



2018 Annual Report

**Ms. FOUNDATION**  
FOR WOMEN



**Ms. FOUNDATION**  
FOR WOMEN

## 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.

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**Ms. FOUNDATION**  
FOR WOMEN

# 2018 Annual Report

# 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 are 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.

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# Welcome



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## A Letter from Our Board Chair

In 1978, when the Ms. Foundation was just five years old, I was hired to join its small staff to administer the “reproductive rights and health” program. It was a dream job for someone with strong activist leanings and a lot to learn.

And what an education I received! At that time, the board of directors included three “founding mothers” – Gloria Steinem, Letty Cottin Pogrebin, and Pat Carbine - along with a motherlode of brilliant national leaders, including Wilma Mankiller, Chief of the Cherokee Nation; Congresswoman Maxine Waters from California; and Aileen Clark Hernandez, a union organizer, co-founder of the National Women’s Political Caucus and civil rights activist.

At each board meeting, we staff members would present recommendations for grants to our partners in the field. The board grilled us on everything from the racial and gender composition of the grantee board to the community bona fides of its leadership. No grantee was too new or too small. Our job was to find groups that had the least access to resources and the most vision. We not only provided funding but also offered any assistance they might need to lead their organizations effectively and to connect to other funders.

During those early years, when the Ms. Foundation was the only fund exclusively supporting women and the issues affecting our lives, we gave the first grant ever to a domestic violence program and hotline; created

the first fund supporting women with HIV/AIDS; raised \$5 million for economic justice work through a new concept, a Donor Collaborative; and launched Take our Daughters to Work Day. These are some of the landmark events, but there was so much more that was accomplished, including the birth of funds dedicated to women across the country.

In 1994, I left my staff position, but almost a quarter of a century later, I still have a very strong relationship with the Foundation. I'm close to many of those I'd worked with. I became a donor, and eventually joined the Board of Directors. And thanks to a transfer of wealth from my parents, I was able to set up a Donor Advised Fund at the Foundation, which my daughter and I direct.

Today, I feel the same urgency I felt when I first worked with Ms. — an urgency in all that we do to advance the lives of women. Now, as then, we are committed to fight every effort that would reduce a woman's safety, choice about her own body, and economic opportunities. For the past two years, I have feared that our steady progress toward gender equity is threatened even more by

the misogynistic, racist, homophobic, anti-progressive agendas that imperil women, persons of color, and low-income communities.

But I am hopeful. I have witnessed the Ms. Foundation at work. The vision and mission are clear. Our philanthropic advocacy is as fresh, innovative, and as daring as it was in the '70s. The Ms. Foundation remains on the leading edge of philanthropy and social justice work and continues to march toward lasting progressive change.

I'm so honored to share our 2018 Annual Report, which reflects the Ms. Foundation's investment in your future, our future, a future when every person's power and possibility are unlimited.

**In solidarity,**



**Susan Dickler**

Board Chair



# Our Voices, Our Time

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## A Reflection by Our President and CEO

I often talk about how I stand in the shade of trees I did not plant, walk down paths that I did not pave, and drink from wells that I did not drill. Those who came before me planted those trees, dug those wells, eased a pathway for me. Now, it is our voices that can continue to build on the power and possibility enabled by those who came before us. It is our time, our turn, to water the trees—to create opportunities for future generations.

The Ms. Foundation is the first and longest-standing national public women's foundation in the country. We've been listening, collaborating, and learning in partnership with our grantee partners and other allies—advancing women's grassroots solutions to resolve extraordinary challenges in

reproductive health, safety, and economic security for women. We're about disrupting and changing the systems of oppression that have affected our communities. And as a national organization, our platform brings together other women's funding committees.

Our philosophy at Ms. is about trusting women and women's leadership. We understand the complexities of the organizations our grantee partners run and that systemic problems won't disappear overnight. We expect change to take time and are committed for the long haul.

Our Voices Our Time is a campaign that builds on what we know—the value of the social, political, and economic equality of all genders. We're about

speaking truths that sometimes make people uncomfortable. We see the country as linked and connected, and our national platform is committed to amplifying voices at the grassroots that are creating the greatest impact, with the assumption that often it is the names that we don't know that are implementing great change in their communities.

We're about lifting up the work and vision of our grantee partners—rooted in our principle to trust women's leadership in the way they see this work needs to be done. We support the policy and advocacy efforts of our partners, and all the ways in which policy work happens. As a firm supporter of grassroots organizing, we look not only to Washington D.C., but to state and local levels as well. Our grantee partners are the experts, engaging across the country, going to places where conversations may or may not be happening. And we at the Ms. Foundation are learning about what's going on, sharing our strategies and philosophy.

Our vision is to create a safe and just world where power and possibility are not limited. It means defining and

putting our voice to what safe and just looks like. It means speaking a truth—that this structure, this country, was not created for women, particularly women of color. Everything has to be challenged. Our unified voices are the key to creating the change we want to see, fueling the hope of what we can accomplish.

It's a privilege that I get to do this work with you, a privilege that I get to sit at the table and break bread with some of the strongest advocates across the country who are doing inspiring work on a shoestring budget. Some of their stories are shared in these pages. What we're trying to do is just give them a little more to be able to create this world that we want—a world of possibility for everybody. And we invite you to join us.

**We must use our voices.  
This is our time.**



**Teresa C. Younger**

President and CEO,  
Ms. Foundation for Women



# Leadership

## OFFICERS

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**Susan Dickler**

Chair

**Jocelyn Frye**

Vice Chair

**Jenna Bussman-Wise**

Treasurer

**Lynn Malerba**

Secretary

## BOARD DIRECTORS

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**Heather Arnet**

**Eve E. Ellis**

**Lauren Embrey**

**Cathie Hartnett**

**Alicia Lara**

**Suzanne Lerner**

**Yin Ling Leung**

**Simone McGurl**

**Seth Rosen**

**Jenna Scanlan**

**Rinku Sen**

**Gail Wasserman**

**Tom Watson**

**Catherine Yelverton**

## FOUNDING MOTHERS

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**Patricia Carbine**

**Letty Cottin Pogrebin**

**Gloria Steinem**

**Marlo Thomas**

**Marie C. Wilson**

Honorary Founder and  
President Emerita



## STAFF

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**Teresa C. Younger**

President and CEO

**Rosina Barba**

Vice President, Finance and Administration

**Roz Lee**

Vice President, Strategy and Programs

**Josh Pushkin**

Vice President, Development

**A. Angelique Roche**

Vice President, External Affairs

**Stephanie K. Blackwood**

Director, Major Gifts

**Andréa Bradford**

Director, Human Resources

**Allison Buddenhagen**

Development and Special  
Projects Assistant

**Abigail Chalmers**

Development Research Consultant

**Zabrina Collazo**

Program Associate, Women's Health

**Ejim Dike**

Safety Consultant

**Alaya Gaddy**

Office Manager

**Paulette Hodge**

Director, Direct Marketing

**Ellen Liu**

Director, Women's Health

**Roselande Louis**

Program Associate,  
Women's Economic Justice

**Marlene Martinez**

Finance Manager

**Aleyamma Mathew**

Director, Women's Economic Justice

**Jadyn Petterson-Rae**

Communications Coordinator

**Arelis Perallon**

Finance Associate

**Elisabeth Platt**

Manager, Donor Data and Stewardship

**Maya Radiconcini**

Executive Coordinator and Board Liaison

**Tamara Vasan**

Director, Institutional Partnerships



## Donor Profile

# Suzanne Lerner

*SUZANNE LERNER is an activist entrepreneur with a primary focus on gender and racial equality, and the economic empowerment of women and girls. In 1986, she co-founded clothing company Michael Stars of which she now serves as President. Her second career is philanthropy and giving back to communities, both domestically and internationally, through personal grants, impact investments, as well as the Michael Stars Foundation.*

### How did you come to know and support the Ms. Foundation for Women?

In 2011, I traveled to Haiti to witness the devastation and massive recovery work resulting from the earthquake there. Here, and through my travels to other developing countries like India,



Nepal, South Africa and Liberia, I've discovered that wherever there are social ills, wherever people aren't able to thrive – women are leading the drive to solve these problems. I found this to be true here in the U.S. as well. The foundation has understood this and has been supporting women for more than 40 years. That's impressive in and of itself. What finally hooked me was hearing Gloria and others speak at an event in Los Angeles. I was inspired and knew immediately that I had found an organization and community that shared my values.

### How does the Ms. Foundation fit into your personal philanthropic mission/vision?

As an entrepreneur, I am drawn to grassroots organizations led by innovators intent on having a real impact both locally and on a broader scale. Typically, these organizations don't have access to big, traditional NGO funding. The Ms. Foundation addresses this need, plus it has an added advantage: a national footprint. There isn't another organization that supports grassroots organizations that provide opportunity for women of color, along with a national platform that is focused on changing the constructs of power to enable gender equality. That combination creates near-term impact and longer-term, sustainable change.

### What are the challenges of being a woman leader and what can women do to develop their own leadership capacity, as well as that of other women?

Women in business, and women in general, have to fight stereotypical assumptions about what they can or cannot achieve. Because we are women, we are often not given the

encouragement, or the benefit of the doubt that men receive, especially when it comes to leading a company. I started my own business after realizing that I wasn't being taken seriously by the various companies I was working for. I was passed over for promotions and relegated to roles such as "showroom girl." And, when it was time for me to take the helm of the company that I co-founded and built with my husband Michael, I had to overcome the skeptics who said I didn't have the "experience" to lead.

One of the most rewarding things about building a successful company is that I have the capacity to support other women on their leadership journeys, both within my organization and outside of it. It's important to support each other, learn from each other, and create the social capital that enables other women to grow, succeed, and pave the way for future generations.

### **What is your perspective on how women can become philanthropists?**

Many women perceive that philanthropy is about giving away a lot of money and often don't feel they

have the resources to do that. The first thing I tell them is that philanthropy is not just about giving money. Don't get me wrong, writing a check, whatever the amount, is important. But, giving of yourself matters as much as giving money. I have supported organizations in many different ways by serving on boards, making my network available, building partnerships with my company, and simply showing up and helping. When I went to Haiti in 2011 to learn more about recovery efforts after the earthquake, I quickly got involved in the relief effort. There was an amazing confluence of healthcare providers, artists, actors, business people, and many others, working together to rebuild communities. Not all of them had the financial resources to offer, but they gave so selflessly of their time and their expertise. It was exhausting, but invigorating and transformative for me to see the many different ways one can truly give back.

The other important thing is that your own real-world experience is extremely valuable to non-profit organizations. I wish I had known that earlier. I always thought you had to have non-profit or corporate experience to be of value

to a board. However, as I started sitting on boards, I realized that my real-life experiences running a growing business were incredibly useful to non-profit startups.

### **The Michael Stars Foundation, which is funded by your fashion business, is the vehicle through which you make your philanthropic contributions. What kind of organizations and initiatives does the foundation support and of which are you most proud?**

Our foundation is the embodiment of the values of the Michael Stars brand. Our company is 80% women. Even our last fashion shoot was 80% women, including those in front of and behind the camera. Women's voices are represented at all levels of the company and I work with my teams to foster their own voices and leadership.

We see our foundation as a catalyst to help our customers learn more and take action on important issues such as the passing of the Equal Rights Amendment, preventing gender-based violence, and enabling women's economic empowerment.

