacy among members posed a significant challenge. Adhikaar provided in-language support to more than 5000 people via their COVID-19 hotline and distributed half a million dollars among 767 community members, prioritizing those who were ineligible for state or federal relief. The organization's census campaign work became integrated into their COVID response.

"We fundraised really hard to get money directly to the community. The reality is money wasn't pouring in to grow our organization. The demands just kept getting higher. In the middle of the crisis, we lost a major funder. As a small worker center, it's really hard to find funding. People don't realize we're doing food and PPE support each month. And the money is just not there," explains Pabitra Benjamin.

For over a decade, Adhikaar has joined in coalition to win rights for workers and immigrants. It is a leader in the national movement for Temporary Protected Status (TPS) and has completed the first ever survey of Nepali TPS workers.

"The voices and lives of low-income AAPI communities are often left out in movement discourse. Every day our workers fight for their rights and lives and to ensure that all immigrant workers are included in relief and recovery. But even as we fight, we are also working with our communities to imagine the world that we want to live in as new systems evolve," says Pabitra Khati Benjamin.





“Through the Ms. grant we were able to say, look there’s a real need to provide space for teens and youth. Our organizers were able to create that space for young people to talk about the issues they care about—discussions around anti-Blackness in our communities and why it’s so important to be allies to the Black community, how this relates to caste and indigenous communities in Nepal.”

Pabitra Khatu Benjamin
Executive Director, Adhikaar



SHE Program

The Ms. Foundation for Women has moved to a unified, overall grantmaking and capacity building program titled Safety, Health, and Economic Justice (SHE). Rather than individual program areas, our new approach aligns our core strategy holistically and collaboratively across social justice issues and movements. We know that in order for our program vision to succeed, it requires the expertise and thought partnership of women and girls of color on the frontlines of social change, so we've restructured our program to better respond to what we're learning from movement organizations and leaders.

For at least the next five years, we will have a priority focus on work by and for women and girls of color in the U.S. South and will be expanding our support for transgender women and girls of color, indigenous women and girls, and girls of color in the U.S. and U.S. territories. We have chosen to prioritize the U.S. South for several reasons, including the region's demographic and political significance. In most Southern states we see an overlay of barriers, including policies and laws that deny women and girls access to reproductive health care; a regressive agenda that blocks proactive measures for women of color to earn a living wage as evidenced by the proliferation of the Right to Work legislation, and a culture of state sanctioned violence that prioritizes the criminal justice system and threatens the safety of women and girls of color and, in particular, that of trans and queer women and girls of color. Most

importantly, we recognize that organizations by and for women and girls of color are not only poised to lead – indeed, they are leading the most innovative social justice efforts of our time. By deepening our investment in them, we are supporting equity and justice for all women and girls.

Our key focus areas—safety, health, and economic justice—are central to our theory of change and address the multiplicity of challenges that affect women and girls of color. As a group, women and girls of color live at the intersection of multiple systems of oppression, including white supremacy, patriarchy, colonization, and unbridled capitalism. In spite of the many threats they face, women and girls of color lead thriving, resistant, and vibrant social movements.

As a social justice public foundation with a mission to build women's collective power in the U.S. to advance equity and justice for all, we recognize our vital role and responsibility in philanthropy. The Ms. Foundation practices openness, and transparency to build trust, accountability, and relationships in order to facilitate greater collaboration and promote shared learning with peers, allies, and the field. We welcome stakeholders to help us engage in critical and courageous conversations while valuing different perspectives and insights. We know that by expanding our relationships, we are also creating the space and resources that we need to effect transformative and systemic change.



SHE Program Grantee Partners

Organization	Grant Amount
ACT for Women and Girls**	\$100,000
All Our Kin, Inc**	\$40,000
Atlanta Jobs with Justice**	\$100,000
Blueprint NC	\$30,000
Borealis Philanthropy – Fund for Transgenerations	\$100,000
California Child Care Resource and Referral Network – Parent Voices**	\$100,000
California Latinas Reproductive Justice	\$10,000
Childspace Day Care Centers, Inc.**	\$70,000
Children’s Defense Fund Southern Rural Black Women’s Initiative	\$80,000
Colorado Organization for Latina Opportunity and Reproductive Rights**	\$90,000
EveryBlackGirl**	\$90,000
Garment Worker Center** =	\$100,000
Institute for Women’s Policy Research	\$10,000
Kentucky Health Justice Network**	\$40,000
Miami Workers Center**	\$100,000
Mujeres Unidas y Activas**	\$90,000
National Asian Pacific American Women’s Forum*	\$50,000
National Latina Institute for Reproductive Justice*	\$50,000
Native American Community Board*	\$50,000
The OLE Education Fund **	\$40,000
Planned Parenthood Southeast**	\$40,000
Power U Center for Social Change**	\$90,000
ReproAction Education Fund**	\$90,000
SisterSong*	\$50,000
SPARK RJ Now**	\$80,000
Trans Sistass of Color Project – Detroit**	\$80,000
URGE: Unite for Reproductive & Gender Equity**	\$100,000
West Virginia FREE**	\$90,000
TOTAL	\$1,960,000

* Asterisks denote funding through the Groundswell Catalyst Fund
** Asterisks denote 2-year grant

ACT for Women and Girls**
\$100,000

Interim Co-Executive Director, Sarah Hutchinson, Visalia, CA

ACT is a reproductive justice organization that builds power through leadership development, community organizing, advocacy, and policy change. ACT’s mission and work seek to engage communities that have been historically and systemically denied access to services and opportunities. ACT’s primary base is youth of color between the ages of 15-25. The grant will support ACT’s innovative and effective reproductive justice programming, leadership development, grassroots campaigns, policy and advocacy, and events to advance reproductive justice in their conservative rural region.

All Our Kin, Inc.**
\$40,000

CEO, Jessica Sager, New Haven, CT

All Our Kin, Inc. is a nationally recognized nonprofit organization that trains, supports, and sustains family child care educators—transforming opportunities by ensuring that children and families have the foundation they need to succeed in school and in life. All Our Kin has developed a high-touch, holistic, data-driven model for partnering with and supporting family child care providers, who play a critical role as educators of our youngest children, children of color, and children in overburdened, under-resourced communities. This grant will allow All Our Kin to continue to provide the resources, training, and support that family child care providers need and deserve to build high-quality programs that will transform

opportunities for children and families for years to come.

Atlanta Jobs with Justice**
\$100,000

Executive Director, Shannan Reaze, Atlanta, GA

Atlanta Jobs with Justice is a coalition of labor unions, community groups, faith-based organizations, student organizations, and individuals that leads and supports campaigns for economic and social justice in our workplaces and in our communities. The grant will be used to maintain the operational capacity of the organization to win economic justice and support worker organizing in Georgia.

Blueprint NC
\$30,000

Executive Director, Serena Sebring, Raleigh, NC

Blueprint NC is a Black women-led project that was created to harness the power of Black women’s leadership to address their needs and realize justice for all. North Carolina Black Women’s Round Table (NCBWR) is a program under the fiscal agent Blueprint NC. NCBWR recognizes Black women as powerful leaders and provides a platform for Black women to build community in leadership and to identify and address barriers to social justice, economic security, health, and other issues.

Borealis Philanthropy–Fund for Transgenerations
\$100,000

President, Margarita Rubalcava Shulman, Minneapolis, MN

Borealis Philanthropy directs resources to people building powerful, thriving communities that serve all, with those most

impacted by injustice leading the way. Borealis Philanthropy invests in leaders, organizations, and movements using diverse and innovative strategies to pursue transformational change and works with donors to support movements in ways they may not be able to do on their own. Through its work with both funders and grantee partners, Borealis Philanthropy aims to shift power and invest in communities. The grant will support the grantmaking program and operations of the Fund for Trans Generations, a trans-led fund, housed at Borealis Philanthropy.

California Child Care Resource and Referral Network–Parent Voices**
\$100,000

Statewide Organizer, Mary Ignatius, San Francisco, CA

Parent Voices is a parent-run, parent-led grassroots organization fighting to make quality child care accessible and affordable to all families. A project of the California Child Care Resource and Referral Network, this chapter organization is a partnership of parents throughout California. Parent Voices combines leadership development, advocacy, and community organizing in its efforts to increase funding, improve quality, and provide better access to child care.

The grant will support the advancement of a more equitable child care system centered around the direct expertise of low-income mothers of color.

California Latinas for Reproductive Justice
\$10,000

Executive Director, Laura Jimenez, Los Angeles, CA

California Latinas for Reproductive

Justice (CLRJ) is a statewide organization committed to honoring the experiences of Latinas/xs to uphold their dignity, bodies, sexuality, and families. Using a reproductive justice framework, CLRJ builds Latina/x power in the core strategies of policy advocacy, community engagement, community-informed research, and strategic communications. The grant will support CLRJ to continue building Latina/x’s power and cultivate leadership through community education, policy advocacy, and community-informed research to achieve reproductive justice.

Childspace Day Care Centers, Inc.**
\$70,000

Chief Executive Officer, Susan A. Kavchok, Philadelphia, PA

Childspace was created to provide a new model for the delivery of child care services that builds upon the link between quality jobs for child care workers and quality child care. For child care workers, it provides improved wages and benefits, long term career advancement opportunities, increased job satisfaction through participation in corporate governance and management, and increased financial security through ownership in a successful business. For families with children, it affords the opportunity to choose desired social roles, without guilt, by offering high quality day care and responsiveness to their particular concerns regarding program design, flexibility, and cost. The grant will allow Childspace to continue its work in advocating for low-income families and jobs for the workforce.

Children's Defense Fund Southern Rural Black Women's Initiative** \$80,000

Director, Oleta Fitzgerald, Jackson, MS

The Children's Defense Fund Southern Rural Black Women's Initiative (SRBWI) is a collective of women leaders across Mississippi, Alabama, and Georgia dedicated to lifting up Black women and families in rural, impoverished areas. SRBWI works to promote a human rights agenda aimed at eradicating historical race, class, cultural, religious, and gender barriers experienced by Southern rural black women. The grant will strengthen Bama Kids and SRBWI's economic and social justice work in Alabama's black belt counties.

Colorado Organization for Latina Opportunity and Reproductive Rights** \$90,000

Executive Director, Dusti Gurule, Denver, CO

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) is a community-rooted, nonprofit organization that works to enable Latinx individuals and their families to lead safe, healthy, self-determined lives. COLOR exists to grow the number of youth-to-elder Latinx leaders, have an organized, vibrant, and sustained grassroots base, and leverage the power of and allyship with public officials and partner organizations. The ultimate goal is to empower Latinx individuals and families across Colorado to create the type of policy and system change that allows their communities to lead safe, healthy, self-determined lives. The grant provides support to advance their reproductive justice work in Colorado.

EveryBlackGirl** \$90,000

Executive Director, Vivian Anderson, Raleigh, NC

EveryBlackGirl, Inc's (EBG) mission and vision is to create a world where every Black girl can thrive. EBG was birthed out of the #EveryBlackGirl campaign—a response to the Spring Valley High School assault where Shakara, a Black student, was slammed out of her desk and thrown across a classroom by a School Resource Officer. EBG's work centers women and girls to expose and educate communities on the interlocking and connecting oppressions that are not directly addressed in communities yet continue the cycle of violence and trauma for Black children and their families. EBG's strategy is for people to self-organize in their communities by educating local community members and national stakeholders about how we can transform what public safety looks like for Black women and girls and their families. EBG's constituents are Black women and girls above the age of 13 living in Columbia, SC and the surrounding region. The grant will provide general operating support.

Garment Worker Center** \$100,000

Director, Marissa Nuncio, Los Angeles, CA

Garment Worker Center (GWC) is a worker rights organization leading an anti-sweatshop movement to improve conditions for tens of thousands of Los Angeles garment workers. Through direct organizing, GWC develops leaders who demand enforcement of strong labor laws and accountability from factory owners, manufacturers, and fashion brands. GWC centers immigrant

workers, women of color, and their families who are impacted by exploitation in the fashion industry. The grant will support the organizing efforts of Los Angeles garment workers for an end to sweatshop wages and working conditions, fashion brand accountability, and robust labor laws.

Institute for Women's Policy Research \$10,000

President/CEO, C. Nicole Mason, Washington, DC

The Institute for Women's Policy Research (IWPR) is the nation's preeminent think tank committed to winning economic equity for women and families and lowering barriers to women's full participation in the workforce and society. IWPR conducts original research and analysis to inspire public dialogue, shape policy, and improve the lives and opportunities of women of diverse backgrounds, circumstances, and experiences. IWPR operates on the principle that knowledge is power and that social science evidence, based on strong data and analysis, compellingly presented and systematically disseminated, makes a difference in moving public policy. The grant is in support of leadership transition.

Kentucky Health Justice Network** \$40,000

Executive Director, Erin Smith, Louisville, KY

Kentucky Health Justice Network (KHJN) builds the power of Kentuckians to achieve reproductive justice. KHJN serves this mission through direct support, education, and outreach. KHJN's Support Fund program is the largest

direct service component of its work: a practical support abortion fund that serves Kentuckians and residents of surrounding states with financial assistance, transportation, interpretation, lodging subsidies, and non-judgmental support. KHJN has become one of the most sought-after voices regarding abortion access in KY. The grant will fund general operating support to KHJN to continue providing support to Kentuckians seeking reproductive and gender affirming care amid the COVID-19 crisis.

Miami Workers Center** \$100,000

Interim Executive Director, Santra Denis, Miami, FL

The Miami Workers Center (MWC), founded in 1999, is a frontline strategy and action center that organizes, mobilizes, and builds the power of oppressed and disenfranchised communities, particularly low-income Black and Latina women in South Florida. MWC aims to build a progressive voice and platform and to nurture the growth of movements for social change. MWC achieves its mission through a variety of strategies: constituency-building; grassroots organizing and education; policy advocacy; strategic communications; civic engagement; training and leadership development among the people most affected by the intersections of poverty, racism, and gender and sexual oppression, especially poor women of color. MWC will expand their work organizing and mobilizing low-income, Black and Latina women and femmes in South Florida, to advance their intersectional Femme Agenda focused on reproductive and gender

justice, affordable housing, and domestic worker rights.

