



Ms. FOUNDATION
FOR WOMEN

ANNUAL REPORT 2021

OUR WORK IS GUIDED BY OUR VISION OF
A JUST AND SAFE WORLD
WHERE POWER AND POSSIBILITY ARE NOT LIMITED
BY GENDER, RACE, CLASS, SEXUAL ORIENTATION, 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.

MISSION

The mission of the Ms. Foundation for Women is to build women's collective power in the U.S. to advance equity and justice for all.

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



Ms. FOUNDATION
FOR WOMEN

2021 Annual Report

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VISION

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

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

VALUES

Integrity: We also 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 issues holistically, understanding that we need to build power and alignment across multiple movements and sectors to win the battles we are facing.

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.



WELCOME LETTER

Dear Friends,

We hope this finds you in the best of health and spirits.

In another year shaped by the ongoing pandemic we rode tumultuous waves of uncertainty, but we weathered the storms and persevered. We must, because we know that women have been the most impacted by COVID-19 amid challenges with job loss, child care, and more. We must, because we haven't yet achieved our dream future where everyone can thrive. So, we keep our hope and replenish ourselves through close-knit bonds of community. We are as connected as we can be and refuse to go backwards – only forward, together, on the path towards justice. We do this work proudly and there's much to celebrate about what we accomplished in 2021.

Our year kicked off with the release of our commissioned groundbreaking report—*Pocket Change: How Women and Girls of Color Do More With Less*—which delineates a data-driven funding landscape of organizations run by and for women and girls of color. Its findings are at once illuminating and alarming! Did you know that total philanthropic giving to women and girls of color is a meager \$5.48 per year for each woman and girl of color, accounting for just half of 1% of the total \$66.9 billion given by foundations? In the South, the amount is even lower at \$2.36.

Pocket Change has become an important resource and tool for philanthropy as the field endeavors to rectify these huge gaps and grow to better support those that live at the intersection of multiple systems of oppression, and around organizations that are addressing numerous

systemic issues through multiple strategies even while underfunded. Our own work has continued to expand and evolve by the findings, and you can learn more about *Pocket Change* as you turn the pages of this report.

Our amazing grantee partners—the heart of our work and mission—faced extraordinary challenges in the field during COVID-19. And yet they are still striving, working hard every single day for their communities and fiercely advocating for their rights. Our generous and committed donors enable us to carry on the vital work that preserves democracy by supporting grassroots movement building.

The need in the field was reflected in the request for grants. We were excited to receive over 300 applicants for Ms. South, a new multi-year grantmaking strategy to support the sustainability and leadership of organizations led by women and girls of color in the southern region of the United States. Ms. is a proud first funder of emerging work in the South as we deepen our investment across the spectrum of organizing and support for our communities. We funded a second cycle of the Activist Collaboration Fund—which is centered around healing justice and deepening relationships. This round of grants enabled recipients to pivot in light of the pandemic and address the needs of their communities. Despite the obstacles of the past two years, we are in alignment with our strategic plan, steadily moving forward.

We're innovating and modeling what inclusive, trust-based philanthropy looks like, and our thought leadership and expertise in the gender



and racial equity space garnered a wide array of publicity in national media outlets and publications from *Essence* to *Politico*. With each opportunity we are amplifying the voices of women and girls of color and elevating grassroots leadership that is building the movement for a more equitable future.

At the 33rd annual Gloria Awards, which went virtual for a second consecutive year, we celebrated with the theme of #JOYUNMUTED! What better way to embrace the unknown and dig in than by joining with friends to honor our achievements in the face of struggle? What better way to lift our spirits than by intentionally channeling the life-giving force of joy?

We amplified our strength—and our joy—together with friends, supporters, and allies, as we celebrated Women of Vision honorees. The last two years have taught us that we can be together even if we are not in the same room, physical

distance cannot diminish the power of our spirited collective! Ever since our founding, Ms. has marched to the beat of inclusivity. Trust and deep relationships form the bedrock of who we are.

In a time of swift and unpredictable change we are moving forward with hope, resilience, and flexibility. We refuse to let our spirits be deflated. Our relationships fortify and inspire us. Together we will seek joy in virtual feminist block parties, in outdoor walks, and in collaborating with one another to redefine what the world is going to look like for the next generation.

Onward - in hope, courage, and joy!

Yours,

Alicia Lara *Teresa C. Younger*

Alicia Lara & **Teresa C. Younger**
Board Chair President & CEO

LEADERSHIP

“I love to think of joy as an act of resistance - a refusal to be defined by the challenges we face.”
— Suzanne Lerner
Board Member, Ms. Foundation



Board Officers

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– **Chair**

Jenna Skinner Scanlan
– **Vice Chair**

Yin Ling Leung
– **Treasurer**

Danielle Moodie
– **Secretary**

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Lauren Embrey
Jocelyn Frye
Angela Glover Blackwell
Cathie Hartnett
Suzanne Lerner
Rinku Sen
Gail Wasserman
Tom Watson
Catherine Yelverton

Founding Mothers

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

Our Team

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President & CEO

Rosina Barba
Chief Operating Officer

Roz Lee
Vice President, Strategy & Programs

Ruth McFarlane
Vice President, Advancement

Stephanie Blackwood
Senior Director, Engagement & Major Gifts

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Zabrina Collazo
Program Officer, Safety, Health & Economic Justice

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Sandra Isiofiah
Human Resources Specialist