# Health and Reproductive Justice



## Equity in Access: Reproductive Health, Rights and Justice Initiative

The goal of the Women's Health/Reproductive Justice program focus area is to **ensure that women have the ability and resources to make the health decisions that are best for themselves, their families and their future**, with a specific emphasis on organizations working from a reproductive justice framework. Current funding priorities include supporting local, state, and national efforts to advance equity in abortion access, contraception, and the full range of reproductive health services for all women and families. With a focus on women of color, low income women, youth, and immigrant communities, this docket supports a majority of women of color-led reproductive justice organizations. It centers the leadership and sustainability of these organizations, and their culture shift and organizing work, against some of the most restrictive, stigmatizing, and unjust reproductive health policies across the country.

A full 30% of all abortion restrictions have been enacted just in the last 6 years alone, since Roe v Wade in 1973. 27 states are now hostile to abortion access while 58% of women live in a state considered hostile to abortion rights. We see the legacy of patriarchy, racial bias, and discrimination reflected in hateful and increasingly innovative policies that prevent women—and, disproportionately, women of color—from accessing much needed reproductive health services. At the same time, women of color have been the vanguard and creators of the reproductive justice movement, building and leading a vibrant, intersectional resistance that confronts and challenges white supremacy, patriarchy, and classism. Women of color and indigenous women are leading organizations that advocate and organize for victories at the local, state, and national levels, beating back the onslaught of restrictive and oppressive bills and policies, all the while forging the infrastructure and networks necessary to achieve policy wins and shift culture.

The following grantees have been funded for their work toward securing reproductive justice, equity and freedom for historically and systemically oppressed women and their communities, and for all Americans.

### **ACT for Women and Girls — \$45,000**

Co-Director, Erin Garner Ford, Visalia, CA

*ACT for Women and Girls (ACT)* works at the local level in Tulare County, California. It engages young women in rural and immigrant communities in leadership and advocacy to promote reproductive justice activism and social change, improve the reproductive justice policy climate, and increase access to contraception and abortion care through youth leadership development programs, voter registration and engagement campaigns, grassroots organizing, and Pharmacy Access campaign. This grant supports *ACT*'s increasing legislative advocacy, leading on bills such as SB 320, to provide abortion access; AB 2289, family and sick leave for young parents to achieve academic success; and AB 2601, quality sexual health education for charter school students; efforts to protect undocumented folks by uplifting local pro-immigrant policies and resolutions within school districts and cities, and internal organizational growth and development.

### **California Latinas for Reproductive Justice — \$50,000**

Executive Director, Laura Jimenez, Los Angeles, CA

*California Latinas for Reproductive Justice (CLRJ)* is a statewide policy and advocacy organization working to advance the reproductive health and rights of California Latinas, their families and communities. In the state with the largest number of Latinos, *CLRJ* draws on this significant opportunity to reach and influence Latinas by using a reproductive justice framework that reflects the needs and priorities of Latinas and their communities, ensures active Latina engagement in the policy process, and promotes movement-building through organizing, leadership development, civic engagement, policy and advocacy. This grant supports *CLRJ* for work such as its advocacy campaign, *California Latinas Presente*, a weeklong series of trainings and legislative visits in four regions across the state; its Speaking Stories culture shift initiative, and its efforts on bills such as SB 1190-Sterilization Compensation Bill.

### **Colorado Organization for Latina Opportunity and Reproductive Rights — \$50,000**

Executive Director, Cristina Aguilar, Denver, CO

*Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)* is a statewide organization dedicated to promoting and protecting reproductive health for Latinas and their families through leadership development, organizing, and policy advocacy. *COLOR* actively leads and collaborates with social justice coalitions, community partners, and local and state legislators to build a stronger reproductive justice voice in Colorado. With this grant, *COLOR* launched its first-ever Spanish-language radio program, *Mujeres de COLOR*; helped pass HB 17-1186, which requires private health plans to allow women to pick up a 12-month supply of their contraception, and instituted its Resiliency and Rejuvenation model for all staff.

## **El Pueblo ————— \$50,000**

Executive Director, Angeline Echeverria,  
Raleigh, NC

*El Pueblo* is a statewide advocacy and public policy immigration rights organization dedicated to strengthening the Latinx community in North Carolina through leadership development, proactive and direct advocacy, education, and promotion of cross-cultural understanding. This grant supports *El Pueblo's* program *Derechos Sin Fronteras*, an intensive reproductive health and justice training with Latinx youth leaders to build knowledge and skills related to sexual and reproductive health, leadership, advocacy skills, and peer education; *El Pueblo Rises!*, a weekend-long leadership program for *El Pueblo* staff, board, Youth Council, Community Leadership Council, and new program participants, as well as increased GOTV efforts.

## **Kentucky Health Justice Network ————— \$20,000**

Board Chair, Caitlin Willenbrink, Louisville, KY

*Kentucky Health Justice Network (KHJN)* works to create broad-base, inclusive participation in a reproductive justice movement to increase the access, quality, and scope of culturally relevant and accurate health information and services for low-income women of

color and the LGBTQ community. *KHJN* works at the grassroots in partnership with organizations on education, training, outreach, and organizing. With this grant, *KHJN* will continue its grassroots organizing and education, Trans Health Advocacy program, and Support Fund.

## **National Asian Pacific American Women's Forum\* – \$40,000**

Executive Director,  
Sung Yeon Choimorrow, Chicago, IL

*National Asian Pacific American Women's Forum (NAPAWF)* is a national policy and advocacy organization working to expand access to reproductive health for Asian American and Pacific Islander women and girls, with a focus on increasing access to reproductive health services among AAPI immigrant communities, and blocking Prenatal Nondiscrimination Act (PRENDA) abortion restrictions framed as race and sex-based selection measures. Their strategies include leadership development of AAPI communities through their Reproductive Justice Leadership Institute (RJLI), research and analysis issues affecting AAPI communities, grassroots organizing, strategic communication, coalition/chapter building, and legislative advocacy.

## **National Latina Institute for Reproductive Health\* — \$40,000**

Executive Director,  
Jessica Gonzalez-Rojas, New York, NY

*The National Latina Institute for Reproductive Health (NLIRH)* works to ensure Latinas' rights to reproductive health and justice through public education, community mobilization, and policy advocacy. This grant will help *NLIRH* accomplish its mission in three critical areas: increasing access to abortion, eliminating reproductive health disparities, and advancing the rights of immigrant women in NY, FL, TX and VA. *NLIRH* will advance reproductive equity through its leadership program, Latina Advocacy Network (LAN), grassroots and policy advocacy against TRAP laws, anti-abortion bills, and anti-immigrant policies. This grant also supports *NLIRH* in strengthening internal organizational infrastructure.

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## Native American Community Board\* ————— \$30,000

Executive Director, Charon Asetoyer, Lake Andes, SD

*The Native American Community Board (NACB)* addresses issues of concern to Native American people regarding health, education, land and water rights, and economic development issues. *NACB* works with policymakers and communities to ensure that standardized sexual assault policies and protocols for Indian Health Services (IHS) are implemented as directed by the Tribal Law and Order Act. As part of a public education campaign, *NACB* engages with Native women to develop leadership skills and with federal agencies to build and support Native activists who work in the reproductive justice field. This grant will support the training and organizing of emerging Native women activists in civic engagement and reproductive justice issues in SD, OK, and NM. The grant will also support *NACB* to advocate for IHS to implement standardized sexual assault policies and protocols affecting women survivors of sexual assault.

## Planned Parenthood Southeast ————— \$20,000

Executive Director, 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 by providing comprehensive, medically-accurate sex education and services, and by advocating for reproductive health in Alabama, Georgia, and Mississippi. This grant will assist *PPSE* to build constituency power by growing a stronger base and strategy, and to continue its campaigns and advocacy efforts, while simultaneously looking for innovative ways to serve its constituency. *PPSE* will continue to work toward systemic change in policy around reproductive health care access, growing public support that would increase access to care, and working with policy makers and the public to defeat measures that restrict access.

## Power U Center for Social Change\*\* ————— \$30,000

Executive Director, James Lopez, Miami, FL

*Power U Center for Social Change* uses an intersectional lens to address issues of birth justice, abortion access, criminalization of Black and Latinx girls and youth in the school-to-prison pipeline, and school pushout in Miami-Dade County schools through grassroots organizing; training and education of youth and parents; civic engagement, and community leadership development. This grant supports the implementation of *Power U's* reproductive justice framework; collaboration with coalitions such as the Black Girls Matter Coalition; school budgeting workshops with youth; advocacy for comprehensive sex education, and the continued development of their programming at COPE, a school for pregnant youth and young parents.

\* Asterisks denote funding through the Groundswell Catalyst Fund

\*\* Asterisks denote 2-year grant

## Sister Reach\* ————— \$30,000

CEO, Cherisse Scott, Memphis, TN

*SisterReach* is dedicated to the reproductive autonomy of women and girls of color, poor women, rural women, and their families in the state of Tennessee. MFW supports *SisterReach*'s institutional growth, fiscal health and sustainability, and cultivation of leadership among staff. *SisterReach* works on the following RJ issues: comprehensive sexual health education; abortion and contraception access; criminalization of women through fetal homicide laws; ACA; provider of cultural competency to women of color; domestic violence, and HIV/AIDS. This grant supports *SisterReach*'s faith-based and grassroots organizing, BOITalk circle, research, and community education and outreach.

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In 2018

# 27 States

were hostile to  
abortion access



## SisterSong\* ————— \$30,000

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 RJ trainings to influence and expand the RJ movement, convenes RJ leaders, and engages in culture change work. Through the grant, *SisterSong* will convene RJ leaders to create a Reproductive Justice agenda; continue its culture change work through education and programs such as Artists for RJ; continue its collaborative work with coalitions such as the Black Mamas Matter Alliance and Trust Black Women, and deepen its work in North Carolina.

## SPARK Reproductive Justice NOW\*\* ————— \$80,000

Executive Director,  
Dr. Krystal Redman, Atlanta, GA

*SPARK Reproductive Justice NOW* (SPARK) is a statewide, community-based reproductive justice organization working to build and sustain a powerful reproductive justice movement in Georgia by organizing and building leadership capacity of African-Americans, Millennials, LGBTQ youth, and young families of color communities. MFW supports SPARK's leadership development

“

We are in a moment  
when our voices are  
being more amplified  
than they have been  
in the past.

The world has  
finally found a  
frequency at which  
they can hear us.

”

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TARANA BURKE

Founder of Me Too Movement;  
Senior Director of Girls  
for Gender Equity.

Gloria Awards, 2018

programs Speak Justice Take Action (SJTA) and Fierce Youth Reclaiming & Empowerment (FYRE); monthly “Kick-it” program; monthly “SparkOFF!” podcast centering LGBTQQ young POC and Black women, and legislative advocacy for bills such as HB454 (PrEP/PEP).

### **URGE (United for Reproductive and Gender Equity) ————— \$40,000**

Interim Director, Susannah Baruch, Washington, DC

*URGE (United for Reproductive and Gender Equity)* is a national organization that trains emerging young leaders on college campuses and provides tools to organize, network, and exchange ideas focused on a youth-centered, pro-choice reproductive justice agenda. Through this grant, *URGE* is building a strong base of young reproductive justice advocates through state chapters in strategic locations (AL, GA, KS, OH, and TX); training young leaders in the field to run reproductive justice campaigns at the local, state and national levels, and continuing its Integrated Voter Engagement work in TX, AL and GA.