Mujeres Unidas y Activas**
\$90,000

Executive Director, Juana Flores,
San Francisco, CA

Mujeres Unidas y Activas (MUA) is a grassroots organization of Latina immigrant women with a dual mission of promoting personal transformation and building community power for social and economic justice. MUA achieves this mission by implementing the following strategies: creating an environment of understanding and confidentiality; giving members opportunities to empower themselves and provide mutual support to one another; offering diverse trainings so that women obtain economic security and gain skills to become leaders of their lives, their families, and their communities; working with diverse alliances on the local, regional, national, and international levels, and organizing to win immigrant, worker, and women’s rights. The grant will help to bolster the leadership of immigrant women workers in the San Francisco Bay Area so that they can effectively advocate for the passage of specific policies that protect their rights as immigrants, as women, and as workers.

National Asian Pacific American Women’s Forum*
\$50,000

Executive Director, Sung Yeon Choimorrow,
Chicago, IL

The mission of the National Asian Pacific American Women’s Forum (NAPAWF) is to build the collective power of all AAPI women

and girls to gain full agency over their lives, their families, and their communities. NAPAWF is a leading national, multi-issue organization that advocates and organizes within a reproductive justice framework. NAPAWF aims to build its base of leaders who are AAPI women and girls in order to organize on a grassroots level for policy change in support of reproductive rights, health, and justice for the AAPI community. The grant will provide general operating support.

National Latina Institute for Reproductive Justice*
\$50,000

Interim Executive Director, Cristina Aguilar,
New York, NY

National Latina Institute for Reproductive Justice (the Latina Institute) builds Latina/x power to fight for the fundamental human right to reproductive health, dignity, and justice. For too long, complex systems of oppression have robbed Latinas/xs of the resources they need to make informed decisions about their bodies and lives. To overcome these barriers, the Latina Institute is building a base of activists across states, shifting culture, and shaping policies informed by the lived realities of their communities. Its strong base of leaders has created lasting change at the local, state, and national levels—from expanding abortion access and affordability to securing im/migrant reproductive health rights. The grant will provide the Latina Institute general operating funds to serve its mission.

Native American Community Board*
\$50,000

Executive Director, Charon Asetoyer,
Lake Andes, SD

The Native American Community Board’s (NACB) mission is to address health issues pertinent to the Native American community through cultural preservation, education, coalition building, and environmental and natural resource protection while working toward a safe community for Native women and children. The majority of NACB staff members are Yankton Sioux (100% are Native) and all are residents of the Yankton Sioux Reservation. NACB launched KDKO-FM for community members to voice their opinions, learn about local issues, practice their Dakota culture and language, and gain skills and experience through volunteer work. The grant will support NACB’s work to culturally engage and empower Native Americans nationally around issues of importance to them, including Native women’s and children’s freedom from sexual violence and access to reproductive health services to which they are entitled.

The OLE Education Fund **
\$40,000

Executive Director, Matthew Henderson,
Albuquerque, NM

The OLÉ Education Fund is a grassroots organization that works with the local community of working families in New Mexico. Their members and staff work together to strengthen their communities through social advocacy and economic reform, using issue-based campaigns and electoral engagement to ensure

that working families are playing a critical role in shaping New Mexico’s future with a united voice. The grant will support leadership development among women who are fighting to raise compensation standards for early educators.

Planned Parenthood Southeast**
\$40,000

President & CEO, Staci Fox, Atlanta, GA

Planned Parenthood Southeast (PPSE) works to address health disparities in the South and ensure quality reproductive health for women, men, and families while advocating for reproductive health and rights in Alabama, Georgia, and Mississippi. The grant supports the work of PPSE to provide quality health care and comprehensive sexuality education programming and to fight for unfettered access to comprehensive sexual and reproductive health care.

Power U Center for Social Change**
\$90,000

Co-Executive Director, James Lopez,
Miami, FL

Power U Center for Social Change works with Miami-Dade County youth, parents, and schoolboard members to win restorative justice for youth and their communities, dismantle the school-to-prison pipeline, and obtain necessary services, supports, and safety for pregnant and parenting teens. This grant will be used as general operating funds to help continue to build the infrastructure to develop the leadership of young Black Femmes and young parents.

ReproAction Education Fund** **\$90,000**

Co-Founder/Co-Director, Erin Matson,
New York, NY

Founded on direct action, ReproAction Education Fund organizes disruptive, media-friendly actions that force people – from the general public to elected officials – to reconsider abortion rights, abortion access, and opposition to abortion. ReproAction’s vision is to uphold abortion rights and advance reproductive justice as a matter of human dignity. They are introducing a new culture of accountability and empowering the reproductive rights movement and the broader progressive community to openly and enthusiastically stand up for abortion rights through campaigns, organizing, and resources. The grant will provide general operating support that will fund the building of ReproAction’s infrastructure to ensure digital security as they grow their online presence, especially as they move their organizing work online during the COVID-19 crisis.

SisterSong* **\$50,000**

Executive Director, Monica Simpson,
Atlanta, GA

SisterSong is a national, Southern-based organization uniting women of color and indigenous women to dismantle reproductive and racial oppression. SisterSong conducts reproductive justice (RJ) trainings to influence and expand the RJ movement, convenes RJ leaders, and engages in culture change work. The grant will provide general operating funds in support of SisterSong’s work to build the RJ movement’s capacity and influence on allied movements, US culture, and powerful decision-makers.

SPARK RJ Now** **\$80,000**

Executive Director, Krystal Redman,
Atlanta, GA

SPARK Reproductive Justice Now is a local-statewide organization that builds and strengthens the power of communities and a reproductive justice movement that centers Black Women, Women of Color, and Queer & Trans Young POC in Georgia and the South. Based in Atlanta, GA, SPARK has fostered a dynamic, collaborative model of advocacy, leadership development, collective action, and discourse that creates change and impact for Black women and queer people’s struggles for reproductive justice. The grant provides general operating support to aid in sustaining and expanding two of SPARK’s most successful programs into a statewide model of leadership development.

Trans Sistās of Color Project - Detroit ** **\$80,000**

Executive Director, Lilianna Angel Reyes,
Oak Park, MI

The mission of Trans Sistās of Color Project – Detroit is to uplift trans women of color in or from Detroit. The grant will provide general operating support that will help to continue emergency assistance for trans women of color in Detroit.

URGE (Unite for Reproductive & Gender Equity) ** **\$100,000**

Executive Director, Kimberly McGuire,
Washington, DC

URGE is a multi-racial, multi-ethnic, multi-gender, and multi-sexuality reproductive justice organization that centers the voices and leadership of young people in the fight for racial justice, immigrant justice, gender justice,

and sexual liberation. As a national organization rooted in the South and Midwest, URGE builds power with and for the most marginalized young people, provides a political home for them, advocates for meaningful policy change, and shifts culture. The grant will provide general operating support.

West Virginia FREE** **\$90,000**

CEO, Margaret Chapman Pomponio,
Charleston, WV

As West Virginia’s leading reproductive health, rights, and justice organization, West Virginia FREE’s (WV FREE) mission is to build stronger communities through advocacy and education on reproductive health, rights and justice. Founded in 1989 to combat the growing anti-choice movement in West Virginia, WV FREE has evolved from a reproductive rights coalition with one part-time contractor to a statewide, membership-driven reproductive justice organization with a full-time staff and strong national partnerships. With over 13,000 members and supporters, WV FREE works as part of a larger social and reproductive justice movement, with a focus on West Virginians facing the highest barriers. Committed organizations like WV FREE are imperative because of their continued focus on fighting for social and reproductive justice through grassroots power building, mobilization, advocacy, and education. The grant provides general operating support.

“ Thank you, Ms. Foundation, for supporting women and girls for so many years and for bringing us all together right now to support those who are most vulnerable and most in need during the pandemic. Thank you for your leadership, your courage, your support. ”

Tina Tchen
President and CEO Time’s Up



Q & A with Jessica González-Rojas

Women of Vision Honoree

“The systems and structures that fail communities like mine every day must change!” – Jessica González-Rojas

Activist, organizer— and Women of Vision honoree at the 2020 Gloria Awards— Jessica González-Rojas has dedicated her life to fighting for dignity, justice and equity for her community. As the former executive director of the National Latina Institute for Reproductive Justice (NLIRJ), she worked passionately for thirteen years on a host of issues from immigration to contraception, all the while centering the experiences and voices of women and immigrant and migrant Latinas.

In 2016 (at the time, the organization went by the name of Latina Institute for Reproductive Health), Jessica’s bold leadership was instrumental in the outcome of the landmark *Whole Woman’s Health v. Hellerstedt* case. The Latina Institute submitted its first amicus brief describing the devastating impact on the lives of low-income women resulting from legislation that restricted access to abortion and reproductive

healthcare. The Supreme Court victory marked a milestone for the abortion rights movement as it removed some barriers to reproductive healthcare access for women in Texas, including 2.5 million Latinas of reproductive age who were disproportionately affected by the restrictive regulations of HB 2, the Texas Clinic Shutdown Law.

González-Rojas is an outspoken and loyal advocate who understands intimately the granular realities and challenges of her constituents. When the pandemic struck, she was in the midst of transitioning out of her role as executive director of the Latina Institute to run for political office. Nevertheless, González-Rojas continued to work alongside community organizations to aid those most in need in her neighborhood of Queens as the area escalated into the epicenter of the COVID-19 outbreak. “Every day, women like me have the courage to risk their lives and time away from their children and families. This risk is worth the reward of being a public servant and creating

bold systemic change that can impact the lives of millions of New Yorkers,” said Gonzalez-Rojas.

In November 2020, González-Rojas was elected to the New York State Assembly, defeating the six-term incumbent in the Democratic primary and winning 75 percent more of the vote in the general election against her Republican contender. She represents the 34th Assembly District in Queens which encompasses the neighborhoods of East Elmhurst, Jackson Heights, Corona and Woodside. Ms. spoke with Jessica González-Rojas about her journey from activism to politics, and her hopes and vision for her district and for New York City.

Congratulations on your election! How does it feel, and what does it mean for you personally, to be in the political arena right now?

One thing that feels most powerful is that I represent a community that is 88 percent people of color, of which 60 percent are Latino or Latinx. I am the first woman of color—in fact,



the first person of color—to ever hold that seat! It’s an awesome honor and responsibility and a humbling feeling.

I’m not a status quo politician. I’m always centering communities and communities of color in my legislative capacity. I know how policies impact marginalized and oppressed communities because I’ve worked with them and at different points in my life, I’ve been them.

It is surprising that a district as diverse as yours has not had a person of color at the helm until now!

It is! In its entire existence, it’s only really been white people who’ve held that seat. It speaks to the grip of the political Queens machine. It’s only since someone like Alexandria Ocasio-Cortez was able to tap the leadership that

the infrastructure is beginning to crack and crumble. And that creates space for me to say, “Hey is that white guy still there? He’s been there 12 years. He was appointed. He was not even elected, and no one’s ever challenged him?”

In 2018, when a new crop of leaders came in, my community turned to me. It often takes person after person to ask a woman of color to run before she runs. It took that. But I know that I am the right person for this community in this moment. More than ever it’s important to have women of color who are bold and progressive, and, quite frankly, who come from activism and advocacy. It’s history-making and exciting. But it’s not easy and it’s not... not scary!

Entering politics and becoming an Assemblyperson—was this a

dream you’d been nurturing for a while?

No! I ran for office before, in 2002, and hated it. I was a Democratic State Committee Member, a small non-legislative position. In those four years, I was disgusted by the political machine and didn’t want to be a part of that. I’d much rather be an advocate, activist, organizer. So, I really didn’t have any aspirations to run.

It wasn’t until 2018 when my community started looking towards me after Alexandria Ocasio-Cortez became my congresswoman and a young Latina became my state senator. My neighboring assemblywoman in the district right next to me is a former Dreamer. These really bold Latinas ended up winning these amazing positions. That was the moment people started asking me. It took about a year to decide

to do it—it meant leaving a job I really loved at the National Latina Institute for Reproductive Justice. But I am humbled and honored and ready to take bold steps to address the challenges that our community faces.

Courage is the word you’ve chosen for the year. You quote Audre Lorde: “When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important that I am afraid...”

A lot of people make new year’s resolutions. I commit to a theme for the year. I know that none of the bills are perfect, or that if they are perfect, they won’t pass—this work is often a compromise. But to always lean on my values, on my community, and on the fact that I’m a voice that hasn’t been heard before, in a community that actually hasn’t been represented, I have to hold that political courage because my community is depending on it.

We’re 62 percent immigrant. These community members are the frontlines of essential workers. They’re the ones not getting any relief from the federal government. They’re the ones facing evictions, homelessness, and food insecurity. And if I’m not elevating their voices, then I’m

failing my community. I hold that courage.

Role models and mentors are so very important in our life, and particularly so for young women. You are a role model for many. Who has inspired or motivated you?

I think about my maternal and paternal grandmothers. My maternal grandmother came to New York City from Puerto Rico as a teenager with polio. She was quarantined, teased, and called a cripple. She lived in public housing, in poverty, and still went to work every day with her head held high. She was strong and humble. I admire that. She always had gratitude to this country. My paternal grandmother was more of a firebrand. She wasn’t humble at all. She came from Argentina and had Syrian parents—giving us that Arab, Argentinian fire! She was so bold. She had a tattoo and always wore makeup. And it was exciting because she cursed! She was a badass woman ahead of her times! I really admired her. I have some mix of her bold, vivacious, and fierce character and the quiet, humble, hardworking, and more reticent qualities of my maternal grandmother. And then I think of other Latina trailblazers like Sonia Sotomayor, Sylvia Rivera,

Dolores Huerta—courageous women who’ve broken barriers or taken risks when things were not comfortable. I admire their tenacity.

You have more than a full plate between work, parenting, and family life. How do you carve time out for yourself even as you dedicate so much of your energy and presence to your community and district and the issues that you are fighting for?

It’s a lot of juggling! Last night I was on three Zoom meetings simultaneously—a community board meeting, a local street campaign, and the women’s legislative caucus meeting. And then I had my family over for dinner at nine o’clock with my nine-year old son to celebrate the fact that he’d got a good report card! At some point, I just have pull myself off Zoom.