Camille Kennedy
Sr. Director of Advancement Strategy

Ellen Liu
Director, Capacity Building & Learning

Roselande Louis
Program Associate, Safety, Health & Economic Justice

Marlene Martinez
Director of Finance & Operations

Calondra McArthur
Senior Manager, Communications

Maureen McNamara
Development Assistant

Arelis Perallon
Finance Associate

Jadyn Petterson-Rae
Communications Coordinator

Maya Radiconcini
Executive Coordinator & Board Liaison

Sydney Schwartz
Program Associate, Safety, Health & Economic Justice

Tamara Vasan
Director, Institutional Partnerships

Coya White Hat-Artichoker
Program Officer, Safety, Health & Economic Justice

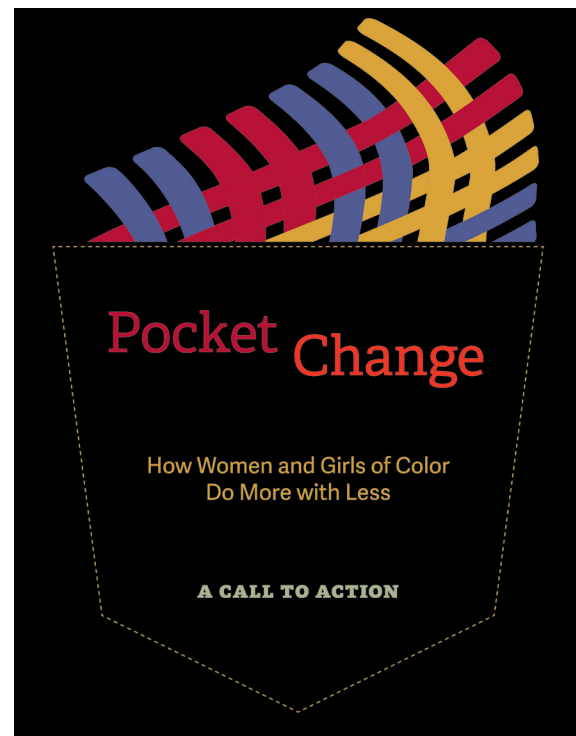
Raquel Willis
Communications Director

POCKET CHANGE:

How Women and Girls of Color Do More with Less

The total philanthropic giving to women and girls of color is about **\$5.48** for each woman or girl of color in the United States.

“When we invest in grassroots organizations and movements that center the voices and experiences of women and girls of color, we protect and build upon decades of progress.”



Official Launch: Pocket Change

On July 1, we officially launched (via Zoom) **Pocket Change: How Women and Girls of Color do More with Less**, a landmark report of original research on philanthropic giving towards women and girls of color in the United States. The event featured the research team, Ms. Foundation staff, grantee partners, and representatives from philanthropy. Pocket Change begs the question: Are philanthropic practices in alignment with the breadth of advocacy and services that women of color-led organizations provide? The data-driven findings call the philanthropic community to action.

Each week in August, until early September, Ms. Foundation President & CEO Teresa C. Younger held Instagram Live chats with philanthropic leaders and public figures to discuss how women and girls of color are pivotal frontline leaders and organizations in social justice movements that pave the way for a more equitable and just democracy. Guests on the IG Live included actress Bianca Lawson, MSF Board Chair Alicia Lara, former NOVO Foundation executive director Pamela Shifman and former board member Seth Rosen.

The Ms. Foundation for Women released *Pocket Change: How Women and Girls of Color Do More with Less*, our commissioned, groundbreaking report of original research on the landscape of philanthropic giving for women and girls of color in the United States.

The report describes a nuanced, data-driven landscape of organizations run by and for women and girls of color. It is the first of its kind to offer a systematic, rather than anecdotal, picture and goes as far as to distinguish categories by ethnicity. *Pocket Change* begs the question: Are philanthropic practices in alignment with the breadth of advocacy and services that women of color-led organizations provide? The report's findings call the philanthropic community to urgent action.

Women of color have led nearly every impactful grassroots movement in United States history—and done so with limited resources. While philanthropy has evolved in the last few years, alarming disparities continue to characterize the funding landscape. **Total philanthropic giving to women and girls of color is about \$5.48 per year for each woman and girl of color in the United States—this accounts for only about 0.5% of the total \$66.9 billion given by foundations.**

Even when donors are committed to women and girls of color in their funding, organizations on the ground are largely unable to identify the support.

They struggle to find funding relevant to their work, and more than half report that funding opportunities do not include the populations or groups they work with, making it difficult for them to see themselves in what foundations are willing to support. **Donors interested in supporting the leadership of women and girls of color will benefit from being explicit in their public-facing materials and asking about the composition of boards and membership bodies that are involved in financial decision-making to ascertain if the organization is women-led.**

Our report found that organizations by and for women and girls of color use multiple strategies to address the needs of their communities. Service delivery is the most common strategy, followed by community organizing and voter registration. Nine out of 10 organizations work on three or more issues—health equity (71.4%), economic justice (69.7%), criminal justice (68.1%), reproductive justice (67.3%) and violence/safety (65.3%)—as their communities face multiple issues and need multiple strategies to address them. These organizations work creatively to avoid using restricted funds to support critically needed services. Donors and philanthropy must let them know that we see the importance of service delivery to their work and that we are willing to support it.

Organizations by and for women and girls of color serve more than just their communities.

They create impact utilizing multiple strategies, including service delivery, and advocacy, and they model what others can replicate. A third of those who benefit from their work are other groups, including white women and girls and boys and men. Although they serve a broad range of constituents and work across issue areas, organizations vary in how well-resourced they are. Higher levels of women and girls of color beneficiaries correlates with lower levels of funding.

A crucial finding of *Pocket Change* is that formally tracking giving to women and girls of color is critical to ensuring that resources reach the communities that foundations intend to support.

Foundations often report that they have no formal way to track such giving and, instead, rely on anecdotal information about their grantmaking to estimate funds directed to women and girls of color. The absence of formal tracking contrasts with the report by 90% of foundations that women and girls of color are a priority in their internal strategy documents. In fact, barriers

to foundation funding are more pronounced for organizations led by women and girls of color at every stage of the process despite efforts to apply for and communicate with foundations about opportunities. **By prioritizing and systematically assessing their support of organizations led by women and girls of color— and tracking this giving— is vital to understanding trends in funder investment.**

At the Ms. Foundation, to truly achieve alignment with the movements we support, we restructured our program department to a shared grantee portfolio model, shared proposal review process, and more streamlined processes for grantees. **The strength of this approach mirrors the strength of women-led organizing that we see in the field every day.** It also allows us to track and understand our investment in women and girls of color.

Today, the Ms. Foundation is nimbler as new strategic approaches around our grantee portfolios have enabled us to assess and take on a new regional focus, launch new national grantmaking for girls of color, and expand capacity-building.

Centering women and girls of color in our strategy is fundamental to our work. We are continuing to actively build on what we have known for decades through our experience in the field and we are modeling responsive, responsible, and equitable grantmaking practices for others within philanthropy.