### **West Virginia FREE ————— \$50,000**

Executive Director, Margaret Chapman Pomponio, Charleston WV

*West Virginia FREE (WV FREE)* is a reproductive justice organization that

works for women and families to improve education on reproductive options and rights. *WV FREE* works to defend reproductive decisions, increase access to affordable birth control, protect personal decision-making and educate the public, policymakers, and health providers on the links between supportive reproductive justice policies and decreased poverty levels and rates of unintended pregnancies. *WV FREE* works in alliances with homeless shelters, labor groups, health reform advocates, maternal health programs, and LGBT organizations. This grant supports work such as the #HealthNotPolitics campaign, Integrated Voter Engagement Work, and critical organizing around proposed changes to West Virginia’s state constitution that would prevent abortion access for women throughout the state.

### **Young Women United ————— \$50,000**

Executive Director, Tannia Esparza, Albuquerque, NM

*Young Women United (YWU)* works with and for young women of color and their allies to improve young people’s access to comprehensive sexuality education, information, and services in Albuquerque, NM. MFW supports *YWU*’s innovative and dynamic strategies to engage and increase a grassroots voter base in rural communities; strengthen partnerships; organize to eliminate barriers to

reproductive health access, and create campaigns that dismantle myths about young parenthood and LGBTQ youth. *YWU*’s work addresses a range of issues that include “Ban the Box” legislation, expanding access to contraception through pharmacist prescription authority; long-acting reversible contraceptives (LARCs) in the context of provider cultural competency and opposing coercive policies and practices; pregnancy-care and licensed midwifery, and education justice for young families. This grant has also supported *YWU* in opening a new office in Las Cruces, NM and strengthening its internal infrastructure.





Culture Change

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SisterSong

The Reproductive Justice (RJ) movement, stationed at the intersection of several social justice movements, joins people across identities and issues to investigate the power systems that prevent access to the resources and rights inherent in living a self-determined life absent of fear, discrimination, and retaliation. SisterSong—the largest multi-ethnic Reproductive Justice collective and a national convener—is dedicated to growing and supporting the RJ movement to win access to abortion and all other reproductive rights. It is committed to centering the voices, needs, and leadership of the most marginalized.

“We’re a national organization but we’re intentionally and strategically placed in the South,” says Monica Simpson, Executive Director of SisterSong. “We’re really rooting ourselves in the definition that RJ is about centering the most marginalized. If you think about where our people are and where oppression has a deep historical context, it’s in the South. We want to build Southern synergy and make reproductive justice an active part of Southern movement building.”

SisterSong hosts a popular national convening, the *Let’s Talk about Sex Conference*, which celebrates the voices of indigenous women, and women of color, and brings together new and experienced RJ activists. The conference spotlights the connection between sex, sexuality, and the reproductive health and rights of families and communities. It serves as a portal, connecting participants to the work and building a political home for newcomers. The last conference themed Resist. Reclaim. Redefine. (We must resist the systems of oppressions that plague our daily lives, reclaim our human right to bodily autonomy and redefine our futures), celebrating SisterSong’s twentieth anniversary, drew over 1100 participants. The next conference is intentionally taking place in Georgia—as the South struggles with a barrage of abortion restrictions and policies curtailing a woman’s right to direct her own reproductive life.

SisterSong is conscientious about intersectionality. The current political climate has shown activists that they must unite to fight the well-funded opposition intent on dismantling reproductive rights. Cross-movement building is integral to SisterSong’s role in the national RJ landscape. They offer RJ training to groups focused on issues as diverse as faith, abortion rights, criminal justice, Black Lives

Matter, violence against women, and health—infusing a nuanced understanding of sexual oppression and freedom into their work.

In September, together with cross-movement allies, SisterSong led the March for Black Women in Washington D.C., convening 5000 people and joining another 15,000 in the March for Racial Justice. Executive Director Monica Simpson, an activist, singer and spoken word artist, delivered inspiring speeches before both gatherings.

A firm believer in art as “the greatest culture change tool of all” and artists as “architects and experts” of culture shift strategies, Simpson is enthusiastic about SisterSong’s Artists United for Reproductive Justice program whose interactive theatrical productions at historically black college colleges and universities promises to seed RJ leadership pipelines.

SisterSong mobilizes a vast base of supporters in rapid response organizing to attract attention to critical issues of abortion, contraception access, and the criminalization of women for miscarriage, abortion, or protecting their families. When SisterSong recently opened its first office in North Carolina—the only RJ group in the state—it moved quickly and aggressively into a campaign to end the shackling of incarcerated pregnant women who are in labor. The campaign was successful—prison officials agreed to update the state policy—and a sound testament to the impact of grassroots organizing.

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**SisterSong led**

**5,000** 

**in the March for  
Black Women**

Together with national collaborations—Trust Black Women, the Southern RJ Cohort, Black Mamas Matter, and RJ Leadership Summit—SisterSong is altering the RJ landscape with increasing momentum.

“

It’s becoming more evident to the world that the voices and expertise of women of color, of people of color, and trans folk—all those who’ve been placed in the margins—are actually the voices that have the solutions, that have the stories, that have what is really needed to do the work in this time. People are waking up. If we want to be in the business of doing liberation work, we have to listen. I’m glad that the folks at the Ms. Foundation are pushing that to the max.

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**Monica Simpson**

Executive Director,  
SisterSong

# Economic Justice

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## Advancing Universal Access and Opportunities in Childcare

### Centering Women's Economic, Social and Political Power in the South

The goal of the Economic Justice program focus area is to **ensure that women have a dignified, productive, and economically viable life**. Current funding priorities include increasing access to childcare, raising the quality of jobs for childcare workers, and building local and statewide infrastructure to increase the collective economic and political power of women of color in the U.S. South.

Women comprise 60% of the low-wage job sectors and are disproportionately affected by the wage gap, occupational segregation, lack of paid sick and family leave policies which have an impact on the type and quality of childcare they can access. Toward that end, the Ms. Foundation has been supporting efforts in the field through our "Universalizing Child Care Access for All" portfolio by supporting child care advocacy and workers' rights organizations that are building innovative campaigns to increase public investment in childcare and raising the quality of jobs in the child-care workforce.

The U.S. South is an important region in our historical, economic, and political landscape. It has been the site of both regressive policies as well as a hotbed of power building and organizing. Women of color in the U.S. South, specifically black and rural women, have a critical role to play in ensuring equity and justice across the nation. They have created deep connections that enable organizing to happen through formal and informal networks at the local and state levels. The Ms. Foundation is supporting efforts to make visible and strengthen the infrastructure of women of color in the South by supporting statewide organizing and policy campaigns explicitly using a race and gender approach that centers women of color.

The following grantees have been funded for their work advancing economic justice for women.

### Adhikaar for Human Rights and Social Justice — \$50,000

Executive Director, Pabitra Benjamin, Woodside, NY

*Adhikaar for Human Rights and Social Justice* is a women-led member organization working to promote human rights and social justice through organizing, community education, grassroots advocacy, and leadership development for Nepali-speaking women and South Asian immigrants working in the informal sector as childcare providers, domestic workers, and as nail salons technicians. With this grant, *Adhikaar* seeks to continue its work under its Quality Childcare for Economic Security project, which aims to create a new paradigm in the childcare system that supports low-income working parents and childcare providers. To accomplish this, *Adhikaar* is continuing to build on its efforts from previous years by documenting its members' stories, developing its members' leadership capacity through trainings, organizing, and leadership development activities, and advocating for both social and structural changes. *Adhikaar* is also working to improve the quality of childcare jobs by providing skill-building training to its

members working as childcare providers, and is currently developing a bilingual curriculum for nanny training. Finally, *Adhikaar* is also involved in advocacy and policy efforts, joining ongoing campaigns to increase government investment in childcare, while advocating for more linguistically and culturally appropriate outreach and services to increase access to existing resources to its members and the larger immigrant community.

### All Our Kin — \$20,000

Executive Director, Jessica Sager, New Haven, CT

*All Our Kin* (AOK) trains and supports child care providers at every stage of their development to help achieve their goal of building quality, sustainable childcare businesses. Through its programs, childcare professionals succeed as business owners, working parents find stable, high-quality care for their children, and children gain an educational foundation that lays the groundwork for achievement in school and beyond. This year's grant will support AOK's efforts in 1) Preserving dollars for Care 4 Kids, the state childcare subsidy program for low-income families, in Connecticut's state budget for the 2018/2019 fiscal year budgets; 2) Ensuring that family childcare is fully included in new state childcare developments and that family

childcare providers have the opportunity to inform and shape them; 3) Engaging local communities to ensure that they are implementing policies that support family childcare programs, increase access to quality childcare that meets the needs of today's working families, and improve job quality and earnings for providers, and create opportunities for providers to help craft and provide input into these policies; and 4) Enhancing family childcare providers' professional status, earnings and recognition by building their capacity as business owners.

### Atlanta Jobs with Justice\*\* — \$85,000

Executive Director, Shannan Reaze, Atlanta, GA

*Atlanta Jobs with Justice* is a coalition of labor, faith, community, student organizations and workers organizing to win economic justice in our workplaces and communities. As a coalition of labor, faith, community, and student groups organizing for economic justice, we are excited to launch a two-prong strategy engaging women in public housing and at the statewide level to increase the base of women who are informed about economic justice policies. Funding support from the Ms. Foundation will help in developing leadership training, including learning about and executing

campaign development, as well as organizing for collective bargaining rights in key industries including food service, retail, domestic and home care, and the public sector. The campaign will focus on developing the leadership of constituents, 18-40 years old, who identify as African American, women, immigrant, LGBTI, and formerly incarcerated workers.

### Blueprint NC ————— \$50,000

Executive Director, Erin Dale Byrd,  
Raleigh, North Carolina

*Blueprint NC (BPNC)* is a partnership of state-level public policy, advocacy, and grassroots organizing groups dedicated to achieving a better, fairer, healthier North Carolina through the development of an integrated communications, civic engagement and policy strategy. *BPNC* provides opportunities for training, resource sharing, and convening for partner organizations that use civic engagement and education to advocate for a healthy democracy that works to remove barriers and to provide the resources communities need to achieve opportunity, security, and well-being. *BPNC* works in direct partnership with the North Carolina Black Women's Roundtable, a network and safe space for black women to convene, identify, and address the unique barriers black women face in regards to economic security, health and

reproductive justice and is co-convened by Blueprint NC and Spirithouse.

With the support of the Ms. Foundation, *BPNC* will grow and strengthen the Roundtable in 2018 by extending their City Delegates program and engaging in broader community outreach. In collaboration with NC Black Women's Roundtable, they will expand their communications training and create a survey that will gather data on their economic experiences that will inform a narrative, a policy agenda, and campaign development. NC Blueprint also organized a Legislative Day in June 2018 where members received training in connecting economic justice issues impacting their lives to policies.

### California Child Care Resource and Referral Network, Parent Voices ————— \$50,000

Statewide Organizer, Mary Ignatius,  
San Francisco, CA

*Parent Voices (PV)* is a parent-led, parent-run grassroots advocacy project fighting to make quality childcare accessible and affordable for all families. Utilizing innovative community organizing, advocacy, and leadership development strategies, *PV* offers low-income mothers an effective forum in which to develop their own ideas and solutions to the challenges they face in accessing quality,

“

I stand on the  
shoulders of black  
women who've led  
this movement  
forever but never  
shared this stage.

”

### SHANNAN REAZE

Executive Director,  
Atlanta Jobs with Justice

\*\* Asterisks denote 2-year grant

affordable childcare. This grant will continue to support the implementation of PV's campaign to increase access to affordable childcare by acquiring new funding for families that are on waiting lists, updating income eligibility guidelines, and increasing the wages paid to childcare providers. This will also include budget and legislative advocacy activities such as organizing public actions, and positioning parent members to provide testimonies at budget hearings, and organizing another "Stand for Children Day" rally at the CA State Capitol. Parent Voices will also continue to train low-income women to engage decision makers by developing their role as leaders and organizers in campaigns and policy building.