My son sees my partner cooking and doing dishes more than me. I call my husband my partner. My son hears that word and sees our relationship as a partnership as opposed to something more traditional.

As an activist, you’ve done a tremendous amount of work on the issues of immigration, women’s health, gender, and

reproductive justice, all of which are interconnected.

Now that you're in politics, are you obliged to narrow your focus and choose one particular area over others?

It's really hard! As an intersectional, social justice activist, I get how housing is a matter of gender justice, is a matter of reproductive justice, is a matter of disability justice, is a matter of educational justice. The issues impact one another. It's hard for me to separate issues into the clean buckets that people try to create. The advice I got is to think of it as a spotlight, not a floodlight—to focus on a handful of important things in order to be most effective. I have to think about where I want to spend my political capital and create boundaries around my goal. Top priorities for me are gender justice and women of color. I want to see bold, progressive women of color and trans community members in office.

How has the partnership of the Ms. Foundation for Women influenced your life and career?

When I joined the National Latina Institute in 2006, Ms. was already one of our early supporters and remained part of my Latina

Institute journey for the 13 years that I worked there. Ms. has always been committed to our success. I am so grateful for Teresa Younger's leadership and partnership—and for her boldness in taking the foundation in the direction of supporting women and girls of color. It was a big shift for a longstanding institution, and I know it wasn't easy. Investments in women and girls and trans communities of color are a fraction of what they should be. Ms. is leading in this area and showing philanthropy where money should be invested. I'm so grateful to Ms. and to Teresa, who is not just a mentor but a friend, supporter, and cheerleader. The Ms. Foundation has a special place in my heart.

What is your greatest hope for your district, for the Latinx community, and for women of color in New York City?

Dignity. Dignity is a word that means a lot to me. My wish is for people to be able to exercise self-determination, live, work, and raise their families with dignity. My wish is that people never have to choose between health care and putting food on the table, or between rent and putting food on the table. That people can put food on the table because they

are earning a living wage and are healthy and happy and housed—that's the big dream.

“I am so grateful for Teresa C. Younger's leadership and partnership - and for her boldness in taking the foundation in the direction of supporting women and girls of color. It was a big shift for a longstanding institution, and I know it wasn't easy....Ms. is leading in this area and showing philanthropy where money should be invested.”

Jessica Gonzalez-Rojas
New York State Assembly Women



Building Connections

A powerful multiplier effect happens when leaders from different sectors and movements agree to advance a common set of values and goals as part of a synergistic approach to achieving greater collective impact. In order to be transformational, we need the issues impacting women and girls, especially women and girls of color, to be front and center in all social movements from climate change and immigrant rights to economic and racial justice.

A component of the Building Connections Initiative is to engage with other funders to support and move resources to strategic efforts led by and centering women and girls of color, including transgender women and girls of color and indigenous women and girls. Toward this objective, the Ms. Foundation will provide matching grants to women's funds to increase funding to women and girl of color; push philanthropy to more effectively support organizations and projects led by and centering their concerns and advocacy agendas; and build partnerships with women's funds working at the local or regional level to advance gender and racial equity.

We will leverage these generative connections to creatively source and lift up quality opportunities and projects that underscore the impact and influence of women and girls of color.





Building Connections Grantee Partners

Organization	Grant Amount
Center for Popular Democracy	\$20,000
Chicago Foundation for Women	\$25,000
Criterion Institute	\$15,000
Justice for Migrant Women	\$10,000
National Network of Abortion Funds	\$45,000
National Women’s Law Center	\$45,000
Rockwood Leadership Institute	\$5,000
Shelectricity	\$5,000
Southerners on New Ground	\$100,000
The Women’s Foundation of Colorado	\$25,000
The Women and Girls Foundation of Southwest Pennsylvania	\$25,000
The Women’s Fund of Greater Birmingham	\$25,000
Washington Area Women’s Foundation	\$25,000
Women’s Foundation for a Greater Memphis	\$25,000
Women’s Foundation of Minnesota	\$25,000
Women’s Fund of Mississippi	\$25,000
Women’s Funding Network	\$5,000
TOTAL	\$450,000

Center for Popular Democracy
\$20,000

Co-Executive Director, Andrew Friedman, Brooklyn, NY

The Center for Popular Democracy (CDP) works to create equity, opportunity, and a dynamic democracy in partnership with high-impact base-building organizations, organizing alliances, and progressive unions. CPD strengthens their collective capacity to envision and win an innovative pro-worker, pro-immigrant, racial, and economic justice agenda. The grant will provide general operating support.

Chicago Foundation for Women
\$25,000

President/CEO, Felicia Davis, Chicago, IL

Since its founding, Chicago Foundation for Women (CFW) has been a leading voice in the effort to achieve basic rights and equal opportunities for women and girls. In addition to grantmaking, CFW invests in developing women leaders and advocates and brings together diverse coalitions to collaborate, share resources, and develop solutions. This grant will directly advance CFW’s work to foster a network of resilient women of color leaders working at the intersection of racial and gender justice.

Criterion Institute
\$15,000

Founder & President, Joy Anderson, Haddam, CT

Criterion Institute is an activist think tank with a mission to expand what’s possible by using

finance as a tool for social change. Criterion Institute focuses on the system of finance because it wields incredible power, with far-reaching implications for justice, safety, and equality, and yet is controlled by a relative few.

The grant will be used to engage diverse women’s rights organizations and amplify the role they can play in transforming our economic and financial systems as the our nation responds to COVID-19.

Justice for Migrant Women
\$10,000

President, Monica Ramirez, Fremont, OH

Justice for Migrant Women aims to ensure that all migrant women are guaranteed human and civil rights, including the freedom of mobility, the ability to live and work with dignity, and the right to be free of threats of violence against them and their families, whether they are migrating across borders, around regions, or within states. Justice for Migrant Women protects and advances migrant women’s rights through education, public awareness, and advocacy. This grant supports the launch of The Latinx House at Sundance, specifically a panel on #MeToVoter and reshaping the narrative about survivors.

National Network of Abortion Funds
\$45,000

Executive Director, Yamani Hernandez, Philadelphia, PA

The National Network of Abortion Funds builds power with members to remove financial and logistical barriers to abortion access by

centering people who have abortions and organizing at the intersections of racial, economic, and reproductive justice. The grant will To provide general operating support.

National Women’s Law Center
\$45,000

President & CEO, Fatima Goss Graves, Washington, DC

Founded in 1972, the National Women’s Law Center has worked consistently to champion laws and policies that expand opportunities, eliminate barriers based on gender, and help women and their families lead economically secure, healthy, and fulfilled lives—with a focus on low-income families and those who face multiple, intersecting obstacles and forms of discrimination. This grant will support the “We, As Ourselves” project, a narrative development and movement building campaign striving to center the stories and experiences of Black sexual assault survivors.

Rockwood Leadership Institute
\$5,000

CEO, Darlene Nipper, Oakland, CA

Since 2000, Rockwood Leadership Institute has provided thousands of social change leaders across the globe with tools and skills to help change themselves, their communities, and the world. This grant is in support of the Rockwood Leading from the Inside Out 16/17 Cohort Retreat.

Shelectricity
\$5,000

Executive Director, Lora O’Connor, Memphis, TN

A new project designed with Black, Brown, Indigenous, and API girl-identified folks at the center, SheLectricity is an empowerment ecosystem that brings together technology, culture, and community to create safe and nurturing online and in-person environments for girls and genderqueer folks to learn, grow, innovate, and lead. The grant will provide general operating support.

Southerners On New Ground
\$100,000

Executive Director, Mary Hooks, Atlanta, GA

SONG is a home for LGBTQ liberation across all lines of race, class, abilities, age, culture, gender, and sexuality in the South. SONG builds, sustains, and connects a southern regional base of LGBTQ people in order to transform the region through strategic projects and campaigns developed in response to the current conditions in their communities. This grant will support the Southern Power Fund’s strategic and effective distribution of money to frontline organizations leading transformational racial, gender, and economic justice efforts throughout the Southern region.

The Women’s Foundation of Colorado
\$25,000

President & CEO, Lauren Casteel, Denver, CO

The Women’s Foundation of Colorado (WFCO) catalyzes community to advance and

accelerate economic opportunities for Colorado women and their families. WFCO is Colorado’s only statewide community foundation focused on economic mobility for women. WFCO works to build community, cultivate philanthropy, and create impact to ensure that all women in Colorado have access to thriving careers. This grant will advance WFCO’s efforts to serve women of color through their WAGES work, which employs research, public policy advocacy, grantmaking, and statewide engagement to help women reach economic security.

The Women & Girls Foundation of Southwest Pennsylvania
\$25,000

CEO, Heather Arnet, Pittsburgh, PA

Women and Girls Foundation of Southwest Pennsylvania (WGF) is engaged in statewide programming and policy work. WGF’s mission is to achieve equality for women and girls, now and for generations to come. WGF’s vision is for women and girls in Pennsylvania to have equal access, opportunity, and influence in all aspects of their public and private lives. This grant will support WGF’s grantmaking investments in local organizations led by women of color and members of the LGBTQIA and indigenous communities.

The Women’s Fund of Greater Birmingham
\$25,000

President & CEO, Melanie Bridgeforth, Birmingham, AL

As Alabama’s first and only

philanthropic foundation solely addressing the unique needs of women and girls, The Women’s Fund of Greater Birmingham leverages the resources of generous individuals, nonprofits, corporate partners, and community leaders to build a world where all women thrive. This grant will help build and formally launch the Women’s Policy Institute, a women-centered, permanent advocacy structure for building grassroots leadership and community power that is intersectional, feminist, and multi-issue.

Washington Area Women’s Foundation
\$25,000

President & CEO, Jennifer Lockwood-Shabat, Washington, DC

Washington Area Women’s Foundation mobilizes its community to ensure that women and girls of color in the Washington metropolitan region have the resources they need to thrive.

The organization’s theory of change is that by creating opportunities for and increasing resources to women and girls of color in the region, they will dismantle barriers to economic security. They accomplish this work by collaborating with community partners to disrupt sexist and racist systems; invest in opportunities and resources for women and girls of color; and promote philanthropy that addresses needs at the intersection of race, gender, and class. This grant will be used to support women and girls of color in the DC region experiencing domestic and sexual violence and those on the frontlines of the care workforce during and after the COVID-19 pandemic.

Women’s Foundation for a Greater Memphis
\$25,000

President & CEO, Ruby Bright, Memphis, TN

The mission of Women’s Foundation for a Greater Memphis (WFGM) is to encourage philanthropy, foster women’s leadership and support programs that enable women and children to reach their full potential. WFGM is an agent for change committed to a community of well-being and prosperity, where women live in sufficiency, strength, and safety, share their leadership, and empower their children. This grant will enable WFGM to strengthen their existing partnerships focused on supporting women and girls of color, including transgender and indigenous women and girls, as well as provide funding as they form new alliances.

Women’s Foundation of Minnesota
\$25,000

President & CEO, Gloria Perez, Minneapolis, MN

The Women’s Foundation of Minnesota (WFMN) is a community foundation investing in innovation to drive gender and racial equity. As the first and largest statewide women’s foundation in the nation, WFMN aims to create a world of equitable opportunity where women, girls, and all people hold the power to create and lead safe, prosperous lives. This grant will be used to support the Young Women’s Initiative of Minnesota (YWI MN), a statewide initiative focused on ensuring economic opportunity, safety, and leadership for and with young women who have been pushed to the margins.

Women’s Fund of Mississippi
\$25,000

Executive Director, Tracy DeVries, Jackson, MS

The mission of the Women’s Fund of Mississippi is economic security for women. The Women’s Fund of Mississippi works statewide through grant-making, advocacy, and research to support its focus areas: access to education and careers, leadership development, two-generation work, and sexual and reproductive health. The grant will support projects led by and centering women and girls of color, including transgender women and girls of color, and indigenous women and girls of color.

Women’s Funding Network
\$5,000

President & CEO, Elizabeth Barajas-Roman, San Francisco, CA

Women’s Funding Network is the largest philanthropic alliance in the world dedicated to advancing the essential role of funders in the unwavering fight for gender equality and justice. When philanthropy invests in women’s foundations and gender justice funders, it empowers a deeply intersectional movement that fights for policies and standards across lines of race, class, and gender. The grant will To provide general operating support.



Q&A with Arlene Arin Hahn

“In a lot of ways, I feel like the world is finally catching up to what Gloria and the Ms. Foundation have been saying and doing all along – and I am here for it!”

Arlene Arin Hahn (she/her/hers)

Arlene Arin Hahn is a partner at the law firm White & Case LLP. She represents clients in intellectual property and technology-driven transactions across a broad range of industries, including high tech, software, AI/ML, financial services, energy, and entertainment. A passionate advocate of women’s advancement and diversity in the workplace, Arlene is a monthly donor and steadfast supporter of the Ms. Foundation for Women.

A firm believer in giving back and paying it forward, Arlene is Chair of the Global Diversity Committee, a member of the Global Women’s Initiative Committee, and Co-Chair of the New York Women’s Initiative at White & Case, which is a corporate sponsor of the Ms. Foundation. Arlene has appeared as a featured guest on BloombergTV and has been recognized by numerous publications, including the IAM Patent 1000, Legal 500, and Euromoney.

Arlene, the mother of an eight-year-old son and a six-year-old daughter, shared with Ms. nuggets of

hard-won wisdom gleaned from her journey to the top of her field along with observations of progress for women in traditionally male-dominated professions. She also spoke about the gift of living in the now and embracing spontaneity, such as the time she and her New Zealander (“Kiwi”) husband eloped in Las Vegas.

“There probably aren’t a ton of BigLaw attorneys who eloped in Vegas at 3am in the morning!” she chuckled. “But that’s partly what I love about being a partner at an elite global law firm—representing a different type of woman who can do this job. Because I strongly believe that a bulk of the gender disparity that we’re continuing to see in the work force, especially in leadership roles, is due to a lack of representation of different archetypes of women.”

How did you first learn of the Ms. Foundation? What inspired you to become a supporter and donor?