We understand and honor that solutions come from those who are most affected by the problem. Our deep expertise in funding women-led movements has shown us that when we listen to grassroots leaders offering the most innovative solutions to the challenges they face as people and communities - and support them with funding and connection to increase their capacity and impact, we do make a difference. ●

“Women and girls of color have been able to do so much with so little, imagine what we could do with more.”

— Teresa C. Younger
President & CEO, Ms. Foundation

Call to Action



The time is now. Armed with the data from *Pocket Change* and decades of experience supporting women-led organizations, the Ms. Foundation is calling actors in the field—donors, foundations, and philanthropists to urgent action. To address funding gaps and affect necessary change, we ask philanthropy to:

- Make individual donations through public foundations, intermediaries, and targeted funds as they form deep relationships with organizations and can help overcome barriers to successful fundraising.
- Ensure investments are reaching organizations by and for women and girls of color by developing systematic processes for assessing whether an organization is by and for women and girls of color.
- Be vocal and transparent about their interest in supporting women and girls of color.
- Track giving to organizations by and for women and girls of color.
- Loosen requirements for what strategies they will fund.

POCKET CHANGE

A landmark study on philanthropic giving to women and girls of color





Cassandra Welchlin
Grantee Partner

Pocket Change Making Headlines:

Philanthropy Women

July 23 Webinar: Lack of Funding for Women & Girls of Color

The [Ms. Foundation for Women](#) has produced [a new report showing how rarely funders show up for women and girls of color](#). In this webinar, we bring three expert opinions in to discuss how to increase funding for this population, both in the United States and globally. Guests for this webinar are Roz Lee, Vice President of Strategy and Programs for the Ms. Foundation for Women, Tessie San Martin, PhD, President and CEO, [Plan International](#) USA, and Suzanne Lerner, Donor Activists and President and Co-Founder, [Michael Stars Clothing](#).



New Study Finds Women and Girls of Color Receive Only 0.5 Percent of U.S. Philanthropic Gifts

The Ms. Foundation for Women conducted a study called "Pocket Change" that reveals how little philanthropy is helping women and girls of color.

PND

Women of color pursue change strategies with limited resources



Although they have long been frontline leaders and organizers of grassroots social change movements, women and girls of color receive only 0.5 percent of total foundation funding, a report from the [Ms. Foundation for Women and Strength in Numbers Consulting Group](#) finds.

Based on grants data from [Candid](#), a survey of nearly a thousand nonprofits serving women and girls of color, and a survey of twenty-three foundations that target their grantmaking to women and girls of color, the report, [Pocket change — how women and girls of color do more with less](#) (41 pages, PDF), found that in 2017 grants totaling \$356 million — out of the nearly \$67 billion given by foundations overall — were awarded in support of women and girls of color.

POLITICO

Why Republican women could lose this November

HOW WOMEN OF COLOR DO MORE WITH LESS -- America's racial inequalities extend to funding for organizations that support women and girls of color, says a [new report from the Ms. Foundation for Women](#). Grantmaking to organizations focused on women and girls of color in 2017 totaled about \$356 million — just *one half of 1 percent* of the total \$66.9 billion given by foundations in the U.S., according to the report. That's just \$5.48 per year for each woman or girl of color in the country. Additionally, many organizations that serve women and girls of color have revenue below \$250,000 and lack paid staff.

Inside Philanthropy

“Support us as Problem-Solvers.” A Call to Include Girls and Women of Color in Racial Justice Funding

Will the new demands for racial justice include a surge of support for women and girls of color, and their organizations? This cause is grossly underfunded—the Ms. Foundation for Women's recent "Pocket Chang report found giving to these populations accounts for just 0.5% of \$66.9 billion provided by foundations. The median size of grants made by foundations to organizations by and for women and girls of color was \$15,000, while the median size for all foundation grants was \$35,000.

THE ROOT

Here's to Giving Black: How to Be Intentional and Purposeful With Your #GivingTuesday Donations

According to Giving USA, Americans give to charity each year, but only a fraction of that lands in the hands of Black organizations and nonprofits. A recent study by the [Ms. Foundation](#) looked just at money given by foundations (a total of \$66.9 billion) and found that the total philanthropic giving to women and girls of color comprised just 0.5 percent.

Ms. SOUTH

Ms. South is a multi-year grantmaking strategy to build power for women and girls of color (WGOC). We amplify the leadership of WGOC and support the sustainability of the organizations they lead. Ms. South resources and networks organizations that do movement building and organizing work in 14 key states. We are committed to sharing our learning within the philanthropic sector, to inspire deeper investments.

“Pocket Change: How Women and Girls of Color Do More with Less,” provided a baseline of philanthropic funding and investment in WGOC throughout the United States and territories. We found that total philanthropic giving to WGOC averages out to just \$5.48 per year for each woman or girl of color in the United States – and the amount for WGOC in the South is \$2.36 – the lowest in the nation at less than half the national average. And yet, women and girls of color are pivotal frontline leaders and organizers in the powerful social change movements that have paved the way for a more equitable and just democracy. They have led nearly every impactful grassroots movement in United States history.

We have chosen to prioritize the U.S. South for several reasons, including the region’s demographic and political significance. In most Southern states, we see an overlay of barriers, including policies and laws that deny women

and girls access to reproductive health care; a regressive agenda that blocks proactive measures for women of color to earn a living wage as evidenced by the proliferation of the Right to Work legislation; and a culture of state sanctioned violence that prioritizes the criminal justice system and threatens the safety of women and girls of color and, in particular, that of Trans and queer women and girls of color. While the need for more support of WGOC in the South is great, so too is the opportunity for strategic investment. Southern states have high and fast-growing populations of WGOC. Southern states serve as a bellwether: “as the South goes so goes the nation.”