**Centro de los Derechos del Migrante, Inc. ————— \$45,000**

Executive Director, Rachel Micah-Jones, Baltimore, MD/Mexico City, Mexico

*Centro de los Derechos del Migrante (Center for Migrant Rights)* is the first transnational workers' rights law center based in Mexico that focuses on U.S. workplace rights. Operating on the ground, CDM is an innovative U.S. non-profit organization dedicated to improving working conditions of internationally recruited childcare workers and migrant workers in the United States. With this year's grant, CDM seeks to strengthen

and expand labor protections for migrant childcare workers, particularly those working under J-1 visas. CDM's efforts to prevent the abuse and exploitation of migrant childcare workers will encompass two primary strategies: 1) Conducting worker-driven policy advocacy in coalition with allied organizations, and 2) Documenting the grave abuses too often encountered by childcare workers and other migrant women working in the United States.

**Childspace Day Care Centers, Inc. ————— \$40,000**

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

*Childspace Day Care Center's* mission is to improve the quality of jobs for traditionally low-paid childcare workers, increase resources, and improve the quality of care. This grant will support *Childspace* to further develop their worker-owned childcare cooperative. *Childspace* will also continue to train childcare providers to advocate for policies that support high-quality childcare programs through their Provider Committee comprised of women of color childcare providers throughout Philadelphia. The grant will also support the launch of a new advocacy campaign that will work on two fronts—supporting the expansion of childcare access while working with

the state and city offices to address the implementation challenges that centers are facing. To this end, *Childspace* will develop a snapshot of where Pennsylvania stands in relation to the important goals of encouraging and supporting quality childcare, providing universal access to this care, addressing the links between quality care and higher quality jobs for childcare workers and workers in other low-wage industries.

**Garment Worker Center\*\* — \$85,000**

Director, Marissa Nuncio, Los Angeles, CA

*The Garment Worker Center (GWC)* is a worker rights organization whose mission is to organize low-wage garment workers in Los Angeles in the fight for social and economic justice. GWC addresses the systemic problems of wage theft, unhealthy and unsafe working conditions, and the abusive and inhumane treatment faced by workers on the job. With this grant, the *Garment Worker Center* will further their work in the child care sector by 1) Partnering with Para Los Niño's, a child care center, in increasing access for garment worker children in downtown LA 2) Continuing to assess member needs with respect to informal care; 3) Hosting a resource fair to assist with subsidized care, afterschool programs, and informal care providers; 4) Engaging in local advocacy, including as a member of the Los Angeles

Coalition Against Wage Theft, for paid sick leave at the city level, and 5) Exploring innovative models for corporate support for employees' childcare needs.

### **Miami Workers Center — \$50,000**

Executive Director, Marcia Olivo, Miami, FL  
*Miami Workers Center (MWC)* is Miami's leading social change nonprofit organization that fights for social, racial, economic and gender justice in Miami, Florida. *MWC* works to unite and grow the power of low-income Latinos and African-Americans from some of the most vulnerable neighborhoods of Miami. *MWC* advocates for good paying jobs, affordable housing, immigrant rights, the protection of domestic workers, and victims of domestic violence and sexual abuse.

With this grant, *MWC* will further their work with the *Femme Agenda* including community mobilization, rapid response support, and policy strategies to address the needs of immigrant women including securing temporary housing spaces for women and children; addressing trafficking, and supporting victims of labor trafficking and other workplace abuses, and strengthening support for domestic violence survivors, including advocating for expanded local certification of U visas and other immigration protections.

### **Mississippi Low Income Child Care Initiative — \$45,000**

Executive Director, Carol Burnett, Biloxi, MS  
*Mississippi Low Income Child Care Initiative (MLICCI)* is a statewide, grassroots organization of childcare providers, parents, and community leaders. *MLICCI's* mission is to enhance the quality of care for all low-income children in Mississippi and advocate for improved childcare policies and greater public investment in childcare subsidies for low-income families. This grant will continue to support *MLICCI's* mission to promote universal access to childcare in Mississippi by 1) Campaigning for new CCDF policies that prevent further shrinkage of subsidies for childcare services for eligible children; 2) Reforming childcare subsidy policy to improve parental access and retention by opposing, among other items, the child support requirement for single parents; 3) Strengthening the financial viability of childcare providers participating in the childcare subsidy program by launching a small pilot program of the Child Care and Adult Food *MLICCI* sponsorship program, titled *Healthy Center Healthy Kids*, and 4) Promoting racial equity in the childcare subsidy program by leveraging and advocating for policy recommendations in the US Commission of Civil Rights report.

### **Mississippi Women's Economic Security Initiative — \$40,000**

Executive Director, Cassandra Welch, Biloxi, MS  
*MS Women's Economic Security Initiative* prioritizes economic security with an explicit racial and gender platform, engaging women, particularly women of color, with deep connections to grassroots organizing in urban and rural MS to create a leadership infrastructure. *MWESI's* primary goals include: building power and achieving progress toward an ambitious policy agenda on women's economic security in a hostile political environment; strengthening, expanding, and engaging *MWESI's* statewide network and leadership team, and deepening civic engagement of women of color across Mississippi. *MWESI* builds cross-sector alliances with MS women and women's organizations to promote policies that reduce gender inequities and support economic security for low-income women of color and their families.

## Mujeres Unidas y Activas ————— \$50,000

Executive Director, Juana Flores,  
San Francisco, CA

*Mujeres Unidas y Activas (MUA)* is a grassroots organization of Latina immigrant women with a double mission of promoting personal transformation and building community power for social and economic justice. In 2013, after a seven-year statewide campaign, *MUA*'s domestic worker leaders won the historic California Domestic Workers Bill of Rights which grants basic labor protections to domestic workers and provides better opportunities to economic security. This year's grant will support 1) expanding our targets beyond labor protections to include other concerns for immigrant women workers, including access to health care and 2) preparing childcare workers to lead enforcement, base building, and policy campaigns by deepening political analysis, improving member skills and amplifying messaging.

## Southern Rural Black Women's Initiative ————— \$35,000

Director, Oleta Fitzgerald, Jackson, MS

*The Southern Rural Black Women's Initiative for Economic and Social Justice (SRBWI)* works across the Black Belt in Alabama, Georgia and the Mississippi Delta to look at the quality of life and human rights of rural black women. Over the past 15 years, *SRBWI* has organized over 2,500 women and young women across the three states to engage members in their core program areas which include: Human Capacity Building, Advocacy and Public Policy Assets Development and Young Women's Leadership Development. With this grant, the *SRBWI* will build out their infrastructure and engage communities by hosting trainings to teach new skills in community-based advocacy and movement building across four Alabama Black Belt counties through town hall meetings and forums to build a cohesive agenda on women's economic security.

## The Olé Education Fund — \$25,000

Executive Director, Matthew Henderson,  
Albuquerque, NM

*The OLÉ Education Fund (OLÉ)* is a grassroots community organization comprised of working families in New Mexico. Through issue-based campaigns and electoral engagement, *OLÉ* works to ensure that working families are playing a critical role in shaping policies and New Mexico's future through advocacy and economic reform. In the coming year, *OLÉ* will engage childcare providers in more direct action to embolden them to confront policymakers about their decisions to underfund providers by using direct action that earns a higher media profile, develops more powerful leaders, and creates collective pressure among policymakers to commit new resources to early education.

ECONOMIC  
JUSTICE



**Advocacy and  
Legislative Wins**

**Parent  
Voices**

There is an extraordinary crisis afflicting the United States—a lack of affordable childcare. Equally urgent is the need to increase the wages of caregivers and early educators whom families depend on to responsibly care for children while they go to work. Parent Voices, a California-based nonprofit organization with fifteen chapters across the state, is addressing these crises with bold, innovative strategies.

A parent-led, parent-run grassroots organization, with a membership of predominantly low-income mothers, Parent Voices is fighting to make quality childcare accessible and affordable for all families. Ever since it's founding in 1996, the nonprofit has engaged thousands of parents in advocacy aimed at the local, state, and federal levels. Their determined efforts have led to significant wins, saving millions of dollars of childcare subsidies from budgetary cuts, and expanding access to childcare vouchers, preschool slots, and reimbursement rates for childcare providers.

“We are centering the lived experiences of predominantly single mothers from immigrant communities and communities of color. They are the experts and they are driving the solutions. When our members identify solutions to the challenges they face, they find the freedom and liberation to pursue their dreams for themselves and their children,” says Mary Ignatious, Statewide Organizer.

A significant achievement for Parent Voices has been ‘defrosting’ the state median income (SMI) guidelines for childcare eligibility that were frozen for ten years. After California incrementally raised its minimum wage, thousands became ineligible for the affordable childcare that they depend upon to go to work. One mother had to turn down a \$.50 raise as it would render her ineligible for childcare benefits.

Parent Voices led a budget and legislative campaign with a diverse coalition to win \$25 million in the budget to update the outdated childcare eligibility guidelines (SMI) and allow families to stay on the program until they reach eight-five percent of the SMI. Families can now keep their subsidies for a minimum of twelve months, an extension of time that also allows children to benefit from the continuity of care.

This change to the nation's largest childcare subsidy system renders it more family friendly and reduces the criminalization of low-income mothers of color who were forced to re-apply for services every four months. Childcare services are now stabilized for vulnerable communities, including migrant and seasonal workers, immigrants, and families who are incapacitated. Most significantly, the changes end the unjust practice of low-income parents turning down raises, promotions, and more hours so as not to lose crucial access to affordable childcare.

To address the continuing two-fold crisis of mothers not being able to afford childcare, along with the need to increase the current poverty-level wages of early educators who are also women of color, Parent Voices has been advocating for a dedicated funding source. Incorporating an electoral organizing strategy at the local level has helped them to win important childcare changes. In 2018, the nonprofit led two local ballot initiatives towards the goal of investments in the early childcare system.

The San Francisco measure—Proposition C, or the Universal Childcare for All Act—earned the simple majority needed to pass. It is the first initiative in the nation that has a progressive tax on millionaire commercial property landlords, and raises over \$100 million to provide free and low-cost childcare to 5000 low and middle-income families and increases the wages of the workforce.

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**Parents Voices  
has preserved**

**\$1 Billion+**

**in childcare funds for  
low-income families**

Parent Voices weaves voices locally and statewide to change the narrative on childcare and to advance a quality childcare system that is equitable, affordable, and accessible for families and early educators. Through the general operating support of the Ms. Foundation, Parent Voices has the flexibility and capacity to focus on the issues pertinent to its community as it continues to push forward progressive social change.

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We're called Parent Voices because that's the core of who we are. Our work is about fundamentally recognizing the expertise of those directly impacted by our under-funded child-care safety-net system. It's their voices, their solutions, that we should actually be listening to if we want long-term systems change and if we want outcomes that will actually benefit children and families.

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**Mary Ignatious**

Statewide Organizer,  
Parent Voices

# Top Line Snapshots

Our philosophy at the Ms. Foundation 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 grantees are in relationship with us for five to seven years, sometimes even longer. Change takes time. We are committed for the long term.