I’d heard of the Ms. Foundation for probably my whole life—Gloria Steinem is from Ohio, which is where I was born and raised and she’s an icon! I am drawn

to the principles of the Ms. Foundation and the important work that it's doing in the world. As the fourth daughter of an unapologetically chauvinistic, but otherwise wonderful, father who escaped from North Korea and was candid in admitting that he had only wanted a son, I've always been acutely aware of gender difference and the societal impact of gender on power, privilege, and identity. I think I felt obligated to overcompensate for being born a girl throughout my life and feeling like I had disappointed my parents by not being born a son. As a child, it never occurred to me that being a girl should be a source of pride. I can't imagine how differently my life may have turned out had I been raised to view my gender as a strength. And so, I have a soft spot for the Ms. Foundation, Gloria, Teresa, and anyone who is actively and intentionally helping and empowering women.

For a long time, I carried with me so much gender bias and cultural baggage. As an Asian woman, I thought I innately understood bias. But I know now that I can't begin to compare my experience to those of other women of color. In the past year alone, in large part due to the work that we are doing at White & Case in support of racial justice and equity, I have learned so much about bias – and anti-Black racism in particular, and in learning about how I've been personally complicit, whether intentionally or not. This learning has made me much more passionate than ever about the work done by the Ms. Foundation - and part of why I became a monthly sponsor.

When you joined White & Case in 2015— after 15 years at your previous firm— you said that you finally felt the “freedom to be (your) authentic self.” Can you say more about this shift?



White & Case attracts an innately diverse work force because of our focus on global, international work. In this vastly more diverse environment, I don't feel tokenized, I don't feel hesitant. It has unleashed in me the freedom to advocate more for others, to want to advocate more, to be more outspoken, to be an upstander – and when you're in a safe and supportive environment, you can be so.

At the time I joined the firm, I'd also had a conflation of life-changing events. I'd just had two kids in just over two years— and each time I was pregnant, I lost a parent - first my mother and then my father. These events were profoundly impactful. At the same time, I was diagnosed with a chronic disease and a rare neurological disorder for which I was hospitalized. All the stress and trauma of losing my parents while having my own children manifested in physical illness. I learned how closely connected the body is to the mind. Joining White & Case at the tail end of that changed me as a person completely. I had all those great epiphanies that people often have after trauma or during change—life is too short, you have to enjoy it, you have to give back, and you have to do something for the greater good.

Beyond your work as a lawyer, you are active on several committees, initiatives and programs at the firm. You are also a mother of two young children. How do you balance it all?

A job is just a job if it doesn't have meaning, if it's not advancing anything, if it's not changing things for the better. At White & Case, we say that each of us should leave the firm, and the world, a better place than how we found it. I firmly believe in this. I don't think I should do anything unless I'm going to leave it better.

As a woman, and a woman of color, I do get a fair share of requests to join committees and initiatives because of the lack of representation – there are still so few of us. I don't discount that at all, but I also recognize that that's a necessary responsibility until we reach parity. Studies show that women tend to do more of this invisible work – and of course it's not necessarily 'fair' that women may spend more time on committees and initiatives while many of their male counterparts are out chasing clients and bringing business through the door, which traditionally has driven law firm success. But at the same time, it's important that women are participating in initiatives and leadership and that we are in the rooms where decisions are being made. I think it's worth it. Plus, I feel like we're so close – we are starting to transform the structures and spaces that were not meant for us. It's not easy – it can be downright exhausting – but if more of us stick with it, we can start to effect real change.

As for balance – I feel like the word "balance" can be triggering as it assumes too much! What helps me the most is to reject any notion of "perfection". As girls, we are taught that anything short of perfection

is failure – and I feel like we carry that unnecessary burden well into adulthood. I told my children when they were very little that there is no such thing as perfect – and now they say it back to me constantly! I'll say, "Oh, that's perfect!" And they'll say, "Mom! There's no such thing as perfect! Everyone makes mistakes!" It's important for me to hear that from them – it's truly liberating!

At a time when institutions have the best of intentions to become more inclusive, what advice or thoughts do you have for organizations? What should they be wary of?

There are a couple of things actually, especially in the column of good intentions. In a lot of organizations when they pick a woman, it's a 'safe' woman. She's tested, she's done this before. She does everything and is on all the committees. That can be dangerous. You're perpetuating the notion that there's only one woman, or only a few women, who are good enough to fill all those roles. And what I've also witnessed is that sometimes, if you have a woman who is being held out as an example, but in her everyday practice, she isn't supporting other women, it can actually have the opposite effect and reduce the number of women who stick around because they don't feel supported. So, in the column of great intentions, the best is always a diverse group of leaders of all genders.

What advice do you have for young women, especially immigrants and women of color, who aspire to a career such as yours?

First, I'd say treat all of your connections and networks as connections and networks for your future. One of the mistakes I made early on in

my career is that I separated my personal and professional networks, very much like ‘church’ and ‘state’. Men don’t do that; they aren’t taught to do that – these are your people and no matter what, you have your network – it’s not what you know, but who you know. Studies show that women are not as comfortable leveraging our personal networks. We don’t ask our friends for work or referrals as easily or as often as men do. We don’t go golfing every week and say, Hey, I need you to hire me. I need you to hire my firm. Women tend not to do that. But I think that’s changing. I hope it’s changing.

My second piece of advice is that you have to advocate for yourself. Don’t be the model in the mall waiting to get discovered. Don’t think, I will do an awesome job, turn in everything on time, and one day someone’s going to pluck me up and say we’re going to make you a partner, a director, a CEO. No one’s doing that! You have to reach for those opportunities and go for them. This is another thing that men seem to do well and that women tend not to do. And that’s where advocating for other women helps. Studies show that if a woman advocates on another woman’s behalf, it’s perceived differently than if a woman advocates for herself and it’s seen as less threatening. And if you are fortunate enough to have a powerful advocate or sponsor, you should protect and nurture that relationship – because the support and guidance of a powerful sponsor is invaluable in any sphere.

And finally, we have to change ourselves—because women are just as hard on women (if not harder) than men, so really trying to quell or sever that competitiveness that’s been bred or socialized into a lot of women. The lack of women in positions of power should not mean it’s a zero sum game – we

need to expand the pie so that there are more seats at the table for all women and underrepresented people. And that begins with changing ourselves.

The pandemic has been a time of numerous challenges and collective loss. What are your thoughts on working women and motherhood during this tumultuous period.

For so many women, the impact of the pandemic has been profound. It’s too demanding, it’s too hard, especially as we’ve lost the social connection and aren’t benefiting from the bonding, interaction, and humanity of working together in person. On the one hand, it’s forced me to really live in the moment – to take each day and each moment as it comes.

Do you have a long-term vision for yourself as a philanthropist?

For better or worse, I’ve never had a long-term vision – I have really just tried to live in the moment! But as I get older, I realize that it’s the impact that I have on others, not just in my immediate sphere, but in the world at large, that will measure my life. It doesn’t have to be a huge impact as long as it’s an ongoing, positive impact. So supporting the work of the Ms. Foundation is a no brainer for me. Becoming a monthly donor is the right way for me to continue to give back to the communities and projects that I care about and to support the work of the Ms. Foundation. I believe in the future vision of Teresa and the current Board as a continuation and evolution of the vision of Gloria and the Founding Mothers. In a lot of ways, I feel like the world is finally catching up to what Gloria and the Ms. Foundation have been saying and doing all along – and I am here for it!

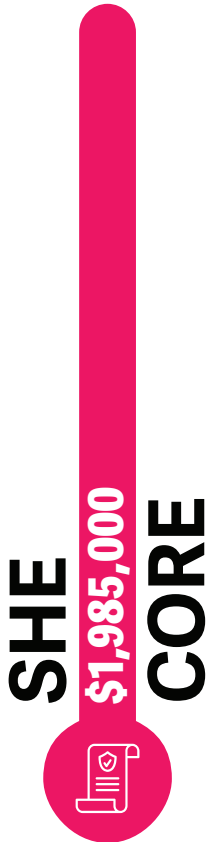


Overview

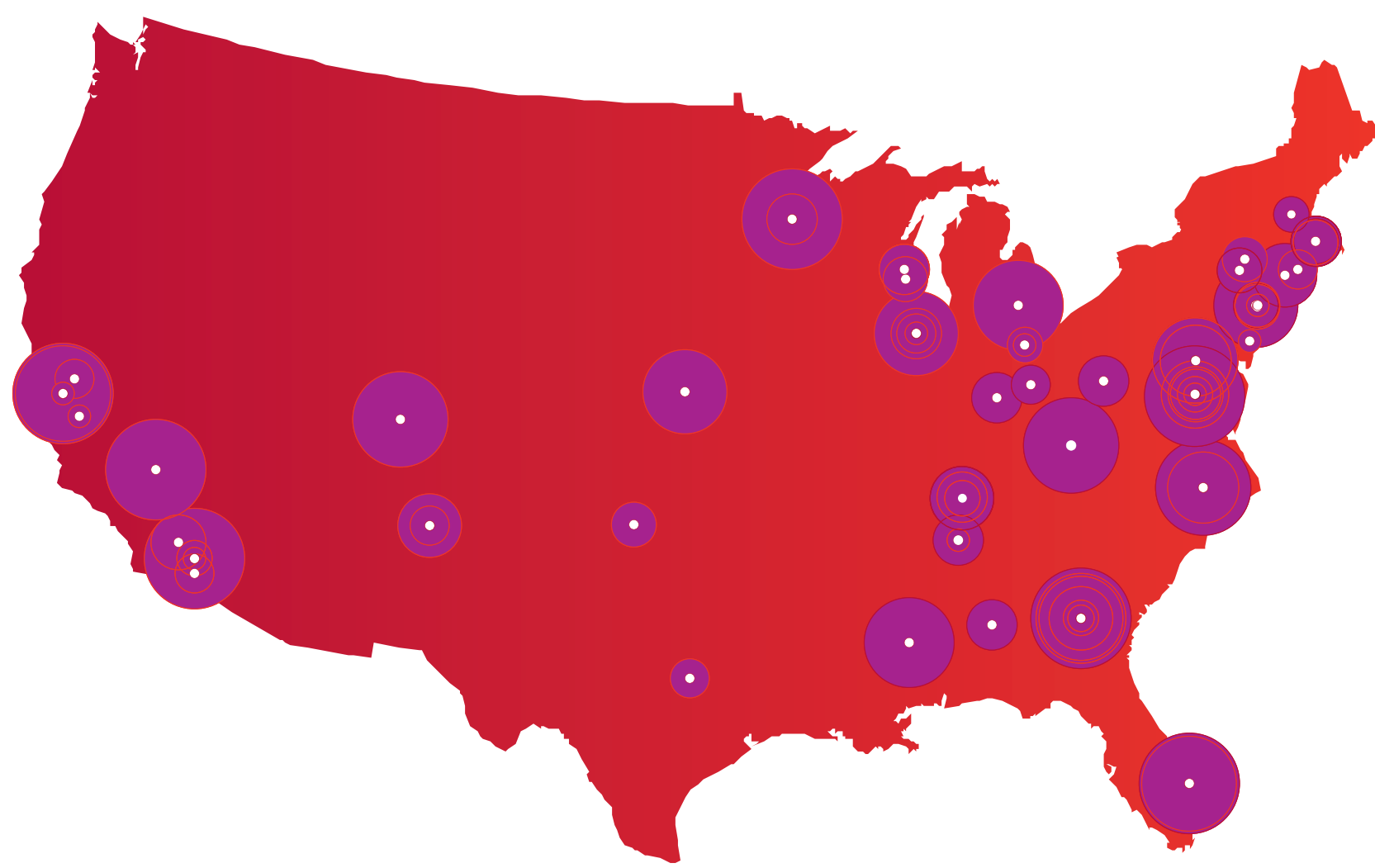
Our philosophy at the Ms. Foundation for Women is about trusting women’s leadership. We support the areas of women’s safety, health, and economic justice, understanding that all these areas are connected. We center gender, race, and equity in our work. As a philanthropy we give general operating support to our partners—allowing them to determine whether those dollars should go toward a project, a salary, or toward turning on the lights. We don’t fund for one or two years—our grantee partners are in relationship with us for five to seven years, sometimes even longer. Change takes time. We are committed for the long term.

Direct Grants to the Field

Ms. Foundation’s 2020 Program Funding at a glance.



Where the grants are impacting



GRANTEE AMOUNT



“ I joined the Ms. Foundation board because as a younger professional woman I wanted a community of peers who think of ambition—at work, at home, in life and in society—as important and because I wanted to be part of advancing gender equity with an organization ready to build power for communities I care about. ”

Sloan Leo
Board Member



Activist Collaboration Fund

In January 2020, we launched the Activist Collaboration Fund (ACF) to deepen collaboration across social justice movements for women and girls of color. The goal of the ACF is to support and strengthen the under-resourced work of relationship and trust-building that is, in fact, at the heart of transformational movement building. The funds help facilitate collaboration in meaningful, nonprescriptive ways.

In its first cycle, spanning January to April, the ACF granted \$275,000 to 15 organizations led by and for women and girls of color, trans women and girls of color, and Indigenous women and girls engaged in collaborative work in the areas of climate, criminal, education and reproductive justice. Grants ranged between \$15,000 to \$25,000. More than half the grants represent groups that are Indigenous, trans-led, or located in the South or Midwest regions. The ACF invests primarily in groups that are focused on relationship building, shared analysis, strategy and planning, power building, organizing, and healing justice support. Grantees have a track record of successful collaboration and an annual budget of less than one million dollars, with many in this docket with budgets below \$500,000.

The ACF aims to create enduring and effective partnerships that will have a greater impact on intersectional social justice issues. To meet the needs of the field, Ms. will seek donor partners who are aligned with supporting the vision of the Activist Collaboration Fund. The first year of the ACF was a pilot phase, with strategy and operational decisions for the pilot largely informed by insights shared by activists and movement leaders with the Foundation during a literature review and stakeholder engagement process.

The ACF adopted an open-call process that mobilized trust-based philanthropy best practices in order to ease the application burden for prospective grantees. As COVID-19 emerged in full force, it exacerbated all of the existing structural inequalities that women and girls of color face in our country. By the time grants were disbursed, organizations had pivoted to respond to the pandemic crisis in their communities. While the ACF is a vehicle for strategic collaboration, it additionally supported the unique funding needs that arose during the COVID-19 health crisis.