Recognizing the disparity, Ms. made an initial investment of \$1,000,000 to 21 organizations, which has helped us refine what movement building work looks like across various interconnected issue areas. We understand more deeply how often WGOC-led work is undervalued, under-resourced, and often misunderstood. Learning to lift these voices has been a rewarding challenge and has underscored the importance of trusting their authentic leadership. We believe that using an intersectional feminist framework will wield the full strength of WGOC’s knowledge, experience and networks, and will lead to transformational change. ●

Ms. South Grants

Organization	Grant Amount
A Family Affair Living Our Best Life	\$50,000
Arianna’s Center	\$50,000
Beauty Marks for Girls	\$20,000
Black Lives Matter Louisville*	\$50,000
BOLD: Black Organizing for Leadership and Dignity	\$50,000
Center for Participatory Change, Inc.	\$50,000
Chocolate Soul Revival	\$50,000
Citizen SHE	\$50,000
Esperanza Peace and Justice Center*	\$50,000
Fedfam4life	\$50,000
For The Gworls	\$50,000
Golden Girlz NC, Inc.	\$50,000
Healthy and Free Tennessee	\$50,000
Jail Project of Texas	\$50,000
Louisville Urban League	\$50,000
NAKASEC Virginia	\$50,000
Orleans Parish Prison Reform Coalition	\$30,000
Southeast Immigrant Rights Network	\$50,000
Tennessee Immigrant and Refugee Rights Coalition	\$50,000
Us Giving Richmond Connections	\$50,000
Youth Rise Texas	\$50,000
TOTAL	\$1,000,000
* Asterisks denote funding through the Groundswell Catalyst Fund	

GRANTEE PARTNER PROFILE

California Latinas for Reproductive Justice

“With COVID it’s wrong to say systems are failing. What’s happening is that systems are working exactly as they were designed—to disempower and disenfranchise our most vulnerable communities.”

Laura Jiménez
Executive Director,
California Latinas for Reproductive Justice

Ever since she can remember, Laura Jiménez has felt a gravitational pull towards the issue of reproductive justice. A 2021 Woman of Vision honoree, Laura is the executive director of California Latinas for Reproductive Justice (CLRJ), at the helm of a movement fighting to improve the health and economic security of Latina/o/x families in California.

“I was born two months after the Roe v. Wade decision and my parents raised my brother and

me with these feminist principles,” states Laura. “My mom talked to me about health and sexuality more than a lot of other people that I know. We talked about abortion and reproductive rights specifically.” Laura’s passion for the reproductive justice movement is the culmination of early feminist influences, including, she says, the *Free to Be You and Me* record and book by author, actor, and Ms. Foundation founding mother Marlo Thomas, which was beloved in her home.

Founded in 2004, California Latinas for Reproductive Justice is a statewide organization whose goal is to promote reproductive justice for the 7.5 million Latinas/x in California, 62% of whom live in poverty and 33% of whom are uninsured. CLRJ underscores the fact that reproductive health care intersects with socio-economic issues that impact access to care—freedom from discrimination and violence, the availability of culturally and linguistically appropriate health care, and the ability to earn a living wage, to name just a few. Centering the most vulnerable constituents among California’s Latina/o/x communities, the organization’s core programs include community-informed research and community engagement. CLRJ prioritizes

Laura Jiménez
Executive Director,
California Latinas for Reproductive Justice

policy advocacy as a strategy to gain and protect crucial access to reproductive health resources. Even as CLRJ works on reproductive health and justice, with a particular focus on abortion access within the Latina/o/x population, its efforts impact all families living in the state of California.

“California really likes to talk about being a reproductive freedom state and I feel proud of being in a state where the work of advocates for 30-50 years or more has resulted in the fact that we can pass proactive legislation and that negative or restrictive legislation has a difficult time here, both with voters and the legislators. At the same time, we need to acknowledge that the legal right to do something does not always translate into the practical ability to access abortion services or contraception,” says Laura.

Language access continues to be a significant barrier, especially for Indigenous people from Latin America who speak neither Spanish nor

English but who get “lumped in” with the larger Latina/o/x community. Adequate access to health care, immigration services, and the foster care system begins with making sure someone can communicate with constituents in a language they speak. And while access to reproductive health care has become more difficult during the pandemic, Laura believes that it’s a misconception to say systems are failing.

“I think what’s happening is that systems are working exactly as they were designed—to disempower and disenfranchise our most vulnerable communities. Our hope is that our pilot program of community organizing, leadership development, and sharing skills and trainings with folks will enable them to be better positioned to advocate for themselves, their peers, and their community.”

CLRJ is invested in the power of culture shift to set the precedent for policy changes in the



areas of sexual and reproductive rights. “Part of the culture shift piece is really just talking about it,” states Laura. “Many communities—not only Latinas/o/x—just don’t talk about abortion and many of us just don’t talk about sex in a serious way— usually it’s only if we’re joking or laughing about it.” CLRJ fosters discussions about sex, the right to make decisions about one’s body, the right to access necessary and affordable healthcare, the right to have children free of state or systemic intervention, and the right to parent one’s children in safe, healthy, and violence-free communities.

“These are difficult conversations and we’re continuing the work,” says Laura. CLRJ’s important culture shift campaign has included changing the perception and messaging around young families through their Justice for Young Families initiative. “There are good parents at every age. Every parent needs support, it’s not that young parents need more.” Digital media tool kits, memes, and photos of young families promoting this message have helped move legislature several times in California towards establishing supportive policies.

In 2021, after a four-year struggle, CLRJ, together with its partners, succeeded in getting the state of California to establish a sterilization compensation fund for survivors of state-sponsored sterilization. The fund compensates those who were impacted by California’s official eugenics policy between 1909 and 1979, as well as those who were discovered through an investigation in the early 2000’s to have been sterilized, many without their knowledge, while incarcerated in the California state prisons. Much of CLRJ’s work leading up to this victory revolved around education and spreading awareness of the state’s former sterilization policies, of which the public had been largely unaware.

As the pandemic unfolded, GLRN also found itself at the intersection of reproductive and housing justice. The group actively engaged in a housing campaign in Bell Gardens where several residents who are members of CLRJ’s community organizing pilot faced eviction, abuse, and threats from their landlords.. When residents expressed a wish to move forward with rent control and just-cause eviction and hoped to get an ordinance on their agenda at the city council, CLRJ started a petition. They gained close to a 1,000 signatures and began phone banking to let people know about the housing workshops organized by the city council committee, preparing those who wished to make a public comment. Employing strategic communications, CLRJ released a series of videos about what was happening in Bell Gardens and fleshed out the connections between reproductive justice and housing justice.

Today, as CLRJ cycles out of its funding tenure with Ms., it has established itself as a leader in the reproductive justice movement and supports other states who are beginning to organize around critical RJ issues.