## \$145K

Towards Capacity Building Grants

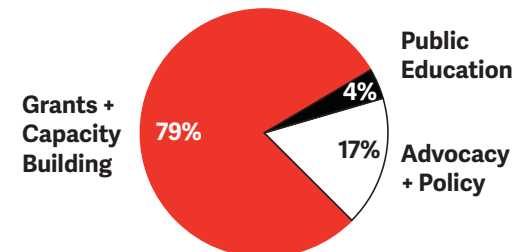
## \$120K

Towards the Donor-Advised Oma Fund

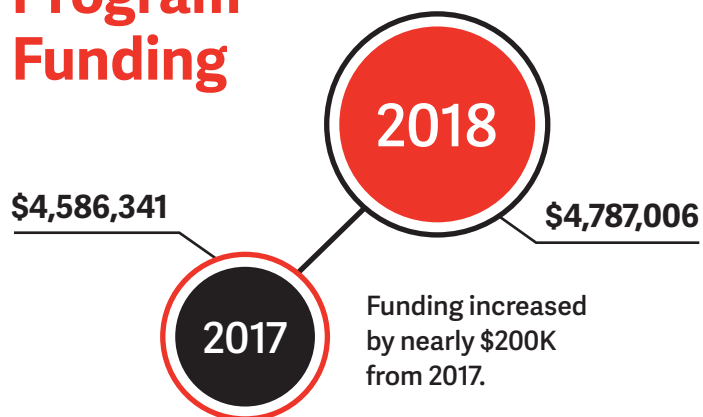
## \$89K

Towards the Asian Women Giving Circle

### Program Services Funding



## Total Program Funding



“

I feel proud and confident that under Teresa's leadership we will steer a path that will honor our legacy while remaining relevant in the future.

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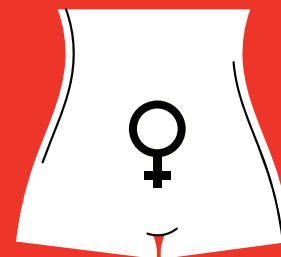
**GAIL WASSERMAN**

Board Member

## Direct Grants to the Field

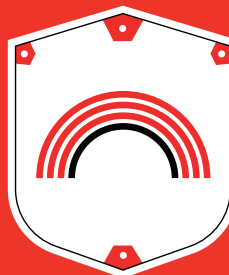
Ms. Foundation's 2018 Program Funding at a glance.

**\$655K**



Towards Reproductive Rights, Health + Justice

**\$320K**



Towards Safety, Through a Black, Queer, Feminist Lens

**\$670K**



Towards Economic, Social + Political Power in the South

# Amplified Action

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## President's Discretionary Fund

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

### Feminist.com ————— \$7,500

Executive Director, Marianne Schnall, Woodstock, NY

To help support grassroots communications and the movement towards partnership with Feminist.com

### National Women's Studies Association ————— \$5,000

Executive Director, Dr. Allison Kimmich, Baltimore, MD

To provide activist travel support to the conference "40 YEARS AFTER COMBAHEE."

### Third Wave Fund ————— \$10,000

Executive Director, Rye Young, Brooklyn, NY

To support their executive transition process.

## Gloria Steinem Fund

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

### Family Connections ————— \$5,000

Executive Director, Kim Cross, Nyack, NY

To support families living in Rockland County who are separated due to incarceration.

### Feminist Majority Foundation ————— \$30,000

Executive Director, Katherine Spillar, Beverly Hills, CA

To support the Global Reporting in Ms. Magazine, which aims to inspire and empower feminists to take action to achieve equality and global justice.

“

**We as a country actually need to come to terms with toxic masculinity, patriarchy, with having a true conversation around power. This is about positional power, this is about poor treatment, this is about those who are complacent and support this poor behavior... This is about the heart and soul of America.**

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**Teresa C. Younger**

President and CEO, Ms. Foundation for Women,  
Speaking on #MeToo and Breaking the Silence on MSNBC

# Safety

## Redefining Safety through a Black, Queer, Feminist Lens

The goal of the Safety program focus area is to safeguard and promote the well-being of women and girls. Our current program initiative focuses on supporting black women-led-and-centered groups to dismantle systems that negatively impact women and girls. Priority issues addressed by this cohort include criminalization, sexual assault and violence, and state-sanctioned violence impacting the lives of black women and girls.

The organizations that comprise the Safety cohort have a track record of connecting these issues—criminalization, sexual assault and violence, and state-sanctioned violence—to larger movements for justice. The Ms. Foundation for Women strategically partners with groups that have a race and gender justice analysis that is grounded in the lived experience of Black women and girls. These groups also have a nuanced understanding of how Black women and girls need to be supported to live their most healthy and safe lives. The cohort has been at the forefront of a broader community of movement leaders that draw on a holistic and integrated approach to dismantle systems that harm cis- and trans- black women and girls, as well as gender non-conforming persons, and to build their power to make meaningful choices about their own bodies and lives.

The Ms. Foundation for Women is proud to be one of the first foundations to support a cohort of black women led-and-centered organizations working to safeguard the well-being and human rights of black women and girls. We provide general operating funds, capacity building, and other supports to strengthen these organizations to, in turn, build power in their communities and sustain and grow a vibrant, broad-based movement.



The following grantees have been funded for their work advancing women's safety.

### **Black Women's Blueprint — \$45,000**

Executive Director, Farah Tanis, Brooklyn, NY  
*Black Women's Blueprint (BWB)* is a civil and human rights organization committed to amplifying the voices of women, girls, and gender-fluid people of African descent in all their diversity. Their mission is to secure social, political, and economic equality and to demand a culture where women of African descent are fully empowered and where disparities predicated on gender, race, sexual orientation, gender identity, incarceration status, and other disparities are erased. *BWB* is the primary organization in the country working to document, expose, and address sexual violence as a human rights atrocity against women and girls of African descent, including through grassroots activism, direct service healing practice, and participatory action research.

### **BYP 100 Education Fund — \$35,000**

Co-Directors, Janae Bonsu and D'atra Jackson, Chicago, IL

*BYP100* is an activist member-based organization of Black youth 18 to 35 year olds, dedicated to creating justice and freedom for all Black people. Despite

years of significant disinvestment in Black communities, grassroots organizations, and leadership by all sectors of American society, *BYP100* has been able to sustain its work mainly from volunteer power, determination and commitment. *BYP 100* is dedicated to ending the criminalization of Black youth, dismantling the prison industrial complex, and expanding and securing LGBT and women's rights. *BYP 100* aims to achieve these goals through building a collective focused on transformative leadership development, direct action, organizing, advocacy, education, and healing justice using a Black queer feminist lens.

### **Every Black Girl\*\* — \$70,000**

Executive Director, Vivian Anderson, Columbia, SC

*EveryBlackGirl's* mission and vision is to create a world where every black girl can thrive. The organization was birthed out of the #EveryBlackGirl campaign in response to the Columbia, South Carolina, Spring Valley High School assault on a Black student who was slammed out of her desk and thrown across a classroom by a School Resource Officer. *EveryBlackGirl's* early focus was on getting all charges against the students who were victimized dropped, and ending the criminalization of Black women, girls, and their families. Their focus has since expanded to create

opportunities for Black Girls to become leaders for justice and thrive while reducing the conditions leading Black Girls to being harmed, arrested, confined and jailed. Their programs include a weekend program grounded in self-care and youth-centered practice; a five-phase leadership development program for Black Girls ages 10 – 21 years old, and a cultural exchange and global learning program.

### **Girls for Gender Equity — \$35,000**

Executive Director, Joanne N. Smith, Brooklyn, NY

*Girls for Gender Equity (GGE)* is a leading intergenerational grassroots advocacy and service delivery organization working to center the voices and experiences of young women of color within the racial and gender justice movement of the 21st Century. *GGE* works to combat the widespread gender-based violence and criminalization against people of color by uplifting their civil and human rights. *GGE's* programs supports transformational movement building with cis, trans, and gender nonconforming young people of color by working to develop their often-untapped leadership and advocacy potential. Through education, organizing, and physical fitness, *GGE* encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives. *GGE's* work

serves as a national model for engaging young women in policy and advocacy work in meaningful ways.

### **National Black Women's Justice Institute** ————— **\$30,000**

Co-Founder/President & CEO, Monique W. Morris, ED.D. Berkeley, CA

*The National Black Women's Justice Institute (NBWJI)* is an organization focused on the reduction of racial and gender disparities in the justice systems affecting cisgender and transgender Black women, girls, and their families. *NBWJI* conducts research, provides technical assistance, engages in public education, promotes civic engagement, and advocates for informed and effective policies. *NBWJI* works independently and in collaboration with a number of domestic universities, organizations, and consultants to conduct its work on behalf of Black women and girls in the U.S. who are impacted by criminalization and the criminal justice system, directly and indirectly, because of their race and gender. *NBWJI* also works in collaboration with organizations that elevate equity discourses among all women and girls.

### **Trans Sistās of Color Project\*\*** ————— **\$60,000**

Executive Director, Lilianna Angel Reyes, Detroit, MI

*Trans Sistās of Color Project (TSOCP)* uplifts, impacts, and influences the lives and welfare of transgender women of color in Detroit. Through trans-centric programming, projects, services, partnerships, and events, *TSOCP* works to remove the systemic barriers that prevent transwomen of color from living full lives. *TSOCP* operates as a rapid response organization responding to the immediate needs of transwomen of color and working to promote their safety and security. *TSOCP* is intentional in its representation and uplifting of the culture, legacy, spirit, and energy of transwomen of color and in its celebration of black Trans joy. *TSOCP's* programs are available, open, accessible and inclusive of all transwomen of color, and are designed to lead to the well-being and socio-economic, educational, and employment advancement of transwomen of color.

### **Women With A Vision** ————— **\$45,000**

Executive Director, Deon Haywood, New Orleans, LA

*Women With A Vision (WWAV)* is a community-based grassroots organization created by and for women of color, and is

one of the longest serving groups working with women and girls on criminalization. It uses relentless advocacy, health education, supportive services, and community-based participatory research in order to improve the lives of marginalized women, their families and communities by addressing the social conditions that hinder their health and well-being. *WWAV* is New Orleans' premier women's health and wellness policy organization working with marginalized women throughout Louisiana and the Southern U.S. region to create an environment in which there is no war against women's bodies, in which women have spaces to come together and share their stories, in which women are empowered to make decisions concerning their own bodies and lives, and in which women have the necessary support to realize their hopes, dreams, and full potential. With the support of the Ms. Foundation for Women, *WWAV* launched and supports its Young Women with a Vision afterschool program to promote leadership development and sisterhood among teenage Black girls through workshops, mentorship, peer education, arts advocacy, and a unique curriculum integrating a human rights, Black feminist, Reproductive Justice, and social justice praxis.

\*\* Asterisks denote 2-year grant



## Shifting the Narrative

# National Black Women's Justice Institute

Black girls are fighting to be included in the landscape of promise that safe learning spaces provide. Alarming data from the U.S. Department of Education shows that Black girls are overrepresented along the discipline continuum in public schools. The National Black Women's Justice Institute (NBWJI) is committed to countering the criminalization of Black girls in schools and to facilitating their learning, healing and development.

A California-based nonprofit organization focused on reducing racial and gender disparities affecting cisgender and transgender Black women, girls, and their families across the justice continuum, NBWJI understands that education is a critical protective factor against contact with the criminal legal system. With President and Co-Founder Monique W. Morris at the helm, NBWJI is a lead partner for EMERGE (Educating, Mentoring, Empowering, and Reaffirming our girls for excellence) in the San Francisco Bay Area. The program provides educational services for girls who have been unsuccessful in traditional or alternative learning environments and who have been entangled with the juvenile court and legal systems.

"Really, it's about understanding how schools can be responsive to trauma and engage in a gender-responsive way that is also culturally responsive. So that we're no longer looking at schools for punishment but how they can be locations for healing, particularly for girls of color," says Morris.