As applicants grappled in real time with the pandemic, we observed the following:

- Movement building organizations led by and for women of color are best equipped to meet the needs of, and build power with, people most impacted by racism and inequity.
- In moments of crisis, these organizations move the quickest to meet community needs, respond to attacks against their constituents, and take the offense with strategies that build power to fight oppressive systems.
- For organizations led by and for women and girls of color working at the local and state levels, direct services are very much a part of organizing work.
- Healing is a critical part of the power building process. Time and care must be taken to ensure leaders and individuals are supported and are able to stand in their power to demand change for themselves and their communities.
- Organizations led by and for women and girls of color are significantly underfunded. They could accomplish even more with greater resources.



Activist Collaboration Fund

Grantee Partners

Organization	Grant Amount
African American Roundtable	\$25,000
Black Child Development Institute Denver	\$20,000
Black Trans Media	\$25,000
Black Women Rising	\$25,000
California Black Women’s Health Project	\$15,000
Collective Action for Safe Spaces	\$25,000
HEART Women and Girls	\$15,000
Marsha P. Johnson Institute	\$15,000
Native Movement	\$15,000
Pueblo Critico	\$15,000
Rise Up Kingston	\$20,000
Safe Return Project	\$15,000
Solutions NOT Punishment Collaborative	\$15,000
Southwest Women’s Law Center	\$15,000
Youth Rise Texas	\$15,000
TOTAL	\$275,000

African American Roundtable

\$25,000

Director, Markasa Tucker, Milwaukee, WI

African American Roundtable is a coalition led by and serving the African American community in Milwaukee, focused on empowering and organizing community members to transform policies so that they can reach their greatest potential and thrive. They will partner with Hmong American Women's Association and Freedom, Inc. to deepen their relationship; learn about each other's respective cultures, traditions, and social and political movement history, and strategize on how to move together to build collective power.

Black Child Development Institute Denver

\$20,000

Affiliate President, Cassandra Johnson, Denver, CO

Black Child Development Institute Denver improves and advances the quality of life for Black children and their families through education and advocacy. They lead two major coalitions for policy and advocacy to advance prenatal, infant, toddlers, and their families' well-being as well as equity in early childhood education. They will convene and organize a larger base of African American/Black identifying women of all different identities and backgrounds, by providing healing spaces through Sankofa Circles and increasing the visibility and voices of African American/Black women in the policy advocacy process.

Black Trans Media

\$25,000

Founder/Co-Director, Sasha Alexander, Brooklyn, NY

Black Trans Media exists to reframe the value and worth of black trans peoples by building community, educating the public, and engaging media on racial and gender justice issues promoting #blacktranseverything. They will be continuing to build a political home for a network of brilliant folks doing the movement building work centering Black Trans people, and deepening relationships with GLITZ and Trans Gender Variant Intersex Justice Project. With their partners, they will be creating more spaces to strategize, organize, and mobilize community members to address violence directly impacting Black Trans women, including uplifting sex workers in decision-making.

Black Women Rising

\$25,000

Executive Director, Marcia Dinkins, Dayton, OH

Black Women Rising leverages Black Women's organizing skills, leadership potential, and political power to influence and positively impact their community. They will be deepening existing relationships with Black clergy, Toledoans United for Social Action (TUSA), International Congress on Faith and Justice, Faith and Harm Reduction, Religious Coalition for Reproductive Choices (RCRC), Resilient Sisterhood, and SisterReach. Together, they will be building a shared analysis of what's working and not working across the intersectional issue areas where they work, and building a framework to legislate around those issues using a narrative of how trauma is being perpetuated by systems and

the need for moving to a place of healing and reconciliation.

California Black Women's Health Project

\$15,000

CEO, Sonya Young Aadam, Inglewood, CA

California Black Women's Health Project is a collaborative, statewide organization that aims to strengthen community capacity to address health disparities across a range of issues and challenges that disproportionately impact Black women and girls. In partnership with Sankofa Birthworkers Collective, Congregations Organized for Prophetic Engagement, and Sayida Uplifts, they will bring black birth workers, healers, doulas, and activist mothers together in safe spaces to share, affirm, and address disparities in maternal and infant mortality.

Collective Action for Safe Spaces

\$25,000

Executive Director, Je'Kendria Trahan, Washington, DC

Collective Action for Safe Spaces is a grassroots organization that uses comprehensive, community-based solutions through an intersectional lens to eliminate public gendered harassment and assault. They will be working with BYP100, the DC Rape Crisis Center, Black Swan Academy, and the Network for Victim Recovery DC, to begin incubating a Transformative Justice Incubator/Hub. They will also be working with the Sex Worker Advocates Coalition (SWAC) to host retreats and townhalls to deepen shared analysis, revisit the #DecrimNow campaign goals and strategy, and incorporate healing and wellness into their agenda.

HEART Women and Girls

\$15,000

Executive Director, Nadiah Mohajir, Chicago, IL

HEART for Women and Girls ensures that all Muslims have the resources, language, and choice to nurture sexual health and confront sexual violence, faced particularly by Muslim women and girls. In collaboration with Justice for Muslims Collective (JMC) and #VigilantLOVE (VL), they will create a shared analysis, map current initiatives and players in the field, and develop resources that can be used in both the gender justice spaces and the larger anti-islamophobia movement.

Marsha P. Johnson Institute

\$15,000

Executive Director, Elle Hearn, Columbus, OH

Marsha P. Johnson Institute protects and defends the human rights of Black transgender people by organizing, advocating, creating an intentional community to heal, developing transformative leadership, and promoting collective power. With TAKE Resource Center and Trans United Fund, they will help build and repair relationships, provide guidance, convene and train people, co-develop curriculum, and generally work to build the field of Black Trans movement building organizations, while also responding to the immediate basic needs of community members in this moment.

Native Movement

\$15,000

Executive Director, Enei Begaye, Fairbanks, AK

Native Movement is building a diverse and strong people-powered Alaska climate movement, rooted in building systemic change, elevating the people most impacted, and furthering a diversity of strategies for just and equitable transitional steps. They lead the Just Transition Coalition with Fairbanks Climate Action Coalition, The Alaska Center, Native Peoples Action, AK PIRG, the Gwich'in Steering Committee, and Alaska Community Action on Toxics (ACAT). Together, they will work to deepen collaboration among indigenous-led organizations, conservation organizations, grassroots community groups, policy-focused entities, and gender justice-focused groups, while elevating and supporting Indigenous and grassroots leadership and helping ally groups build an understanding of Decolonizing and Just Transition frameworks into their campaign planning and analysis.

Pueblo Critico

\$15,000

Public Educator and Social Worker, Kamil Geronimo, San Juan, PR

Pueblo Critico works with activist leaders, associations, and social and community-based organizations on social justice issues and human rights violations through Popular Education strategies and services. In partnership with the Diverses program of the local Puerto Rico chapter of Amnesty International, they are building the capacity and bridging LGBTTQIA+ activists with climate justice leaders in Puerto Rico.

Rise Up Kingston

\$20,000

Executive Director, Callie Jayne, Kingston, NY

Rise Up Kingston is a grassroots organization led by those experiencing racism, classism, and gender oppression and organizing collective power to win a Kingston economy that meets all of our social and environmental needs. They will be working with Newburgh LGBTQ Center to develop curriculum that addresses misogyny, homophobia (anti-LGBTQ), transphobia, and other gender oppression specifically in the Black community. This collaboration will allow these two groups to build together and create language to help tackle these oppressive issues, while furthering decolonization work and the movement for Black lives in the larger Hudson Valley Region.

Safe Return Project

\$15,000

Executive Director, Tamisha Walker, Richmond, CA

Safe Return Project is an organization of formerly incarcerated individuals and their allies working to strengthen the relationship of people coming home from incarceration with the broader community with an emphasis on self-sufficiency and long-term liberty. In partnership with the Young Women's Freedom Center and the Time for Change Foundation, they will be growing their county-wide campaign to the state-level to advocate for a holistic approach on reentry that addresses the trauma-healing, safety, and success of women, girls, and non-binary individuals in reentry.

Solutions NOT Punishment Collaborative

\$15,000

Executive Director, Toni-Michelle Williams, Atlanta, GA

Solutions NOT Punishment Collaborative is a Black, trans-led, broad-based collaborative working to restore an Atlanta where every person has the opportunity to grow and thrive without facing unfair barriers, especially from the criminal legal system. On the heels of the historic victory surrounding the closure and repurposing of the Atlanta City Detention Center, they will work to strengthen relationships and collaborations with #ClosetheJailATL Coalition partners and other Black women, trans, and queer-led organizations to cultivate and deepen shared analysis on organizing across lines of race, class, and gender and co-create strategy and tactics for transformative campaigns that will mobilize Atlanta toward trans safety, inclusion, and sex worker rights.

Southwest Women's Law Center

\$15,000

Executive Director, Terrelene Massey, Albuquerque, NM

Southwest Women's Law Center harnesses the power of law, research, and creative collaborations to change realities and injustices and create greater opportunities for women and girls in New Mexico. They will work with Strong Families New Mexico (SFNM), ACLU-NM, Bold Futures, and Indigenous Women Rising through the Coalition for Choice to advance and protect access to

abortion and reproductive rights and will be working with Native American groups statewide to initiate an agenda together in the areas of women's reproductive health.

Youth Rise Texas

\$15,000

Executive Director, Kandace Vallejo, Austin, TX

Youth Rise Texas is an organization dedicated to uplifting the voices of young people harmed by criminalization and deportation so that they may heal, take action, and cultivate compassionate communities. With a focus on young women of color, they will be working with partners in the Texas Youth Power Alliance (TYPA) to deepen relationships with each other, share resources, build collective capacity, and finalize a shared youth justice agenda for the state.



National Latina Institute for Reproductive Justice



“In a year rife with challenges, transitions, and unforeseen pivots, we were grounded and confident, remaining centered and driven by our values.”

Dalissa Vargas, Senior Director of Development

Since 1994, the National Latina Institute for Reproductive Justice (Latina Institute) has been building Latina/x power and centering the voices and experiences of Latina/xs in the fight for the fundamental human right to reproductive health, dignity, and justice. The Latina Institute has offices in New York City and Washington D.C., with state teams in Florida, New York, Texas, and Virginia. The robust movement-building and advocacy of Latina Institute lives at the intersection of Latina/x civil rights, reproductive health and justice rights, immigrant rights and justice, and economic justice. Formerly known as the National Latina Institute for Reproductive Health, the organization changed

its name in 2020 to National Latina Institute for Reproductive Justice as part of a rebranding process aimed at better aligning its organizational identity and work.

In 2020, the Latina Institute experienced a leadership transition when longtime Executive Director Jessica González-Rojas resigned to run for political office and a search was initiated for her successor. During this transition, the organization initiated a series of change management processes to build systems and practices that promote cross-department collaboration and stronger communication.

At the center of this effort was the design and build out of a new leadership model rooted in the knowledge that the Latina Institute's greatest power is its people. This structural concept, named Poderosa Mountain, is inspired by the affirmation, "I am powerful." It informs the Latina Institute's power-building work through individual and collective leadership and recognizes that leadership development is neither a linear process nor a singular path.

"We're really incubating this model to achieve deep relational organizing in our communities. All aspects of civic engagement, leadership development, and culture shift—amplifying voices and stories—begin from the ground up. We're looking to build an activist base, online and on the ground, of 500,000 by 2030," says Dalissa Vargas, Senior Director of Development at the Latina Institute.

Latina Institute's state teams work year around, hosting community events, conducting trainings and nonpartisan civic engagement campaigns on reproductive issues that directly impact their communities. Their consistent and dedicated presence encourages poderosas to engage with Latina Institute's programs and to view them as a trusted resource of support.

The organizing work of the Latina Institute is impactful. The organization played an active part in the landmark *Whole Woman's Health v. Hellerstedt* case, submitting its first ever amicus brief which centered the stories of Latinas in the Rio Grande Valley who'd suffered the devastating impact from Texas's sweeping legislation to abolish access to abortion, which had led to the closure of all but 10 clinics statewide. The Supreme Court victory "affirmed the power of the people's voice," amplified through Latina Institute's grassroots work.

More recently, Latina Institute's work in Virginia has built momentum with a series of victories for reproductive justice, including the passage of the Reproductive Health Protection Act (RHPA), which eliminates medically unnecessary restrictions that hinder access to reproductive healthcare, including abortion. Latina Institute and its partners in Virginia leveraged this victory to advocate for a proactive reproductive justice bill of rights—the Reproductive Health Equity Act (RHEA)—and establish comprehensive coverage for reproductive health services regardless of immigration status or gender identity.

Latina Institute is on the frontlines of some of the most challenging issues taking place around immigration and the border, especially pertaining to reproductive healthcare access. The organization's activists are impacted by the violence and action of ICE, such as the denial of care in detention centers. The Texas team has worked alongside immigrant rights partners to advocate for abortion access for immigrants who are being detained. In Virginia, Florida, and Texas, the Latina Institute continues to work on the issue of drivers' ID access for immigrants. Many constituents live in transportation deserts—without transportation, it is impossible to access work and care. Undocumented individuals, and those living in mixed-status families, face particularly serious reproductive health risks as a result of not being able to obtain legal identification and a driver's license.

At the federal level, the Latina Institute celebrated the re-introduction of Equal Access to Abortion Coverage in Health Insurance (EACH Woman) Act to the U.S. House of Representatives and its first introduction to the Senate in March. The EACH Act serves to abolish the Hyde Amendment and removes barriers to abortion access for people

with low-income. In April, the Senate introduced the Health Equity and Access Under the Law (HEAL) for Women and Families Act—advancing the eligibility of immigrants for health insurance coverage and access to health care. Together, these policies propose greater access to the full range of reproductive health services for all Latina/xs, irrespective of their documentation and income status.

Latina Institute is actively working internally to be anti-racist in all aspects of its operations and is committed to showing up as an ally with reproductive justice partners. It is unpacking the cultural impact of systemic racism within Latinidad, specifically around Afro-Latina/xs, and continually working to dismantle anti-Blackness within its communities.