“The Ms. Foundation was among one of our first funders!” says Laura. It’s been a great partnership. Ms. has helped us move forward in communications and in finance and provided capacity-building support as we needed it. There are very rare times that we get together as organizations across the country and hear directly what grantees are doing in the field. The grantee convenings opened the ability to reach out to organizations, to look at their models, and share ours. Teresa’s listening tour meant a lot to me as executive director of CLRJ. She listened to what we were doing and what we needed. Her moving forward on what grantees said is important; it’s critical leadership.” ●

S.H.E.

- For the last several years, Ms. Foundation for Women has supported the intersectional work of women and girls of color through a unified, overall grantmaking and capacity building program titled Safety, Health and Economic Justice (SHE).

Rather than individual program areas, our approach aligns our core strategy holistically and collaboratively across social justice issues and movements. As a group, women and girls of color live at the intersection of multiple systems of oppression, including white supremacy, patriarchy, colonization and unbridled capitalism. In spite of the many threats they face, women and girls of color lead thriving, resistant and vibrant social movements. We recognize that organizations by and for women and girls of color are not only poised to lead – indeed, they are leading the most innovative social justice efforts of our time. By deepening our investment in them, we are supporting equity and justice for all women and girls.

Our S.H.E. portfolio includes organizations around the U.S. that work on issues affecting the lives of women and girls, their families, and their communities. Beginning in 2020, Ms. shifted to a priority focus on work by and for women and girls of color in the U.S. South and expanded our support for Transgender women and girls of color, Indigenous women and girls, and girls of color in

the U.S. and U.S. territories, and this prioritization will continue for the immediate future.

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

S.H.E. Grants

Organization	Grant Amount
Adhikaar for Human Rights and Social Justice**	\$100,000
Black Women's Blueprint**	\$100,000
Bold Futures NM**	\$100,000
Borealis Philanthropy	\$100,000
BYP100 Education Fund**	\$100,000
California Latinas for Reproductive Justice**	\$100,000
Center de Los Derechos del Migrante, Inc.	\$60,000
El Pueblo**	\$100,000
Girls for Gender Equity (GGE)**	\$100,000
MS Black Women's Roundtable**	\$100,000
National Asian Pacific American Women's Forum** *	\$100,000
Native American Community Board** *	\$100,000
National Black Women's Justice Institute**	\$100,000
National Latinas Institute for Reproductive Justice** *	\$80,000
North Carolina Black Women's Roundtable	\$30,000
Seventh Generation Fund for Indian Development	\$100,000
SisterReach** *	\$100,000
Sister Song** *	\$100,000
Women With A Vision**	\$100,000

TOTAL	\$1,770,000
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* Asterisks denote funding through the Groundswell Catalyst Fund
 ** Asterisks denote 2-year grant



“I find great joy in the fact that I share this place called Earth with a lot of other people who survived (this year) as well. I never want to forget that in that survival we have a choice to greet where we are with great joy or to feel challenged. And I’ll take the joy.”

— **Stephanie Blackwood**
Senior Director Engagement and Major Gifts, Ms. Foundation

GRANTEE PARTNER PROFILE

Garment Worker Center

“As a mother, it’s very important for me that my children learn that we have an obligation to fight injustice. We have an obligation to be in struggle with community. The only way that I can teach them that is through my example. They’re learning from garment workers what it means to organize, what it means to lift your voice, what it means to fight.”

Marissa Nuncio
Director,
Garment Worker Center

Garment manufacturing, a thriving industry in Los Angeles, CA, recruits over 45,000 workers. Its financial gains, however, are built on exploitative labor practices such as paying workers as little as half the minimum wage of \$15 per hour. To counter the injustices faced by local garment workers, Garment Worker Center opened its doors in Los Angeles in 2001 with a mission to support workers, who are mostly Spanish-speaking immigrants and sometimes undocumented,

to demand increased wages and better working conditions.

Director of the Garment Worker Center— and 2021 Woman of Vision honoree— Marissa Nuncio is a passionate advocate for garment workers. She’s committed to amplifying their stories, which rarely get heard in the media or in political spaces.

“It’s an honor to be in struggle with GWC workers,” says Marissa. “Our organizing is about essential human dignity. It’s about just compensation for labor and craft. It’s about the right to a livelihood that not only provides for the basics of living but allows families to thrive. Thriving individuals and families strengthen an entire community.”

Apparel brands routinely subcontract production to a network of factories that egregiously flout health and safety practices. Brands price their orders so low that factories resort to skirting labor laws—creating an entrenched sweatshop industry with an 85% rate of noncompliance with minimum wage laws and a 90% rate of overtime violations. With Marissa at the helm, members of the Garment Worker Center have taken on fashion brands by marching in the streets to raise awareness, protesting outside stores, and confronting shareholders at their meetings.



Marissa Nuncio
Director,
Garment Worker Center

The Garment Worker Center prioritizes the education of workers on their rights as a first step towards personal empowerment and collective action. GWC hones the organizing leadership of women and centers women of color and their families in its campaigns.

“Organizing for worker rights is also about organizing for women’s rights because it is women who bear the brunt of labor abuses and their impact,” states Marissa. “At GWC, women are organizing for the agency that fair compensation would give them in their personal lives and households. They’re organizing for the right to have their bodies free from danger and violence at work, for freedom from mental abuse by their bosses, and for the empowered voice they enjoy when they take collective action.”

The COVID-19 pandemic devastated the garment industry and the lives and livelihoods of garment workers. 70% of workers lost their jobs within

the first two weeks. Fashion brands cancelled contracts with local manufacturers, sometimes without paying for current orders. Workers were abandoned without paid leave or severance, and some without final wages. A great number of workers were undocumented and therefore ineligible for unemployment benefits or federal stimulus stipends, leading to a crisis within the garment worker community. In factories that remained open, COVID spread like wildfire in spaces that were already cramped, unsanitary, and dangerous. Garment Worker Center members became infected and were hospitalized, and many lost their lives.

Almost overnight, the Garment Worker Center shifted gears and began a food distribution program, bringing food boxes to members on a bi-weekly schedule. In addition, they partnered with allies and supporters to create an emergency relief fund, raising close to \$140,000 that went directly to members.

"We're not a service organization, we're an organizing space," states Marissa. "But we knew that if we couldn't respond to our membership in this time, we would not be fulfilling our mission, so we decided to shift in this way."