Toward this end, the NBWJI conducts training and technical assistance with school districts and stakeholders along the juvenile legal continuum to interrupt the school to confinement pathway for girls across the country. NBWJI is shifting the narrative about Black girls who are routinely perceived to be "too loud, too aggressive, too angry" so that people not only understand what's happening to Black girls but also learn how to respond.

During the course of their research for a forthcoming report, *Expanding Our Frame: Deepening Our Demands for Safety and Healing for Black Survivors of Sexual Violence*, NBWJI uncovered statistics on the pervasiveness of trauma experienced by Black girls, women and transgender people of color.

NBWJI discovered, too, a resistance in mainstream culture to acknowledge that sexual violence is systematically perpetrated by the people and institutions that are supposed to be sources of safety and solutions to violence.

In 2017, in partnership with the Ms. Foundation for Women, NBWJI published a policy brief, *Centering Black Women, Girls, Gender Nonconforming People and Fem(me)s in Campaigns for Expanded Sanctuary and Freedom Cities*. When anti-immigrant rhetoric and federal enforcement of mass deportations and incarceration ripped through the nation, resistance movements blossomed in response, calling for the creation of sanctuary cities, spaces and institutions offering protection to immigrants. They demanded an end to practices of surveillance, punishment, and exclusion that target Black and Brown communities, both immigrant and US born.

Invisible in conversations about profiling, criminalization, and incarceration are Black women, girls and transgender people who face both state and intra-community violence. In this policy brief, NBWJI expands the call to say Black women, girls and gender nonconforming people need sanctuary too, highlighting the urgent need to center them in vision, advocacy and organizing in the dream for Expanded Sanctuary and Freedom Cities. The report outlines a series of concrete steps that policymakers, institutions, and communities can take to protect Black women, girls, and gender nonconforming people.

Founded in 2014, NBWJI has multi-year projects underway that address the diverse forms and impacts of state and interpersonal violence and criminalization on Black women, femmes, and girls. It is focused on creating pathways to safety outside the criminal legal system which is punitive and biased. The NBWJI—also working to improve employment outcomes for formerly incarcerated women and reduce gender based violence in African American communities—actively conducts research, engages in public education, promotes civic engagement and advocates for informed and effective policies across the United States.

“

The movement to uplift the voices of those who’ve been impacted has long been a theme in my life and in my body of work. I like to think of the various ways in which we can come together and not participate in the structures, forces and narratives that strive to pit us against each other, but really think about centering the most affected populations at the intersection of their identities in the creation of solutions.

”

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**Monique W. Morris**

President + Co-Founder,  
National Black Women’s  
Justice Institute

# Capacity Building



## Colorado Organization for Latina Opportunity and Reproductive Rights — \$10,000

Executive Director, Dusti Gurule, Denver, CO  
*Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)* is a statewide organization dedicated to promoting and protecting reproductive health for Latinas and their families through leadership development, organizing, and policy advocacy. *COLOR* actively leads and partners with social justice coalitions, community partners, and local and state legislators to build a stronger reproductive justice voice in Colorado. This grant provides leadership transition support.

## National Asian Pacific American Women's Forum — \$10,000

Executive Director, Sung Yeon Choimorrow, Chicago, IL  
*National Asian Pacific American Women's Forum (NAPAWF)* is a national policy and advocacy organization working to expand access to reproductive health for Asian American and Pacific Islander women and girls. It focuses on increasing access to reproductive health services among AAPI immigrant communities and blocking abortion restrictions framed as race and sex-based selection measures. This grant supports the launch of *NAPAWF's* report on the impact of family separation and

deportation on AAPI women and families who often get lost in the broader immigrant justice conversation.

## Power U Center for Social Change — \$10,000

Executive Director, James Lopez, Miami, FL  
*Power U Center for Social Change* uses an intersectional and reproductive lens to address issues of birth justice, abortion access, criminalization of Black and Latinx girls and youth in the school-to-prison pipeline, and school pushout in Miami-Dade schools. This grant provides leadership transition and development support.

## Raising Women's Voices — \$30,000

Executive Director, Lois Uttley, New York, NY  
*Raising Women's Voices* is making sure women's voices and concerns are addressed as part of the ACA's policies. This grant supports their work to ensure that their core constituencies of diverse women, both nationally and in New York, are kept informed about proposals for ACA repeal, Medicaid cuts, abortion coverage restrictions, and other regressive federal health policy proposals, as well as ensure that NY women are able to enroll in coverage and use it to get the reproductive health care they need without unexpected costs.

## Reproaction ————— \$20,000

Co-Founders and Co-Directors, Pamela Merrit and Erin Matson, St. Louis, MO

*Reproaction* strives to increase access to abortion and advance reproductive justice at the national and state levels (Missouri and Virginia) using rapid response communication and online mobilization, activist education and training, and opposition research. This grant supports the growth of the organization's core infrastructure, particularly in the areas of development, communications and administrative support.

## SisterReach ————— \$5,000

CEO, Cherisse Scott Memphis, TN

*SisterReach* is dedicated to the reproductive autonomy of women and girls of color, poor women, rural women, and their families in the state of Tennessee. This grant supports executive coaching and leadership development for CEO Cherisse Scott.

## URGE: United for Reproductive and Gender Equity ————— \$10,000

Interim Director, Susannah Baruch, Washington, DC

*URGE (United for Reproductive and Gender Equity)* is a national organization that trains emerging young leaders on college

campuses and provides tools to organize, network, and exchange ideas focused on a youth-centered, pro-choice reproductive justice agenda. This grant supports this organization's leadership transition and executive search.

## Parsons The New School for Design\*\*\* ————— \$30,000

PETLab Associate Professors and Project Leads, Colleen Macklin and John Sharp

The Design for Advocacy Fellowship with Parsons is a program that pairs Parsons School of Design graduate students with grantee partners to work together on a specific communications and advocacy project. The goal of the initiative is to bring innovative solutions to the women's movement and to build organizations' capacity and skills for more creative and powerful advocacy and communications. SisterSong worked with a Parson's fellow to tell the story of the creation and launch of the TrustBlackWomen coalition and campaign, as well as redesign its website, logo and branding. National Asian Pacific American Women's Forum (NAPAWF) worked with a Parson's fellow to design a report that uplifts the stories of women and families affected by immigration policy, in partnership with Southeast Asian Resource Action Center (SEARAC).



\*\*\* Asterisks denote partial funding through Ms. Foundation's Strategic Communications Capacity Building budget

## Mujeres Unidas y Activas — \$20,000

Executive Director, Juana Flores,  
San Francisco, CA

*Mujeres Unidas y Activas* is a 27+ year old organization with a strong membership of over 500 immigrant women in the Bay Area, serving over 2000 clients per year via our transformative social services, with significant policy and organizing accomplishments. Over the past decade, *MUA* focused on raising the visibility and demanding the rights and dignity of domestic workers on the state, national, and international levels. Their membership outreach has grown geographically and their staffing has increased. In 2018, long time co-director Andrea Lee announced that she would be transitioning out of her role and that Juana Flores would take on the position full-time. The Special Opportunity Grant supported Executive Transition planning for *MUA*, including re-thinking the organization's leadership structures with a focus on designing and implementing a structure that is aligned

with organizational values and needs. The grant will also cover investment in staff and Board development to bring *MUA*'s program vision to its full potential by ensuring that existing and new leaders have the support and training they need to take on new work and roles. Finally, the grant will strengthen *MUA*'s infrastructure and leadership to ensure long-term success as it moves into its third decade in building the power of women of color and low-income women in the care sector.



“

We believe that centering women of color is the most strategic investment in the equitable future we are working to create for all genders, all races, all people.

”

RUTH ANN HARNISCH

Major donor, funder of projects supporting girls of color

# Donor-Advised Funds



## 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 toward Asian women-led social change projects. The current focus is Arts & Activism.

### Adhikaar for Human Rights and Social Justice — \$15,000

Executive Director, Pabitra Benjamin, Woodside, NY

To support the project  
*More Than A Manicure.*

### Alina Shen — \$5,900

Artist, Alina Shen, New York, NY

To support the project  
*Chinatown: Our Narrative Tours.*

### Alison Roh Park — \$15,000

Artist, Alison Roh Park, New York, NY

To support "AsIAm APIA Graffiti and Street Art Project."

### Cecilia Mejia — \$10,350

Artist, Cecilia Mejia, Brooklyn, NY

To support "Yellow Rose Behind the Scenes Project."

### Jennifer Cho Suhr — \$15,000

Artist, Jennifer Cho Suhr, Brooklyn, NY

To support the short film  
*What Is Your Purpose?*

### Nina Sharma — \$3,000

Writer, Nina Sharma, New York, NY

To support the workshop "No-Name Mind: Stories of Mental Health from Asian America."

### Ruby Veridiano — \$13,500

Writer, Ruby Veridiano, Gonesse, France

To support the workshop  
*"Wear Your Values."*

### Sahra Nguyen — \$11,250

Artist, Sahra Nguyen, Brooklyn, NY

To support the project *The Bronx Refuge.*

## 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.



## Ibis Reproductive Health — \$10,000

President, Kelly Blanchard, Cambridge, MA

To support the Later Abortion Network (LAN), which aims to bring together organizations and individuals committed to increasing access to high-quality later abortion care in the U.S.

## University of Oklahoma Center for Social Justice — \$10,000

Director, Women's & Gender Studies, Dr. Lupe Davidson, Norman, OK

To support Take Root: Empowering Red State Perspectives on Reproductive Justice Conference.

## National Network of Abortion Funds — \$30,000

Executive Director, Yamani Hernandez, Boston, MA

To provide general operating support that helps build power with members to remove financial and logistical barriers to abortion access by centering people who have abortions and organizing at the intersection of racial, economic, and reproductive justice.

## Nursing Students for Choice — \$20,000

Executive Director, Dr. Cindy Myers, St. Paul, MN

To provide general operating support that helps provide nursing students and alumni with sexual and reproductive healthcare training and education opportunities.

## Provide, Inc. — \$25,000

Executive Director, Melanie Zurek, Cambridge, MA

To provide general operating support to build a health and social infrastructure that supports, enhances, and sustains equitable access to safe abortion for women in the South and Midwest.

## Trustees of Hampshire College — \$10,000

President, Jonathan Lash, Amherst, MA

To provide support for the project, *Justice Rising: Supporting New Leadership for the Reproductive Health, Rights and Justice Movements*.

## ReproAction — \$15,000

President, Erin Matson, Arlington, VA

To provide support for a new direct action group with a mission to increase access to abortion and advance reproductive justice.

## Planned Giving Profile

# Susan Wolford and Dee Komar

Susan Wolford and Delores Komar are members of Gloria's Future Fund, the Ms. Foundation's planned giving honor group for those who have made gifts to the Foundation through bequests, life income gifts, insurance policies, and other estate planning vehicles. Together since 1981 and married since 2008, Susan and Dee met through political activism in 1978 when they were both advocating for LGBTQ rights and campaigning to defeat Prop 6, which would have prevented gay and lesbian teachers from working in California. Dee, now retired, graduated



from California State University Los Angeles with a business degree in accounting. Throughout her career, she worked with a variety of LA-based businesses, including Bestronics, an electronics firm, where she served as CFO, and two law firms, Parker, Milliken and Fulwider Patton. Susan, a Senior Vice President at Morgan Stanley, founded and directs the Wolford Group, a wealth management and advisory group at Morgan Stanley. By virtue of her contributions to her clients, firm, and community, Susan was honored in 2014 by Makers: Women Who Make America as a trailblazer in the world of business and finance.