When the pandemic struck, the Latina Institute quickly pivoted to working remotely and at reduced capacity. A digital divide in both access and literacy among some field staff and activists quickly revealed itself.

“As an organization that does deep, relational, in-person organizing and civic engagement as its core work, to operate as a virtual remote organization was no small task,” says Dalissa Vargas.

More than half the staff were directly impacted by COVID-19. Living by its values, Latina Institute expanded benefits for staff, added wellness days and financial stipends, and automated its financial system so activists who were receiving stipends could be paid through ACH transfer.

“It’s invaluable that Ms.’s support goes to where we need it. The dollars aren’t tied. They’re about how we best do our work. And that can’t be underscored enough,” says Vargas. “Even with the challenges we face, the Latina Institute remains committed to serving our communities intentionally, compassionately, and effectively.”

“I could not be more resolute in the commitment of the Ms. Foundation for Women to support the leadership of women and girls of color, or clear about my mandate from the leadership of this organization.”

Teresa C. Younger
President and CEO



Capacity Building Program



Ms. Foundation for Women seeks to develop sustainable Women and Girls of Color leaders and organizations to fortify the social justice infrastructure at the local and state level, as well as position grantee leaders and organizations as experts on key issues. By investing in grantees' capacity, Ms. builds the leadership of those on the front lines who are leading powerful movements to transform systems of oppression so that all people can live full, secure, and healthy lives.

The Ms. Capacity Building program provides grants to WGOC organizations and leaders to strengthen their sustainability, resiliency, and connectivity. Capacity building grants support organizational sustainability, provide flexible funding during organizational growth, leadership transitions, organizational change, as well as opportunities that emerge out of crisis.



Capacity Building Grantee Partners

Organization	Grant Amount
California Latinas Reproductive Justice	\$10,000
Raising Women’s Voices	\$25,000
TOTAL	\$35,000

California Latinas for Reproductive Justice \$10,000

Executive Director, Laura Jimenez, Los Angeles, CA

California Latinas for Reproductive Justice (CLRJ) is a statewide organization committed to honoring the experiences of Latinas/xs to uphold their dignity, their bodies, sexuality, and families. CLRJ builds Latinas’/xs’ power and cultivates leadership through community education, policy advocacy, and community-informed research to achieve reproductive justice.

The grant will support organizational development, leadership development, coaching, and training for CLRJ Board and staff as they navigate through organizational transitions.

Raising Women’s Voices \$25,000

Women’s Health Program Director, Lois Uttley, New York, NY

Raising Women’s Voices is a national initiative with leadership from its New York office as well as the National Women’s Health Network and the Black Women’s Health Imperative located in Washington, D.C. Raising Women’s Voices makes sure women’s voices and concerns are addressed as part of the Affordable Care Act’s policies. Raising Women’s Voices provides healthcare education, outreach, advocacy, and policy work through 31 regional coordinators working in 28 states. The grant will provide general operating support for the Raising Women’s Voices initiative, with special attention to capacity building for women of color-led organizations and funding of an annual convening.

“I call on each of us to commit to lifting up farmworker and migrant women as essential and to work our hardest to ensure that they and their work are fully appreciated now and in the future. They are and always have been heroes among us.”

Monica Ramirez
President, Justice for Migrant Women



Discretionary Grants

President’s Discretionary Grants

Grants in this docket are made at the discretion of the Ms. Foundation President

Organization	Grant Amount
Family Values @ Work: A Multi-State Consortium	\$500
Justice for Migrant Women	\$5,000
TOTAL	\$5,500

Family Values @ Work: A Multi-State Consortium

\$500

Executive Director, Wendy Chun-Hoon, Washington, DC

In support of the Rising Leaders Fund.

Justice for Migrant Women

\$5,000

President, Monica Ramirez, Fremont, OH

To provide support of Monica Ramirez’s leadership development through the Rockwood Fellowship Program.

“ Today I stand with you rooted in our ancestors and community and centered in our hearts to roar until every person is liberated and our communities are free. ”

Pabitra Khati Benjamin

Executive Director, Adhikaar



Oma Fund

The Oma Fund is a donor-advised fund of the Ms. Foundation for Women. Established in 2010 as a descendant of the Dickler Family Foundation, Oma means “grandmother,” honoring the source of the funds and reflecting the intergenerational spirit that inspires our grantmaking. The Oma Fund supports organizations working to tackle the most challenging issues in reproductive health through the leadership of younger generations of activists. A small subset of discretionary grants that fall outside the area of reproductive health are also included as part of this donor advised fund.

Organization	Grant Amount
Ibis Reproductive Health	\$20,000
National Institute for Reproductive Health	\$25,000
National Network of Abortion Funds	\$30,000
Nurses for Sexual and Reproductive Health	\$20,000
Provide, Inc.	\$25,000
The Civil Liberties and Public Policy Program	\$10,000
Kentucky Health Justice Network	\$10,000
TOTAL	\$140,000

Ibis Reproductive Health
\$20,000

President, Kelly Blanchard, Cambridge, MA

To support the Later Abortion Network (LAN), which connects organizations and individuals committed to increasing access to high-quality later abortion services. By providing their members with a safe forum to share knowledge about later abortion, LAN acts as a catalyst to build momentum among those in their field to prioritize clinical and legislative issues surrounding later abortion.

National Institute for Reproductive Health
\$25,000

President, Andrea Miller, New York, NY

To provide general operating support to secure reproductive freedom and expand access to reproductive health care, including abortion, by strengthening the effectiveness of state and local advocates across the country and by creating and sharing resources for the broader reproductive health, rights, and justice movement.

National Network of Abortion Funds
\$30,000

Executive Director, Yamani Hernandez, Philadelphia, PA

To provide general operating support to further build power with member funds and individual members and to remove financial and logistical barriers to abortion access by centering people who have abortions and organizing at the intersections of racial, economic, and reproductive justice. As the visibility of abortion funds and their movement continue to grow, NNAF has a renewed commitment to centering the leadership of those who are most directly impacted by layered systemic inequities because they hold the knowledge to building long-lasting solutions. To this end, NNAF will focus efforts for the coming year on strengthening regionality, integrating racial justice theory and praxis, innovating network-wide approaches to direct abortion assistance, and refining technical assistance programs to support scaling and sustainability efforts of

member funds.

Nurses for Sexual and Reproductive Health
\$20,000

Executive Director, Dr. Lina Buffington, St. Paul, MN

To help provide students, nurses, and midwives with education and resources to become skilled care providers and social change agents in sexual and reproductive health and justice.

Provide, Inc.
\$25,000

Executive Director, Fatimah Gifford, Cambridge, MA

Provide works in partnership with health and social service providers to build a health system that, in a climate of diminishing access and renewed legal threat, is equipped to respond to people’s healthcare needs around abortion.

The Civil Liberties and Public Policy Program
\$10,000

Executive Director, Mia Sullivan, Amherst, MA

To provide support to educate, train, and activate diverse new leaders for the movements for reproductive justice and human rights.

Kentucky Health Justice Network
\$10,000

Executive Director, Erin Smith, Louisville, KY

To provide support to the Take Root – Red State Reproductive Justice Conference.



Gloria Steinem Fund

The Gloria Steinem Fund is a designated fund that disburses grants based on recommendations made by Gloria Steinem.

Organization	Grant Amount
Emergency Committee for Rojava, Inc.	\$20,000
Feminist Majority Foundation	\$30,000
Soapbox: The Feminist Foundation	\$20,000
Foundation for the Study of Independent Social Ideas	\$5,000
Get Lit – Words Ignite Inc.	\$2,500
National Women’s Studies Association	\$5,000
Spelman College	\$7,000
Vibe Theater Experience	\$5,000
TOTAL	\$94,500

Emergency Committee for Rojava, Inc.
\$20,000

Executive Director, Debbie Bookchin, Albany, NY

To provide a capacity building grant that will support hiring an executive director.

Feminist Majority Foundation
\$30,000

Executive Director, Katherine Spillar, Beverly Hills, CA

To provide support that will keep U.S. activists linked to and informed about the activities of the global women’s movement and sustain their capacity for global reporting,

including special reports in the magazine and breaking news on MsMedia.org.

Soapbox: The Feminist Foundation
\$20,000

President, Amelia Richards, New York, NY

To enhance in-person programming that will continue to build their virtual community, both with fresh faces and their vast alumni community.

Foundation for the Study of Independent Social Ideas
\$5,000

President, Michael Walzer, Princeton, NJ

To provide support of the Ann Snitow Prize.

Get Lit – Words Ignite Inc.
\$2,500

Executive Director, Diane Luby Lane, Los Angeles, CA

To provide general operating support.

National Women’s Studies Association
\$5,000

Executive Director, Deana Lewis, Chicago, IL

To provide support of the National Women’s Association Feminist Activist Fund.

Spelman College
\$7,000

President, Dr. Mary Schmidt Campbell, Atlanta, GA

To provide support of the Audre Lorde Endowed Chair.

Vibe Theater Experience
\$5,000

Executive Director, Toya Lillard, Brooklyn, NY

To provide support of the project Amplifying the Voices of Girls and Young Women of Color through the Performing Arts.



Asian Women Giving Circle

The Asian Women Giving Circle is a donor advised fund of the Ms. Foundation that pools resources from Asian American women and other supporters, who are passionate about amplifying the transformative power of arts and culture toward Asian women-led social change projects. The current focus is Arts & Activism.

Organization	Grant Amount
Arts and Democracy, Inc.	\$10,000
Dorotea Mendoza	\$7,500
Free Rein Projects	\$10,000
Jaclyn Reyes	\$2,500
Jota Sosnowski	\$2,500
MoustacheCat Enterprises, Inc.	\$5,000
Kundiman, Inc.	\$7,500
Liz Sargent	\$2,500
National Asian American Theatre Co., Inc.	\$5,000
Siyan Wong	\$7,500
JoYin Shih	\$7,500
TOTAL	\$67,500

Arts & Democracy Inc.
\$10,000

Director, Caron Atlas, New York, NY

To support a series of intergenerational and bilingual arts-based workshops with artist Monica Jahan Bose.

Dorotea Mendoza
\$7,500

Artist, Dorotea Mendoza, Brooklyn, NY

To support the project Export Quality: Monologues (loosely) Drawn from True Stories of Mail-Order Brides from the Philippines.

Free Rein Projects
\$10,000

Founder, Artistic Director, Jaime Sunwoo, Brooklyn, NY

To support the project Specially Processed American Me.

Jaclyn Reyes
\$2,500

Artist, Jaclyn Reyes, Brooklyn, NY

To support the Little Manila Queens: Bayanihan Public Art Festival.

Jota Sosnowski
\$2,500

Director, Jota Sosnowski, Brooklyn, NY

To support Between Goodbyes – A Documentary Film.

MoustacheCat Enterprises, Inc.
\$5,000

Executive Director, Kaoru Ikeda, New York, NY

To support the revival of the 1916 dance work, “Pizzicati”.

Kundiman, Inc.
\$7,500

Executive Director, Cathy Linh Che, New York, NY

To support the Asian American Feminist History & Zine-making Workshops.

Liz Sargent
\$2,500

Artist, Liz Sargent, Brooklyn, NY

To support the project 12 Turtles.

National Asian American Theatre Co., Inc.
\$5,000

Artistic Producing Director, Mia Katigbak, New York, NY

To support the project titled The in Between: A Love Story by Deepa Purohit

Siyan Wong
\$7,500

Artist & Painter, Siyan Wong, New York, NY

To support the project Five Cents A Can: Making Visible the Invisible – a visual arts exhibition.

JoYin Shih
\$7,500

Artist, JoYin Shih, Brooklyn, NY

To support the project Fly in Power.

Our Time Together

Martha's Vineyard

On August 13, 2019 we hosted our sixth annual Cocktails and Conversation gathering on Martha's Vineyard. Approximately 125 guests attended the popular event to hear President and CEO Teresa C. Younger in conversation with Jessica González-Rojas, executive director of the National Latina Institute for Reproductive Health about the battle to preserve reproductive freedom. We collaborated with Cesta Collective, a female-owned and operated handbag business, which donated 20% of their proceeds from their pop-up store that evening to the Ms. Foundation for Women.

Barneys Shopping Extravaganza

In October, the Ms. Foundation partnered with luxury retailer Barney's— thanks to the stewardship of Board member Cathie Hartnett and the generosity of CEO and President of Barneys Daniella Vitale— for a shopping and fundraising extravaganza in San Francisco, Boston, and

New York City. Customers received a 10% discount on items while the Ms. Foundation received a total of \$75,000 from sales proceeds. Bargain-hunting Barneys customers, all new to Ms., attended the three events.

Annual Holiday Open House

On December 12, 2019, close to a 100 people attended the Ms. Foundation's annual holiday party at our office in Brooklyn, joining in community and celebrating our collective power! Grantee partners, community friends, donors, board members, and staff marked the spirit of the festive season at the gathering.

Rose Bowl

In celebration of the 100th anniversary of the passage of the 19th Amendment, President and CEO Teresa C. Younger participated in the Rose Bowl Parade by riding in the Pasadena Celebrates 200 "Years of Hope, Years of Courage" float! The float



marked the beginning of nationwide celebrations to commemorate the constitutional right for women to vote—the result of a decades-long fight by suffragists.

Carolines on Broadway: New Year. Same Sh*t.

Over 200 attendees—supporters, donors and new friends—gathered for an evening of laughter and good cheer at our annual Carolines Comedy Club event on January 13, 2020. The theme was New Year. Same Sh*t. Comedians Kelly Bachman, Michelle Buteau, Anna Drezen, Judy Gold, Alise Morales, and

Julia Shiplett had us doubled over in fits! Indeed, humor is a fine tonic and, sometimes, laughter the best medicine for a healthy democracy! The event was hosted by Gloria Steinem, Teresa C. Younger, and Carolines owner and longtime Ms. supporter, Caroline Hirsch. Michelle Buteau's closing words brought tears as she thanked Gloria Steinem and Ms. for carving a space for female comedians who receive little support from the male-dominated industry.