The crisis and trauma triggered by the pandemic motivated GWC members to connect with other low-wage workers experiencing similar challenges. "They decided to fight for some voice in the workplace and to form public health councils free from retaliation," said Marissa. "They shifted their organizing priorities, started an impromptu campaign, and they won!"

The Garment Worker Center's current focus falls under the umbrella of fashion brand accountability. The center aims to establish an enforceable agreement between apparel brands and the GWC that would require brands to maintain production in Los Angeles and improve wages and working conditions to meet, or exceed, legally required labor standards. The agreement would also include a mechanism for worker complaints and independent monitoring.

"Our members are fighting for a policy in California that would eliminate an archaic system of payment that literally pays pennies per sewing operation and keeps the minimum wage always out of reach. It would ensure, too, that all actors along the garment supply chain are held responsible for wage theft," says Marissa.

Although Los Angeles garment workers are covered by California's Garment Worker Protection Act, commonly known as AB633—passed 20 years ago with the groundbreaking intention of holding the entire supply chain accountable for unpaid wages—brands have routinely evaded responsibility. GWC is working with partners on a policy campaign to amend AB633 to clarify the

liability of brands and to provide multiple options for wage recovery.

Even though GWC members did not meet in person for over a year due to the pandemic, membership has tripled thanks to trainings on how to use Zoom.

"I'm just immensely proud of our growth," states Marissa. "And we're grateful that the Ms. Foundation champions this collective power within our membership. Ms. has been a tremendous partner. It has funded us for years now, and listened to our goals and the needs of garment workers. And trusted us to do that work. That's something that can really build an organization when you feel you've garnered an ally. That's what the Ms. Foundation has been for us." ●



ACTIVIST COLLABORATION FUND

• The Ms. Foundation launched the Activist Collaboration Fund (ACF) to deepen collaboration across social justice movements for women and girls of color.



The goal of the ACF is to support and strengthen the under-resourced work of relationship and trust-building that is, in fact, at the heart of transformational movement building. The funds help facilitate collaboration in meaningful, non prescriptive ways.

In its second and third cycles, ACF granted \$470,000 to 21 organizations led by and for women and girls of color, Trans women and girls of color, and Indigenous women and girls engaged in collaborative work in intersectional areas of climate, criminal, economic, education, reproductive justice and more. Grants ranged from \$15,000 to \$25,000. The ACF invests primarily in groups that are focused on relationship building, shared analysis strategy and planning, power building, organizing, and healing justice support. Grantees have a track record of successful collaboration and an annual budget of less than a million dollars, with many in this docket with budgets below \$500,000. •

ACF Grants	
Organization	Grant Amount
AgitArte	\$25,000
Brave Space Alliance	\$20,000
California Coalition for Reproductive Freedom	\$25,000
California Healthy Nail Salon Collaborative	\$20,000
Center for Embodied Pedagogy and Action	\$25,000
Chicago Freedom School	\$25,000
Chocolate Soul Revival	\$25,000
Daughters Beyond Incarceration	\$25,000
Faith in Texas	\$20,000
Mauna Kea Education and Awareness	\$25,000
Mekong NYC	\$20,000
Michigan Liberation Education Fund	\$20,000
Missouri Faith Voices	\$20,000
Operation Restoration	\$20,000
Power Coalition Equity and Justice	\$20,000
RestoreHER US America	\$25,000
SisTers PGH	\$25,000
Southern Birth Justice Network	\$25,000
The Afiya Center	\$20,000
The Washington Immigration Solidarity Network	\$20,000
The WIRE	\$20,000
TOTAL	\$470,000

DONOR PROFILE

Q&A with Nancy Skinner Nordhoff

Seattle-born creative philanthropist **Nancy Skinner Nordhoff** is passionate about her community and the environment. An innovative investor in projects that have enriched the lives of thousands of people, Nancy is a firm believer in hard work and the talent of fundraisers to realize dreams, and she gives from the heart to causes that move her. A vibrant supporter of the Ms. Foundation, Nancy has won numerous awards for her philanthropy across diverse sectors. For over 25 years, she has served as a funder and advisor for the Women's Funding Alliance of Seattle.

In 2004, at her 50th college reunion, Nancy received an honorary degree for Doctor of Humane Letters from Mount Holyoke College. She attributes the transformative influence of her alma mater, an all-women's college, for the inspiration to create Hedgebrook, a literary nonprofit and retreat for women writers that she founded in 1988. In an atmosphere of "radical hospitality," Hedgebrook has nurtured the diverse voices and works of over 2,000 women writers. In 2006, the National Women's History Project honored Nancy as a "Builder of Communities and Dreams."

Competitive by nature, Nancy's motivation to become a pilot soon after college was in no small

part due to her desire to outshine her siblings who were making their own mark in the world. Nancy is a mother of three children for whom helping people and being active in philanthropy continues to be important. Nancy lives on Whidbey Island in Puget Sound with Lynne Hays, her partner of 35 years whom she married in 2014. On the threshold of 90 years old, Nancy is still very much an avid baseball fan and makes time to indulge her hobby of gaming.

Q: Did you always know that you would become a philanthropist? Were you propelled by family expectations or spurred on by ideals and activism?

NN: We didn't really talk much as a family, I can only assume they thought that I would be philanthropic in their shoes. The family gave to the things they 'should' give to and that, I knew, I didn't want to do. When I started to give, I chose those agencies and programs that were doing things that I thought would make our community better or richer.

I have a great motivation to help the young development staff—they're usually young women—to succeed. To do that, one shows them the way to be successful in their approach and in their materials. Now, did that start when I was 30 years old? I doubt it. But it

has certainly come about. I thoroughly enjoy seeing people be successful and it's just very, very rewarding to me. I think that started after Mount Holyoke.

Q: Upon graduating from Mount Holyoke in 1954, did it feel as though the world was your oyster?

NN: I didn't do very well in my classes at college because the academic experience was much higher than I'd had in high school. I didn't know how to study. I'm sure I wasted a lot of time! And I didn't prepare for a particular career. They graduated me and off into the world I went!