As much as Susan loves her job, she and Dee take time for their passion: travel to the most interesting and beautiful places on earth. They also enjoy good times with their large circle of long-time friends, cooking, theater, and Dodger baseball, and their dog, Riley.

The following Q&A with Susan spotlights Susan and Dee's passion for the Ms. Foundation.

**What attracted you and Dee to the Ms. Foundation? Tell me about what was going on in your life, in the culture generally, and what you wanted the world to be like.**

My history with the Ms. Foundation goes back to the Seventies. It was a time of foment, to be sure. We were involved in the women's movement, anti-war movement, gay rights movement and others. We both started as feminists. It's who we are, and my relationship with the Ms. Foundation actually started with a subscription to Ms. Magazine. For many women, that was the beginning and the best source of information about feminist issues. From reading and talking, we progressed to activism in all sorts of movements.

My support for the Ms. Foundation was triggered by one particular incident. In 1978, there was an effort to pass an anti-LGBTQ law—Prop 6, which would have made it impossible to be LGBT and teach in California. Anita Bryant and many other homophobic

conservatives were supporting it. I was at a fundraiser organized by a group of lesbians and gay men and I walked Gloria Steinem. I met her, we talked, and she said the Ms. Foundation was supporting lesbian and gay rights. I became a supporter then and have stayed involved since.

### **When and why did you and Dee include the Ms. Foundation in your estate plan?**

Dee and I got together 38 years ago. Over time, our relationship progressed from girlfriends to domestic partners to now being married, which became possible in a brief window of time in 2008 before Prop 8 and the popular vote that took the right away. I mention that because we were part of a small group that was able to marry before 2016. For many years, we made individual gifts, but we also supported the Ms. Foundation because it took the lead on issues that affected our LGBT community, like the first funding for programs serving women with HIV/AIDS. The Ms. Foundation was always supportive, constant, never shying away from the tough issues, and always inclusive. Women's issues got little attention, if any in the gay

community. But we always felt like the Ms. Foundation was supportive.

When Dee and I committed, even before same sex marriage became legal, we had a very good attorney who specialized in estate plans. We had individual trusts. Over time, we have been able to focus on our legacy, specifically around issues that we feel are very important. The Ms. Foundation, from our perspective, is an organization that we can count on. It's been working for 45 years to advance gender equity, and since it doesn't look like we'll achieve that goal soon, we want the Ms. Foundation to have the resources to continue fighting for equity, because it's an issue we care about immensely.

### **As a financial planner and someone who has made a planned gift, what advice do you have about the importance of estate planning?**

Many years ago, I came to the realization that age will not define my lifespan. I'd like to live a long life but there's no guarantee, and I want to be prepared. That's what I talk to my clients about. I have some clients who are reluctant to do estate planning because they feel like planning will

predict their death. For some, there's an emotional barrier to the reality that we are all going to die. So we don't talk about death, but we can talk about the unexpected things that happen in life. I believe that we should plan ahead so that those we love are not further burdened by our failure to take care of details that can be handled in advance. Planning allows us to continue showing that we care. Years ago, I had a married couple as clients. He died unexpectedly, and she only knew about the money that they invested together. For 50 years, without telling her, he had invested in US Treasury bonds and in that account was over \$2.5 million. He planned to take care of her. And then, as she was a feminist, she made the Ms. Foundation one of her beneficiaries. My client hoped, as Dee and I also hope, that children will inherit a better society where there's equity for all, especially in education and opportunity. We love the Ms. Foundation's vision, which is about justice and safety and possibility. Those are values that Dee and I absolutely believe in and want to support.

# Our Time Together

## 2018 Events

### Laughter is the Best Resistance: Ms. Foundation Comedy Night at Carolines

On Wednesday, November 29, 2017 more than 250 feminists ready for fun joined the Ms. Foundation's 22nd Comedy Night at Carolines on Broadway in New York City because they knew that "Laughter is the Best Resistance."

The evening started strong with award-winning writer and producer Judy Gold who set the tone for the night. Each comedian- Ashley Nicole Black, Jena Friedman, Jen Kirkman, Dulcé Sloan and Liza Treyger - keep the crowd laughing with fiercely funny and honestly insightful standup. We are truly grateful that each comedian donated her time and talent to make the night a spectacular success.

We thank our supporters who joined us for a night of fiercely fun feminism, and we're extremely grateful to Carolines owner and longtime Ms. Foundation supporter Caroline Hirsch for her generosity and encouragement!

**More at: [forwomen.org/comedy](https://forwomen.org/comedy)**





## Annual Ms. Foundation on Martha's Vineyard

On August 15, 2017 the Ms. Foundation hosted its fourth annual Ms. Foundation on Martha's Vineyard summer event, bringing together our leadership, staff, and supporters on Martha's Vineyard in celebration of the collective power of women. This year's event was featured Emmy Award winning television journalist, Carol Jenkins in a dynamic conversation about race, gender and social justice with our own President and CEO Teresa Younger.



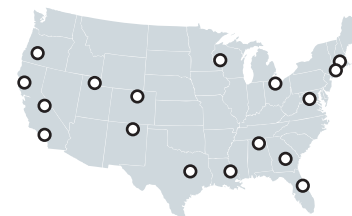
## Men4Ms.

The movement towards gender equity will only happen if we are all in it together. The commitment of the 30 men who came together at the home of Jennifer Gilbert of Save the Date was palpable and the conversation was lively as hosts Jerry Hathaway, James White and Dennis Williams lifted up the efforts to create a safe, just and inclusive world for all of us.



## A National Presence

Hosting Conversations: As a national foundation, the Ms. Foundation has the privilege to being part of conversations, shaping narrative and amplifying voices across the country. Here are just some of the places we were in 2018:



“Thank you so much for including us. It was really a spectacular event and it was so great to meet so many powerful women in Boulder. I had a really amazing time, and I look forward to seeing you more throughout the year!”

**Meredith Maney, CU student**  
Co-Chair Conference on World Affairs

# 30<sup>TH</sup> Annual Gloria Awards

## A Salute to Women of Vision



More than 450 feminists joined the Ms. Foundation for our **30th annual Gloria Awards: A Salute to Women of Vision**, held on May 1, 2018 at Capitale in New York City. Hosted by co-founding mother Gloria Steinem and President and CEO Teresa C. Younger, the event celebrated leaders who have made an indelible impact on the gender justice movement at the local, state, and national level.

Focusing on Our Voices, Our Time the evening kicked off with the voices of the Resistance Revival Chorus. The evening followed with our recognition of women who have used their voice in this moment, including Women of Vision Gloria Award honorees Director Ava

DuVernay and three leaders from grantee-partner organizations who have impacted the women's movement in unparalleled ways. Monica Simpson of SisterSong, Shannan Reaze of Atlanta Jobs With Justice, and Joanne Smith of Girls for Gender Equity were recognized for their work in the fields of reproductive justice, economic justice, and women's safety, respectively with Women of Vision Awards. Elaine Welteroth received the Marie C. Wilson Award honoring feminist leaders who create positive change, named after the former CEO and President of the Foundation. The gala also recognized the voices and activism of Marley Diaz with the Peggy Charren/Free to Be You and Me Award.

Award-winning comedian Judy Gold joined us, again this year, as the co-host of our fund in need at the awards. For this year's Gloria Awards After Party, vocalist and lyricist Rimarkable provided music for an evening of dancing, mingling, and celebrating, with Teen Vogue Executive Editor Samhita Mukhopadhyay and Them Executive Editor Meredith Talusan hosting the celebration late into the evening.

We are grateful to our supporters, who help us promote grassroots activists through funding, training, and advocacy.

**More at: [forwomen.org/gala](https://forwomen.org/gala)**

“

Now more than ever we must work together to counter the dominant narrative of this country's oppressive regime. We need all of us. Remain vigilant, remain resisting the status quo. Keep going towards liberation. There are girls waiting for us... keep going. It's our voices, it's our time.

”

**JOANNE SMITH**

Executive Director, Girls for Gender Justice

**Gloria Awards 2018**



Gloria Awards Honorees



Shannan Reaze



Ava DuVernay



Ms. Foundation Staff



Attendees at the Gala



Marley Díaz, Marlo Thomas, and Gloria Steinem

“ When women of color achieve equity and full participation politically, economically and socially, it stands to reason that the way the world works will be different – and better. ”

**Ruth Ann Harnischa**

Major donor, funder of projects supporting girls of color



Teresa C. Younger, Joanne Smith, Monica Simpson, Shannan Reaze



Resistance Revival Chorus



Marie C. Wilson



Ava DuVernay and Tarana Burke



Susan Dickler and Teresa C. Younger



Elaine Welteroth



Ava DuVernay and Shannan Reaze



Attendees at the Gala



Marley Dias



Teresa C. Younger and Gloria Steinem



Joanne Smith, Tereas Younger, and Gloria Steinem



Miriam Yeung



Monica Simpson

# Gloria's Future Fund



Anonymous (2)  
Sharon Almany  
Kimberly A. Baer  
Laurie Benenson  
Cheryl Bianchi  
Lisabeth G. Boyce  
Elizabeth Bremner & Karen Crow  
Lindsay Bubar  
Helen Bill Casey  
Susan Nora Clark  
Michelle M. Clarkin  
Sheila Collins  
Bernice Colman  
Jane S. Comer  
Regina Cowles  
Robbin Crabtree  
Jamie L. Denenberg  
Susan Dickler & the Oma Fund  
Jodie Evans  
Valerie I. Fennell  
Marjorie Fine  
Rebecca Flint  
Bridget S. Fonger  
Rhona Frank

Jodell S. Gabriel  
Tracy D. Gary  
Sheila Gershen  
Debra Green  
Alice Greenhouse  
Kathryn Gregorio  
Susan A. Grode  
Katie Grover & Mike Campbell  
Leigh Hallingby  
Nancy L. Hamilton  
Mary C. Helf  
Karen Hillenburg  
Adelade Hixon  
Sharon E. Howe  
Sherry Jubilo  
Jena Kanetake-Ingram  
Julie F. Kay  
Carol F. King  
Denise Kleis  
Marjorie F. Knowles  
Ellen L. Konrad  
Alicia B. Lara  
Ava Lazar  
Diane Lebow

Dorothy E. Lee  
Suzanne Lerner  
Monica Levin  
Lucia Woods Lindley  
Harriet Lipson  
Amy C. Liss  
Heidi M. Lloyd  
Lora Lonsberry  
Eleanor Y. Lord  
Ruthann Lorentzen  
Margaret & William Lynch  
Schoene Mahmood  
Patricia Y. Martin  
Michele M. Mattei  
Catherine Meek  
Irene Mink  
Ruthi Muffler  
Monica L. Nelson  
Vanessa Osman  
Catherine M. Park  
Katy Parks Wilson  
Jennifer L. Pate  
Anika Rahman  
Catherine Raphael

The Gloria's Future Fund at the Ms. Foundation for Women is a committed group of women and men who believe in and support a nation of justice and equality for all. We thank our Gloria's Future Fund members who through planned giving are investing in and protecting women's rights today and in the future.