Ms. on the Move

Each year, the Ms. Foundation for Women participates in a number of conferences across the country in an active effort to listen to and learn from grassroots organizations and to build relationships. In 2020, due to COVID-19, many events from mid-March onwards were online. Here is a glimpse of some of our activities:

Grantmakers for Girls of Color Convening in New Orleans

One of the last events we attended in 2020, Grantmakers for Girls of Color Convening, brought together more than 150 peer funders, activists, and youth organizers in New Orleans, in late February, to explore and strategize about philanthropy's role in resourcing movements to create a new world of opportunities for girls of color.

Regional Landscaping Scan

In alignment with our strategy to build relationships with funders, leaders, and communities in the South, and to inform our Southern grantmaking call, our program team members took a learning tour and road trip to Louisiana, South Carolina, and Virginia in late February to early March. A visit to Alabama was postponed due to the pandemic. We

coordinated the visit with local foundation partners and activists, including the Black Girls Women's Southern Funding Consortium and Ms. grantee partner, Every Black Girl.

CHANGE Philanthropy/ Unity Summit

Several Ms. team members attended the biannual conference hosted by affinity funder groups. Over 800 philanthropy professionals and trustees explored strategies to advance philanthropic equity by shifting energy towards racial equity, along with intersectional investment in community-led solutions and commitments to leverage our collective power to increase equity and justice for all. Teresa C. Younger participated in a panel for CEO's titled: Challenges Inside and Out: Transitioning and Integrating Racial Equity in Your Foundation.

Thriving Women Funder's Briefing

In October 2019, we attended the Thriving Women Funder's Briefing, a program of the Seventh Generation Fund for Indigenous Peoples which provides grants and resources to projects and organizations that nurture healthy, thriving Native communities and reclaim a world without violence against Native women and children.

Global Girls Fund Project

Also, in October— we attended the second convening of the Global Girls Fund Project hosted by the NoVo Foundation. Over the course of four days, we engaged in learning and reflection and connected with Girls Fund partners. A highlight of the event included an art and education installation by seven feminist curators who had each collected life histories focused on early resistance by girls, gender nonconforming individuals, and women.

Philanthropy Forward Fellow 2019-2020

President & CEO Teresa C. Younger was selected as a Philanthropy Forward Fellow by the Neighborhood Funders Group and the Aspen Institute Forum for Common Solutions. As a Philanthropy Forward Fellow, Teresa is developing deeper relationships with 19 other philanthropic leaders across the country, including Arca Foundation, Akanodi Foundation, Amalgamated Bank Foundation, The Simmons Foundation, Surdna, and Youth Engagement Fund.

Women's Funding Network

In September, before an audience of 200 individuals, President & CEO Teresa C. Younger led a panel on funding girls of color at the Women's Funding Network. Panelists included Tynesha McHarris, Program Officer for the Advancing Adolescent Girls' Initiative at NoVo Foundation, and Luleta Mola, Vice President of Community Impact at Women's Foundation of Minnesota.

Funders for Reproductive Equity Annual Conference

Ms. attended the Funders for Reproductive Equity Annual Conference in the fall. Highlights included a panel with Vanessa Daniels from the Groundswell Fund about the upcoming election and a briefing by Kris Hayashi from the Transgender Law Center on the important linkages between reproductive justice and transgender rights issues.





Feminist Block Party

#RoarForWomen

In a year that upended our best laid plans, the adage, “Necessity is the mother of invention,” never rang truer! The Ms. Foundation for Women’s annual Gloria Awards: Salute to Women of Vision metamorphosed into our inaugural Feminist Block Party—a virtual benefit gathering of 2000 feminists and friends who joined in solidarity from around the world to #RoarforWomen!

“Tonight is a reminder that even during these historically dark times, each and every one of us is not isolated, we are connected. We are connected by our hearts, our minds, by what we care about,” announced Co-Founding Mother of the Ms. Foundation, Gloria Steinem, in opening remarks delivered from her home. A spark of hope in the midst of a bleak time, the Feminist Block Party reminded us of our collective strength and highlighted the courage and generosity of the thousands of women on the frontlines—postal and grocery store workers, nurses, doctors, and community organizers—serving their cities.

The virtual fundraising event was interwoven with musical performances, uplifting words by feminist luminaries, and inspiring images and vignettes that spotlighted the incredible work of the four 2020 Gloria Award honorees who have had a powerful impact on their communities. The tireless efforts of our Women of Vision honorees to secure access to resources and assistance for their communities during the pandemic made a critical difference in the lives of women and girls of color and their families.

Pabitra Khati Benjamin, Executive Director of Adhikaar, was recognized as a 2020 Women of Vision honoree for her bold advocacy and organizing work and the extensive services she facilitates for Nepali-speaking, low-income workers, mainly women, in informal industries such as the nail salon business, whose voices have historically been left out of movement discourse. Jessica González-Rojas, former Executive Director of the National Latina Institute for Reproductive Justice, “leads a fight for justice with love.” Jessica was recognized as a 2020 Women of Vision honoree for her transformative advocacy and organizing work with the Latina/x community in the areas of reproductive health and justice, human and immigration rights, and the fight to uphold the dignity, rights, and freedom of her community.

President Emerita of the Ms. Foundation for Women Marie C. Wilson presented the eponymous Marie C. Wilson Emerging Leader Award to Mónica Ramírez, President for Justice for Migrant Women and the Gender Justice Campaigns Director for the National Domestic Workers Alliance, for her innovative leadership, activism, and advocacy for farmworkers and migrant women workers who face sexual harassment, wage theft, violence, and hazardous working conditions. Mónica created the first legal project in the United States specifically focused on addressing gender discrimination against women farmworkers. She has been credited with sparking the launch of Time’s Up when she penned the “Dear Sisters” letter to women in the entertainment industry that was published in TIME magazine in 2017.



Indigenous youth leader and environmental activist Tokata Iron Eyes was honored with the 2020 Free to Be/ Peggy Charren Award for her inspiring activism, presented by Marlo Thomas, Co-Founding Mother of the Ms. Foundation and the Free to Be Foundation. A member of the Standing Rock Sioux Tribe, Tokata Iron Eyes was 12 years old in 2016 when she created a video summoning attention to the hazards of the Dakota Access Pipeline which endangered the land and the lives of tens of thousands of Sioux Tribe members. "We're trying to create this new world for ourselves where we feel safe enough to create dreams again," Takota states in the video. The "Rezpect Our Water" campaign went viral and drew thousands of environmentalists across the world to join the battle.

The Feminist Block Party featured stirring performances by music artists Toshi Reagon, Aubrey Sellers, and the band BETTY, as well as a rousing spoken word piece, "Feminist or Womanist,"

by poet Staceyann Chin. The benefit concluded with a virtual dance party hosted by deejays Madame Gandhi and DJ Spinderella.

President and CEO of the Ms. Foundation for Women Teresa C. Younger said, "Tonight is about more than just the women participating and the women who are being honored. This is evening is about each of us. It is about supporting the work of all the incredible women, so they have the resources they need to get the work done on the ground. Together we can make the world a better place."

Kudos to the Feminist Block Party production team: Angélique Roché, producer and director; Cliff Parker, editor; Andrea Piño, illustrator and graphic designer; DBC, technical lead.

“For over 30 years the annual Gloria Awards have been a time of connection and community. I am thrilled to join tonight’s Feminist Block Party to sing and dance and to affirm the unshakeable truth that joy is an act of resistance, even in a time of crisis.”

Elizabeth Warren
Senator, United States





Thank You to Our Supporters

\$100,000+

Anonymous (1) Quinn Delaney & Wayne Jordan Ford Foundation Groundswell Catalyst Fund	Gucci - Chime for Change W.K. Kellog Foundation Suzanne L. Lerner	Lucia Woods Lindley NoVo Foundation Starry Night Fund
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\$50,000 - \$99,999

Anonymous (2) Barneys New York Foundation	Susan Dickler & Sig Van Raan Dobkin Family Foundation	Janet Prindle Seidler Foundation
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\$25,000 - \$49,999

Anonymous (1) General Service Foundation HLH Family Foundation	Morgan Stanley Prospect Hill Foundation Betty Regard Marcy Syms, Sy Syms Foundation	Thanksgiving Fund of the American Endowment Foundation Catherine A. Yelverton & Laura T. Traphagen
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\$10,000 - \$24,999

Anonymous (3) The Isabel Allende Foundation Freya & Richard Block Elizabeth Bremner & Karen Crow Comcast NBC Universal The Nathan Cummings Foundation Donna Deitch Abigail E. Disney The Harnisch Foundation Seth A. & Beth S. Klarman	Rachel Knight Yin Ling Leung & Shaibal Roy Lord Abbett & Co. LLC Margaret & William Lynch The Namaste Foundation Michelle Mercer & Bruce Golden Nancy Meyer & Marc Weiss, Summer Fund II Mohegan Sun New York Life Insurance Company	Margaret H. Newell Nancy Nordhoff & Lynn Hays Catherine Oppenheimer Catherine Raphael Jenna Skinner Scanlan & Wilson S. Scanlan Steele Family Foundation Silver Mountain Foundation for the Arts Gail Wasserman & Ilene Miklos White & Case LLP Susan M. Wolford & Delores M. Komar
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\$5,000 - \$9,999

Don Chen	Alicia B. Lara & Anne Owen-Lara	Brette Popper & Paul Spraos
Jane S. Comer	Patricia Y. Martin	Lynda & Stewart Resnick
Mary Backlund & Ginny Corsi	Eleanor Bingham Miller	Catherine Samuels & Jeremy Henderson
Embrey Family Foundation	Planned Parenthood Federation of America & Action Fund	Sheri Sandler
Katie Grover & Mike Campbell		Patricia J. Simpson
Susan J. Hessel		Verna L. Williams & David Singleton

\$1,000 - \$4,999

Anonymous (2)	Sally Rudicel & Rosemarie J. Gschwendtner	Jill Saluck
Susan Adelman & Claudio Llanos	Arlene Hahn	Patricia A. Samuel
Yetide Badaki	Cathie B. Hartnett	Elizabeth Schraft
Suzanne B. Biegel	Ananya Hixon	Rinku Sen
Stephanie K. Blackwood	Elaine Kant	Jana Shea & Seaview Productions
Ashley & Elliott Blanchard	Carolyn Tyirin Kirk	Janet Singer
Barbara M. Blount	Kate Klein Fund at the Santa Fe Community Foundation	Kathleen Stephansen & Andrew D. Racine
Dr. Jean Shinoda Bolen, M.D.	Susan D. & Charles Knight	The Dorothy Strelsin Foundation
Jayne L. & Jenna Bussman-Wise	Lucas Levin	Charlotte & John Suhler
Patricia T. Carbine	Elsa Limbach	Dorothy Q. Thomas
Cesta Collective	Catherine Mulligan	Phil Donahue & Marlo Thomas
Jeannie H. Diefenderfer	Carol T. Pencke	Sonali Virendra
Gale Epstein	Susan Penick	Dr. Rachael Wells
D’Brickashaw Ferguson	Suzanne Pierce-Moore	Marie C. Wilson & Nancy Lee
Barbara & Douglas Fitts Nickerson	Letty Cottin Pogrebin & Bert Pogrebin	Women & Girls Foundation of SW Pennsylvania
Jean Fletcher	Lynn Povich	Teresa C. Younger
Jocelyn C. Frye	Erin K. Rossitto & Chad P. Labonte	The Jacquelyn & Gregory Zehner Foundation
Tina Gandhi, Nature’s Edge	Patricia Marie Russo & John Eino Karr	
Zadelle Greenblatt	Mary Beth Salerno & Denise Kleis	
Pam Grissom		

This list includes donors who gave during the period July 1, 2019 - June 30, 2020. Every effort has been made to ensure accuracy.

Asian Women Giving Circle \$1000+

- Anonymous (1)

Hyatt Bass

Lily Chang

Lisa C. Chen

Angela H. Cheng

Aditi Davray

Helen H. Koh

Patricia J. Kozu

Hali Lee & Peter Von Ziegesar

Victoria Niu
- Brigette Noh

Clare C. O'Brien

Melinda D. Sarafa

Shalini Somayaji

Raquel Sumulong

Ernandine Sutarjadi

Tani H. Takagi

Vivian Tseng

Mannar Wong

Joyce Lin-Yueh Yu & Edward Lai

“ We believe that we are greater together.
To reach a feminist future,
we all have to be there. ”

Teresa C. Younger
President and CEO



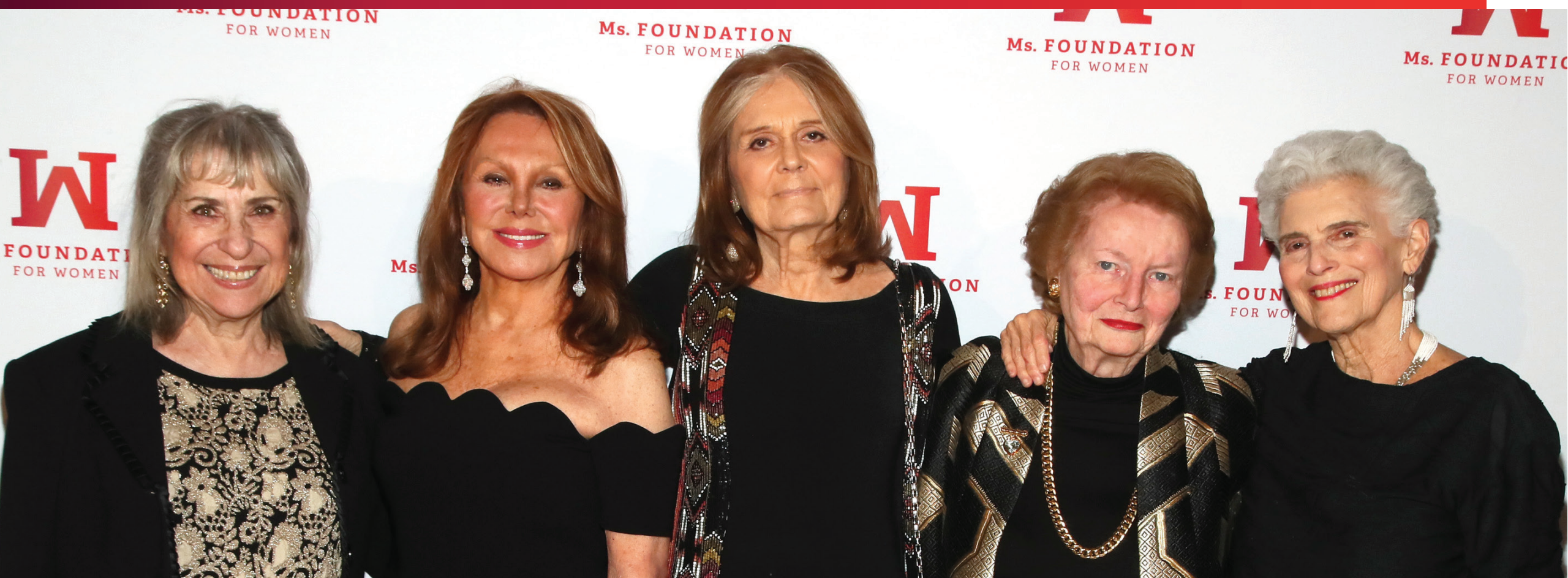
Gloria's Future Fund

With the introduction of a new five-year strategic plan in 2018, the Ms. Foundation announced that our next steps toward the protection of women and girls would be bold, unapologetic, innovative, and inclusive and that our work would center women and girls of color.