What I got from Mount Holyoke - which has served me all my life, is how to raise money. Soon after graduating, I worked with the Mount Holyoke development director and alumnae coordinator, two very fine New England women whom you can't help but love! I said yes to whatever they first asked me to do. I enjoyed going to development meetings at the college and being part of their very first campaign, for \$3 million. At the same time, I was flying. I flew across the state of Washington to Spokane, in connection with Mount Holyoke fundraising, to meet a woman and ask her for money! Another time, I went down to San Antonio to meet a donor. I don't know if she was an old woman, but I certainly was a young woman. I called her by her first name. She didn't like that and called



Nancy Skinner Nordhoff

the college. I think that's the only demerit that the college ever heard about me! It was improper for me to do and proper for her to call, so I learned that one! Those were my two early Mount Holyoke fundraising adventures.

Q: Do you think your experience at Mount Holyoke was instrumental in the creation of Hedgebrook?

NN: I think it was! When I bought the land, I was about to get divorced. I thought I was going to build a house and live there. I looked at it on a Sunday and bought it on a Wednesday. It happened quickly. But when I went to walk through the woods, by the time I got into the middle of a bunch of trees, I was hanging newspaper scraps on the branches so that I could find my way out! This quick visit showed me I couldn't do what I had intended—to live there. Thirty acres was just too much! I had a good friend who was a writer. And I knew about women who couldn't write. They just disappeared into themselves. I said, let's find something that will let women's voices be heard! And I know that came directly from Mount Holyoke. The voices have been heard!

Q: Gloria Steinem spent a few weeks writing at Hedgebrook. Is that where you first met?

NN: Aah, that's a good story! I picked up a phone call from Gloria 20-plus years ago —she was doing her philanthropy work, raising money for a women's cause. I didn't know her, except by name. I said, "Gloria, I'll give, if you come to Hedgebrook!" And she said, yes. She came for about a month. She was really concerned that she was taking up space that another woman should have. We talked her out of that one! I met Gloria over the telephone and then she came—that's how we know each other! There are some funny things that have just happened in my life, that go on to make wonderful marks.

Q: You've been a tremendous supporter of Ms. over the years. Most recently, you set up a matching gift of \$50,000 to challenge new donors to give. How does Ms. fit into your personal philanthropic vision?

NN: I'm always heavily influenced by the people who ask. Certainly, the mission of an organization is important, and is that mission being carried out is a question that's important to me. In the case of Ms., I've been influenced by the talented women who've called and asked. And, of course, the organization has its own strengths. But it's the coming together, the commitment and the joy and the fun of working together that's strong and powerful. I have been using matching gifts in the last four to five years, which has really made a difference to people. That's my main tool at the moment— teaching people to use a matching gift in the way that I know works. It's been a joy to watch what happens. People have received 10-20% over their goals! It's wonderful to get those letters.

Q: What are some of the causes you're passionate about in addition to, obviously, issues that impact women and affect everybody?

NN: The Goosefoot Community Fund was founded about four years after Hedgebrook and has done a really fine job of supporting the community in South Whidbey. There's a new retreat center for women in Homer, AK, founded by a woman who came to Hedgebrook early on. When she left, she said to me, "I am going to do this. I am going to do what Hedgebrook has done for me!" Very proud of that one!

I'm involved with about three environmental organizations. Earth Justice, a legal agency, and then the Pacific Forest Trust in Northern California that looks after the forests to

keep them healthy at a time when they're really threatened. Lynne and I got involved with a couple of projects that the Nature Conservancy was doing here in Washington. We've had a good relationship and that will continue for a year or two. I don't go forever! There's a small agency up in the islands of San Juan called Wolf Hollow, a rehab for birds and animals that have been injured. They treat them, then release them when they're healthy enough. Last year, I was amazed to read in an email that they had a goal of raising \$92,000. It was way over what they'd usually try to raise. I called them up and said, "You raise that amount and I'll match it!" And by golly, they did it and received over \$180,000! Think of all the animals that are going to benefit from that. It was a crazy thing for me to do, but it worked out and set them off into a new aspect.

Q: Of all the projects you've created or nurtured, is there one that gives you a greater sense of pride or peace at having accomplished it?

NN: That's a hard question. Each one is so different. If they're still working after 20 years, that's a piece of pride! Hedgebrook is probably at the top of the list because of all the people we've been able to serve. They don't pay anything to come and from the very beginning we were committed to having a high level of diversity with the majority of participants being women of color. We started that way. It was the influence of the woman I was working with, Sheryl Feldman, a writer and friend, who believed in that.

Q: Have there been any notable surprises or illuminations on your philanthropic journey?

NN: The Goosefoot program! We had the opportunity in the early part of the century to buy a grocery store which was really run

down but wasn't far from where Goosefoot was headquartered. We took the gamble and went ahead. We were a nonprofit, but the grocery was a for-profit organization. They turned over all their profit to Goosefoot and Goosefoot turned them all back into the community. It was just one of those things. We were at the right place with the right talent to pull the thing together. Goose was just running like a choo-choo train! It's amazing what talented people can achieve by rallying the interest of a board and leading them into feeling good about the work. It just opens the door to people doing wonderful things one never knew they'd do. It's like working in the kitchen—you make a wonderful dish, and you never knew you could do that. And here you have an organization that's just going over the top! Pretty good life!

Q: Do you feel that the spirit of generosity is alive and well in America?

NN: Yeah, I think so! I've heard we may be the most sophisticated philanthropic country. I don't know if it's true, but, boy, it's alive and well! Unfortunately, it takes money to do a lot of the things that need to be done. It's like putting your shoulder to the wheel. You've got to push hard and work hard to reach the goal. But when you have that kind of energy and commitment, anything's possible. I work with more women than men. They work hard to get to their dedicated goals.

Q: Is there any advice you'd share with young philanthropists just starting out?

NN: Go find a mentor! Know what you're doing. Learn the skills. Just like any job, find out how to do it well. ●

UNMUTED 2021

BUILDING CONNECTIONS

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

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

Building Connections Grants	
Organization	Grant Amount
Chicago Foundation for Women	\$10,000
MS Black Women’s Roundtable	\$30,000
The Women’s Foundation of Colorado	\$10,000
The Women’s Fund of Greater Birmingham	\$10,000
The Maria Fund	\$20,000
Women’s Foundation for a Greater Memphis	\$10,000
TOTAL	\$90,000

“When I unmute my joy, it means that I am finding trust, respect, and happiness as I move forward in the work that I’m doing. It might be dancing, it might be singing, it might just be doing a little jig.”