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Bernardine Rice  
Diana I. Rigg  
Ene Riisna  
Trudi S. Riley  
Francine V. Rivkin  
Mary Rose  
Mary Sue Rose  
Lynne Rosenthal, Leo S. Guthman Fund  
Mary Beth Salerno  
Elizabeth M. Schmitt  
Lindsay J. Schutz  
Ellen A. Schwartz  
Fran L. Seegull  
Martine Shahr  
June A. Siebert  
Claire A. Siesfeld  
Jane A. Silverman  
Audrey Simmon  
Gloria Steinem  
Lisa E. Stone  
Bonnie Stylides  
Tanisha L. Tate  
Kate Tickel  
Nancy L. Toder

Melanie S. Tomanov  
Julie Tugend  
Guinevere Turner  
Susan M. Wolford  
Cora R. Wortman

**Gloria's Future Fund: Estates**

Alice A. Atchison  
Beverly Balch Allinsmith  
Suzanne Barnett  
Alfred J. Berger  
Katherine Brownlie  
Edith Coulter  
Shirley Cucchi  
Christine J. Drennan  
Manfred W. Ehrich  
Dr. Idella M. Evans  
Elaine Fine  
Elthea A. Gill  
Carolyn Gunn Strickler  
Dorothy Haegele  
Rosetta W. Harris  
Dorothy Jane Heagele  
Linda J. Henry

Marion Holmes  
Margaret E. Jacobs  
Dolly L. Maass  
Victoria J. Mastrobuono  
Bambi McDonald  
Cynthia McLachlan  
Helen Mintz  
Elli Nilsen  
Leslie Prince  
Sylvia Geraldine Radyx  
Ingrid Reti  
Constance M. Rogier  
Louise Rosenfield Noun  
Marion Sawyer  
Jean L. Sherman  
Barbara Sherman  
Jane Sherwin Schwartz  
Jessie Sinclair Smith  
Freddy Sirott Engelman  
Vera Skubic  
Carolyn Sonfield  
Anne Thaler  
Edith VanHorn

# OUR SUPPORTERS: THANK YOU

## \$100,000+

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Anonymous (1)  
Ford Foundation  
Groundswell Catalyst Fund

W. K. Kellogg Foundation  
NoVo Foundation  
Starry Night Fund

The Surdna Foundation, Inc.  
Lucia Woods Lindley

## \$50,000 - \$99,999

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Anonymous (3)  
Dobkin Family Foundation

The Harnisch Foundation  
Chandra Jessee, InMaat Foundation

Suzanne L. Lerner

## \$10,000 - \$49,999

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Anonymous (4)  
Abbot Downing  
Nancy Alexander  
The Isabel Allende Foundation  
Michele Anthony  
Elizabeth Bremner & Karen Crow  
California Wellness Foundation  
Marguerite Casey Foundation

Comcast Corporation  
Criterion Institute  
Theodore Cross Family  
Charitable Foundation  
Susan Dickler & the Oma Fund  
Abigail E. Disney  
Phil Donahue & Marlo Thomas  
Embrey Family Foundation

Tina Gandhi, Nature's Edge  
General Service Foundation  
Katie Grover & Mike Campbell  
Hanky Panky  
The Eric T. & Elizabeth C. Jacobsen  
Foundation  
Seth A. & Beth S. Klarman  
Helen LaKelly Hunt & The Sister Fund

Yin Ling Leung & Shaibal Roy  
Margaret & William Lynch  
Michelle Mercer & Bruce Golden  
Nancy Meyer & Marc Weiss  
Mohegan Sun  
Morgan Stanley  
The Namaste Foundation  
Sheila Nevins  
New York Life Insurance Company  
Margaret H. Newell  
Nancy S. Nordhoff & Lynn Hays

Planned Parenthood Federation of America  
& Action Fund  
Janet Prindle Seidler Foundation  
Prospect Hill Foundation  
Catherine Raphael  
Betty Regard  
Seth M. Rosen & Jacob K. Goertz  
Jenna Skinner Scanlan &  
Wilson Scanlan  
Jana Shea and Seaview Productions  
Silver Mountain Foundation for the Arts

Patricia J. Simpson  
The Estate Of Carolyn Sonfield  
Marcy Syms, Sy Syms Foundation  
Thanksgiving Fund of the American  
Endowment Foundation  
Gail Wasserman & Ilene Miklos  
Catherine A. Yelverton &  
Laura T. Traphagen  
The Jacquelyn & Gregory Zehner  
Foundation

## \$5,000 - \$9,999

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Accenture  
Freya & Richard Block  
Ashley & Elliot Blanchard  
Cordes Foundation  
Kelly Curtis  
Jeannie H. Diefenderfer  
Howard & Randee Fischer  
Vanita W. Gaonkar  
Hill-Snowdon Foundation  
Caroline P. Hirsch  
Maria & Greg Jobin-Leeds  
Gloria L. Joseph

Ann F. Kaplan & Robert A. Fippinger  
Erika Karp, Cornerstone Capital Group  
Rachel Knight  
Annette Krassner  
Matthew LaFargue  
Stacy London  
Patricia Y. Martin  
Jessica Neuwirth  
Carol T. Pencke  
Brette Popper & Paul Spraos  
PricewaterhouseCoopers LLP  
Elizabeth A. Sackler

Catherine C. Samuels & Jeremy Henderson  
Sheri Sandler & Mark Schneider  
Steele Family Foundation  
The Dorothy Strelsin Foundation  
Margo & Irwin Winkler

**“As an American Indian, I have been inspired by the strong female role models within our tribe who raised their voices at a critical time to ensure a better future for next generations. Ms. Foundation for Women does just that.”**

**Lynn Malerba**  
Board alumna; Chief of Mohegan Tribe

## \$1000 - \$4,999

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Anonymous (8)

Naomi Aberly, Lebowitz-Aberly  
Family Foundation

Naila Al-Thani

Vivian Anderson

Heather Arnet & David Shumway

Sonya Auvray

Mary I. Backlund & Virginia Corsi

David E. Bakhash

Rosina Barba

Nancy Bernstein & Robert Schoen

Karen Bishop

Stephanie K. Blackwood

Julia Blaut & Ned Dewees

Barbara M. Blount

Kim Bohlen & Douglas James

Jenna L. & Jayne Bussman-Wise

Cabin Fund, Santa Fe Community  
Foundation

William Caine

Patricia T. Carbine

Carl A. Carte

Trio Foundation

Steven Cho

Combined Federal Campaign

Tiffany Dufu

Ingrid S. & Stephen F. Dyott

Eastern Bank

David Ehrich

Eve Ellis & Annette Niemtzow

Antoinette Ercolano

The Estate of Dr. Idella M. Evans

The Anchor Point Gift Fund of Bradley A.  
Feld and M. Amy Batchelor

Barbara & Douglas Fitts Nickerson

Ilene Flannery Wells

Kristin Frank & Kimberly Towner

Eleanor Friedman

Tracy D. Gary

Amy & Ted Gavin

Michele Gorcey & Kenneth Biblowitz

The Samuel & Grace Gorlitz Foundation

Patrice Green

Pam L. Grissom

Kate & Jerry Hathaway

Susan J. Hessel

Home Box Office

Betsee Isenberg

Carol A. Jenkins

Susan D. & Charles Knight

Louis J. Kuriansky Foundation

Amy Lai

Alicia B. Lara & Anne Owen-Lara

Elsa Limbach

Kelsey Louie

Ileana Makri

Mivida Market

Margaret M. Mcleod

Gail Miller

Catherine Mulligan

NBC Universal

Barbara M. Nessim

Open Society Foundations

Catherine Oppenheimer

Lida Orzeck

Susan Penick

Susan L. Perley

Leanne Pittsford

Letty Cottin Pogrebin & Bert Pogrebin

Lynn Povich

Stephen Powers

Josh Pushkin

Laura Register

Lynda & Stewart Resnick

John Riccardi & Jeff Shah

Laura Rose

Cassie Rosenthal  
Erin K. Rossitto & Chad P. Labonte  
Nancy & Miles Rubin  
Amy Rugel  
Judith A. Ruszkowski &  
Kenneth C. Regal  
Peter Sagerson  
Mary Beth Salerno & Denise Kleis  
Patricia A. Samuel  
Susan Scarola & Thomas Hudson  
Elizabeth Schraft  
Carolyn Schuham

Rinku Sen  
Dr. Jean Shinoda Bolen, M.D.  
Janet Singer  
Diljeet Singh  
Wanda G. & John L. Sobieski  
Kathleen Stephansen &  
Andrew D. Racine  
The Estate Of  
Carolyn Gunn Strickler  
Sara S. Stuart  
Charlotte and John Suhler  
Sharon E. Taylor

Sandi Turner & Chris Wyrick  
Martha L. Vaughan  
Patricia A. Vaughan  
Sonali Virendra  
Thomas & Beryl Watson  
Verna L. Williams & David Singleton  
Marie C. Wilson & Nancy Lee  
Helen Jean Winkler  
Eric Wittenberg  
Helen M. & Oliver Wolcott  
Susan M. Wolford &  
Delores M. Komar  
Judy F. Zankel

## Asian Women Giving Circle

### \$10,000 +

Starry Night Fund

### \$2,000 - \$9,999

Hyatt Bass & Josh Klausner  
Melinda Chu  
Jennifer & Anthony Corriggio  
Aditi Davray  
Evanstar Films  
Mertz Gilmore Foundation  
Taryn Higashi

Julie Y. Kim  
Patricia J. Kozu  
Young Lee & Erik Wildt  
Victoria T. Lee  
Elizabeth Von Ziegesar-Whip  
Joyce Lin-Yueh Yu & Edward Lai

### \$1,000 - \$1,999

Meeta Anand  
Anna & Dean Backer  
Lisa C. Chen  
Angela Cheng  
Steven & Frazer Goldberg  
Shinhee Han  
Hali Lee & Peter Von Ziegesar  
Susie Lim & David Natter  
Lisa L. Philp  
Raquel Sumulong  
Mannar Wong

## Statement of Activities: For the years ended June 30, 2018 and June 30, 2017

<b>PUBLIC SUPPORT AND REVENUE</b>	<b>2018</b>	<b>2017</b>
Contributions (Including Grants)	\$7,352,033	\$2,077,331
Special Events (Net Of Expenses)	\$590,889	\$779,859
Net Investment Income	\$371,147	\$334,475
Net Realized Gain On Investment Transactions	\$2,363,940	\$750,037
Other Income	\$6,423	\$28,453
<b>Total Public Support And Revenue</b>	<b>\$10,684,432</b>	<b>\$3,970,155</b>
<b>OPERATING EXPENSES</b>	<b>2018</b>	<b>2017</b>
<b>Program Services</b>		
Grants and Capacity Building	\$3,791,431	\$3,605,369
Advocacy and Policy	\$189,953	\$281,611
Public Education	\$805,622	\$699,361
<b>Total Program Services</b>	<b>\$4,787,006</b>	<b>\$4,586,341</b>
<b>Supporting Services</b>		
General and Administration	\$1,144,903	\$1,069,774
Fundraising	\$1,137,623	\$1,127,058
<b>Total Supporting Services</b>	<b>\$2,282,526</b>	<b>\$2,196,832</b>
<b>Total Operating Expenses</b>	<b>\$7,069,532</b>	<b>\$6,783,173</b>
<b>Total Change In Net Assets (Including Unrealized Gain On Investments)</b>	<b>\$3,699,149</b>	<b>\$557,012</b>
<b>COMPOSITION OF NET ASSETS</b>	<b>2018</b>	<b>2017</b>
Unrestricted Net Assets	\$2,333,414	\$2,273,984
Temporarily Restricted Net Assets	\$16,497,067	\$12,849,497
Permanently Restricted Net Assets	\$24,729,295	\$24,737,146
<b>Total Net Assets</b>	<b>\$43,559,776</b>	<b>\$39,860,627</b>

# Combined Statement of Activities:

## Fiscal years ending June 30, 2017 and June 30, 2018