With this shift in mind, we also decided to refresh and rethink the Ms. Foundation's planned giving society, so that the new focus would be apparent. Renamed **Gloria's Legacy Circle for Gender & Racial Equity**, this membership group recognizes donors who invest in the Ms. Foundation Endowment by making a planned gift to the Foundation in their will or revocable living trust or by naming the Foundation as a beneficiary of their IRA, qualified pension plan, Donor Advised Fund, life insurance, brokerage fund, or savings account. If you are interested in making a gift or learning about Gloria's Legacy Circle, please email plannedgiving@ms.foundation.org or call 212.709.4444.

Gloria's Legacy Circle for Gender and Racial Equity

Anonymous (2)	Sheila Gershen	Margaret & William Lynch
Mary Backlund	Debra Green	Patricia Y. Martin
Kimberly A. Baer	Alice Greenhouse	Michele M. Mattei
Lisabeth G. Boyce	Kathryn Gregorio	Ruthi Muffler
Elizabeth Bremner & Karen Crow	Katie Grover & Mike Campbell	Monica L. Nelson
Susan Clark	Leigh Hallingby	Anika Rahman
Michelle M. Clarkin	Mary C. Helf	Catherine Raphael
Sheila Collins	Sharon E. Howe	Bernadine Rice
Bernice Colman	Sherry Jubilo	Ene Riisna
Jane S. Comer	Julie F. Kay	Trudi S. Riley
Ginny Corsi	Carol F. King	Francine V. Rivkin
Regina Cowles	Denise Kleis	Mary Rose
Robbin Crabtree	Marjorie F. Knowles	Mary Sue Rose
Susan Dickler & Sig Van Raan	Ellen L. Konrad	Lynne Rosenthal, Leo S.
Jodie Evans	Diane Lebow	Guthman Fund
Valerie Ina Fennell	Suzanne L. Lerner	Mary Beth Salerno
Marjorie Fine	Monica Levin	Lindsay J. Schutz
Rebecca Flint	Amy C. Liss	Ellen A. Schwartz
Rhona Frank	Lora Lonsberry	June A. Siebert
Jodell S. Gabriel	Eleanor Y. Lord	Claire A. Siesfeld
Tracy D. Gary	Ruthann Lorentzen	Jane A. Silverman



Gloria’s Legacy Circle for Gender and Racial Equity

Gloria Steinem
Lisa E. Stone
Nancy L. Toder

Monica Wehrle & Harriet Miller
Susan M. Wolford

Cora R. Wortman
Teresa C. Younger

Estate Gifts

Laila Abou-Saif
Beverly Balch Allinsmith
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Suzanne Barnett
Alfred J. Berger
Katherine Brownlie
Helen Bill Casey
Edith Coulter
Shirley Cucchi
Christine J. Drennan
Manfred W. Ehrich
Freddy Sirott Engelman
Dr. Idella M. Evans
Barbara K. Ferrin
Elaine Fine

Elthea A. Gill
Dorothy Jane Haegele
Nancy L. Hamilton
Rosetta W. Harris
William M. Hawkins
Linda J. Henry
Marion Holmes
Margaret E. Jacobs
Dolly L. Maass
Victoria J. Mastrobuono
Bambi McDonald
Cynthia McLachlan
Helen Mintz
Elli Nilsen
Louise Rosenfield Noun

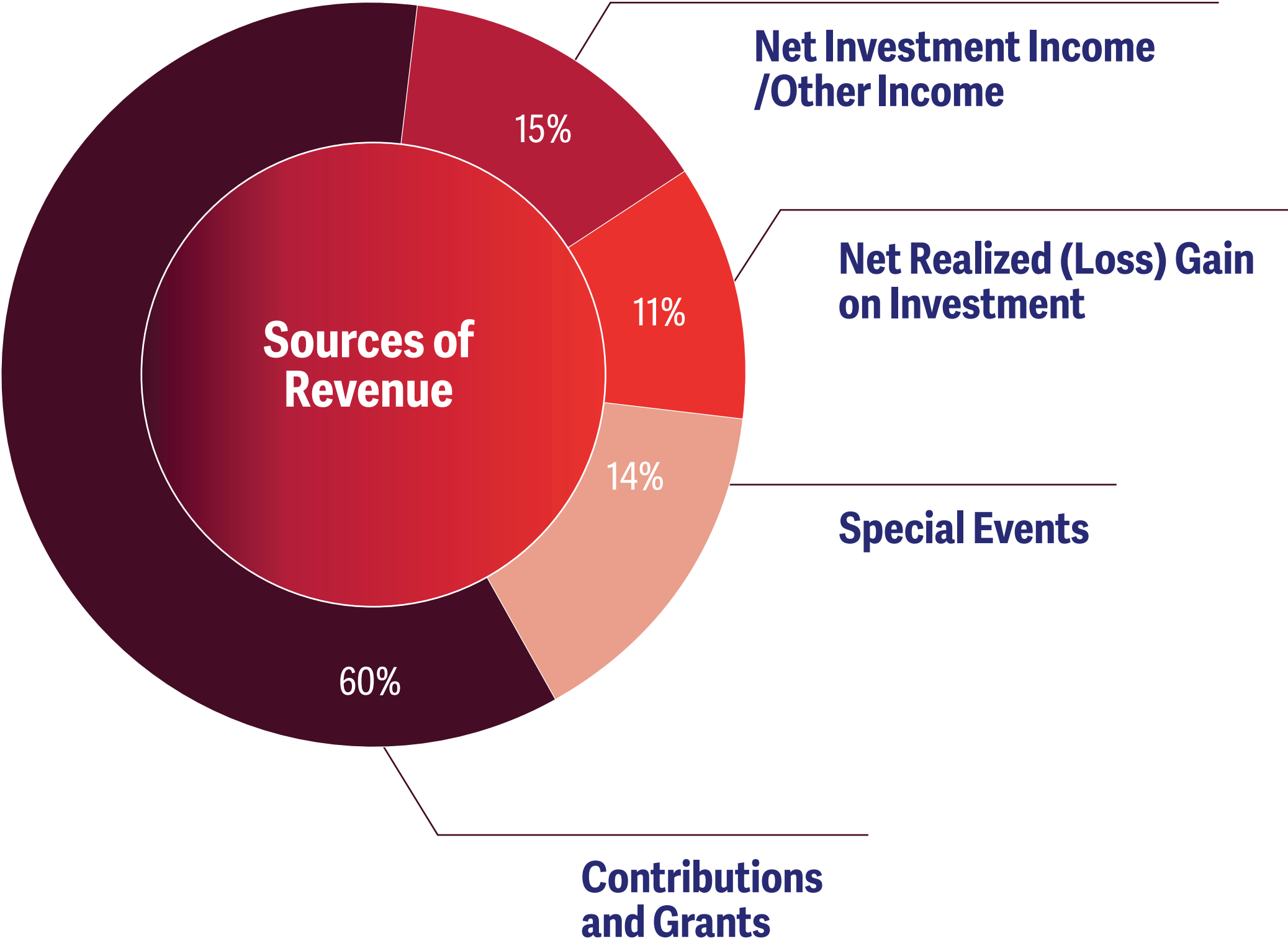
Leslie Prince
Sylvia Geraldine Radyx
Ingrid Reti
Constance M. Rogier
Marion Sawyer
Jane Sherwin Schwartz
Barbara Sherman
Jean L. Sherman
Vera Skubic
Jessie Sinclair Smith
Carolyn Sonfield
Carolyn Gunn Strickler
Anne Thaler
Edith VanHorn

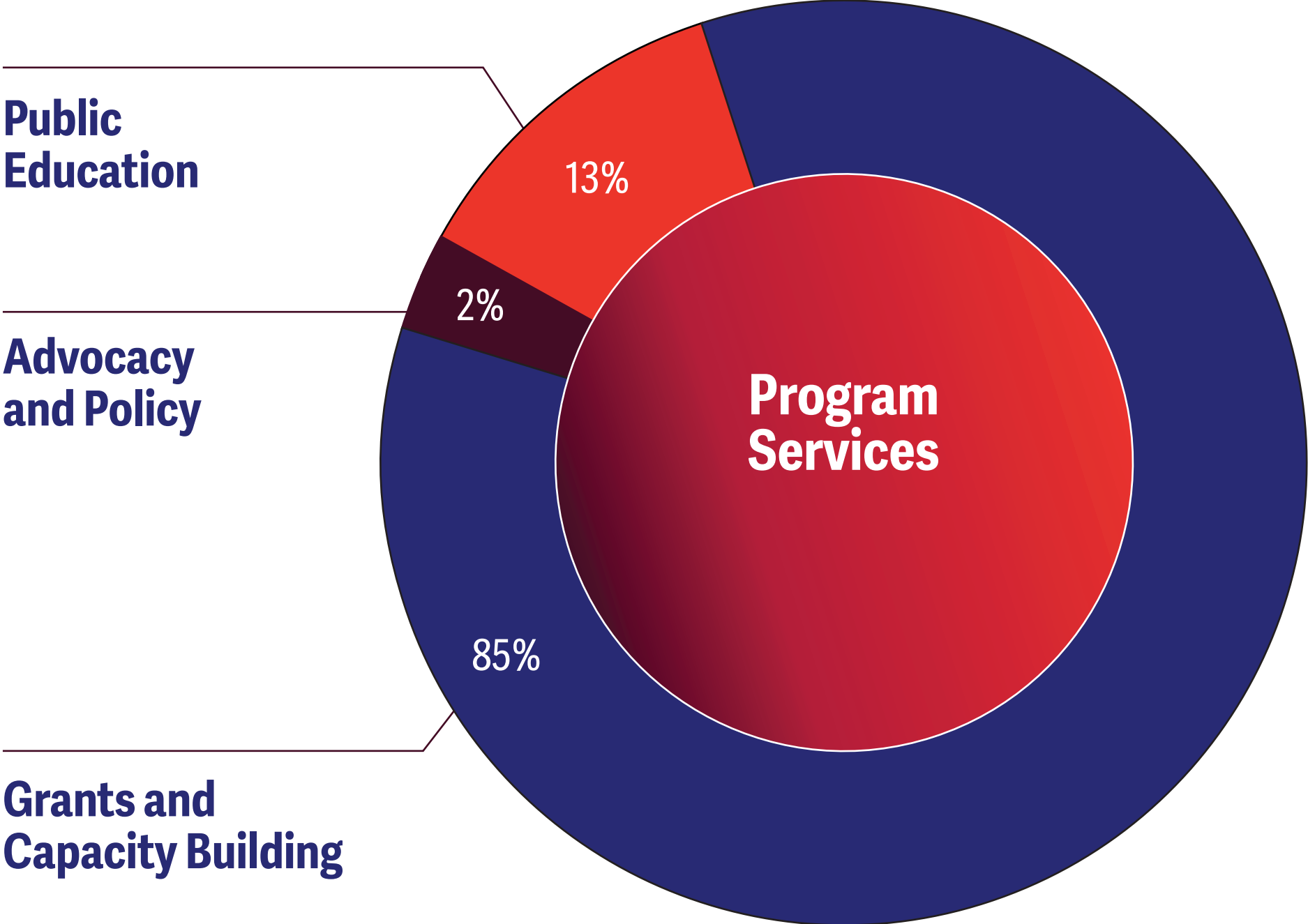


Statement of Activities

For the years ended June 30, 2020 and June 30, 2019 Combined

PUBLIC SUPPORT AND REVENUE	2020	2019
Contributions (Including Grants)	\$2,334,699	\$9,710,738
Special Events (Net Of Expenses)	\$560,033	\$668,384
Net Investment Income	\$443,401	\$461,283
Net Realized (Loss) Gain On Investment Transactions	\$406,457	\$3,226,692
Other Income	\$132,209	\$48,152
Total Public Support And Revenue	\$3,876,799	\$14,115,249
OPERATING EXPENSES	2020	2019
Program Services		
Grants and Capacity Building	\$5,151,320	\$4,731,235
Advocacy and Policy	\$62,540	\$34,357
Public Education	\$808,739	\$739,098
Total Program Services	\$6,022,599	\$5,504,690
Supporting Services		
General and Administration	\$1,322,937	\$1,235,442
Fundraising	\$1,197,268	\$1,140,259
Total Supporting Services	\$2,520,205	\$2,375,701
Total Operating Expenses	\$8,542,205	\$7,880,391
Total Change In Net Assets (Including Unrealized Loss On Investment)	\$1,534,387	\$3,384,997
COMPOSITION OF ASSETS	2020	2019
Unrestricted Net Assets	\$2,907,114	\$2,411,688
Temporarily Restricted Net Assets	\$17,915,427	\$19,949,127
Permanently Restricted Net Assets	\$24,704,845	\$24,583,958
Total Net Assets	\$45,410,386	\$46,944,773





“ Since 2016 we have strived to maximize the impact of our endowment by aligning 100% of its assets in support of our mission to build women’s collective power in the United States to advance equity and justice for all. As of June 30, 2020, the endowment was valued at approximately \$39.6 million and incorporates a gender lens focus across all asset classes. ”