— Teresa C. Younger
President & CEO, Ms. Foundation

GIRLS OF COLOR INITIATIVE

The Ms. Foundation's Girls of Color Initiative (GOCI) is a national initiative developed to provide grantmaking, leadership development, and capacity-building resources to support the advocacy and movement building of adolescent girls of color in the U.S. and its territories. Consistent with the Ms. Foundation's strategic approach, the initiative prioritizes supporting groups led by and/or centering adolescent girls

of color, and cross-movement building efforts centering their advocacy needs.

GOCI's priority goals are 1) shift power to girls of color to create change, 2) move resources to support girls and the organizations that support them, 3) leverage institutional capital to influence the field in support of girls and the organizations that support them. ●

Girls of Color Initiative Grants	
Organization	Grant Amount
5 Elements Youth Program	\$15,000
A Long Walk Home	\$10,000
AAPI Women Lead	\$10,000
AfroResistance	\$10,000
Alianza for Youth Justice	\$10,000
Andrus Family Fund	\$25,000
Assata's Daughters	\$10,000
Black Feminist Future	\$15,000
BreakOUT	\$15,000
Carolina Youth Action Project	\$10,000
Center for Young Women's Development	\$10,000
Chicago Freedom School	\$15,000
DC Girls Coalition	\$10,000

Chart continues...

Delores Barr Weaver Policy Center, Inc.	\$10,000
EveryBlackGirl, Inc.	\$10,000
FIERCE	\$15,000
Genders & Sexualities Alliance Network	\$10,000
Georgetown University	\$30,000
Girls For A Change	\$10,000
Girls for Gender Equity (GGE)	\$10,000
Girls Going Global	\$10,000
GrassROOTS Community Foundation	\$10,000
HEART Women & Girls	\$10,000
IGNITE	\$10,000
In Our Names Network	\$25,000
Justice for Black Girls	\$20,000
Me too. International	\$10,000
Native Action Network	\$10,000
Pu'a Foundation	\$10,000
Purposeful Productions, Inc.	\$35,000
Radical Monarchs	\$10,000
S.O.U.L Sisters Leadership Collective	\$10,000
Sadie Nash Leadership Project	\$10,000
The Beautiful Project	\$10,000
The Black Feminist Project	\$15,000
The Hue Collective Inc.	\$10,000
The Lighthouse Black Girl Projects	\$10,000
The National Crittenton Foundation	\$25,000
The Population Council, Inc.	\$10,000
The Southern Black Girls and Women's Consortium	\$35,000
University as Albany SUNY	\$25,000
We Wield the Hammer	\$10,000
Youth Organizing Institute	\$10,000
TOTAL	\$610,000



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In FY21, 90% of the grantee portfolio was comprised of organizations led by women and girls of color.

.....

CAPACITY BUILDING

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

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

Capacity Building Grants	
Organization	Grant Amount
Community Catalyst	\$30,000
Girls For A Change	\$5,000
National Asian Pacific American Women's Forum	\$25,000
South Asian Youth in Houston Unite	\$5,000
Southeast Immigrant Rights Network	\$5,000
Transgender Advocates Knowledgeable Empowering	\$5,000
TOTAL	\$75,000

DONOR-ADVISED FUNDS

Oma Fund

Established in 2010 as a descendant of the Dickler Family Foundation, the Oma Fund is a donor-advised fund of the Ms. Foundation for Women. Oma means “grandmother,” honoring the source of the funds and reflecting the intergenerational spirit that inspires their 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. ●

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Organization	Grant Amount
Ibis Reproductive Health	\$25,000
Kentucky Health Justice Network	\$15,000
National Institute for Reproductive Health	\$30,000
National Network of Abortion Funds	\$35,000
Nurses for Sexual and Reproductive Health	\$25,000
Provide, Inc.	\$30,000
The Civil Liberties and Public Policy Program	\$15,000
TOTAL	\$175,000

Asian Women Giving Circle

The Asian Women Giving Circle is a donor-advised fund of the Ms. Foundation pools resources from Asian-American women and other supporters and raises funds to support Asian-American women-led projects in NYC that use arts and culture to bring about progressive social transformation, raise awareness, and catalyze action around critical issues that affect Asian-American women, girls and families, and highlight promote women’s central as leaders, creators, developers, and managers of these projects. ●

“Go ahead, unmute your joy!”
— Gloria Steinem
Founding Mother, Ms. Foundation

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Organization	Grant Amount
Artivista Productions	\$2,000
Aruna Rao	\$7,000
Betty Yu	\$12,500
Cindy Tran	\$7,000
DreamMaker DreamDoer DreamSupporter, Inc.	\$2,000
Japanese American Association of New York, Inc.	\$2,000
Kinding Sindaw	\$7,000
KoreanAmericanStory.Org, Inc.	\$2,000
Lily Zhou	\$10,000
Ming Lin	\$7,000
Mirror Memoirs	\$2,000
Nausheen Dadabhoy	\$2,000
Sarita Khurana	\$2,000
Sharon Chin	\$5,000
Stephanie Ching	\$7,000
Su Kim	\$2,000
The Nouveau Classical Project	\$12,500
Vietnamese Boat People, An NJ Nonprofit	\$2,000
TOTAL	\$93,000

Program Related Investments

- We recently launched our Program Related Investment (PRI) strategy as an extension of our grantmaking strategy.

Moving funds into PRIs allows us to further expand our impact. Our first PRI was in the Southern Opportunity and Resilience (SOAR) Fund.

SOAR aims to lend up to \$100 million or more to small businesses and nonprofits with fewer than 50 employees in 15 Southern and Southeastern states. The loans are designed to reach the smallest of small businesses and those that have been historically underbanked, including those in rural areas and those owned by women, people of color, and immigrants. ●

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Organization	Grant Amount
Southern Opportunity and Resilience Fund	\$250,000
TOTAL	\$250,000



Shawnda Chapman
Director,
Girls of Color Initiative

DISCRETIONARY GRANTS

President's Discretionary

President's Discretionary Grants	
Grants in this docket are made at the discretion of the Ms. Foundation President & CEO.	
Organization	Grant Amount
Asian Women Giving Circle	\$5,000
Boston Women's Fund	\$30,000
Brooklyn Historical Society	\$5,000
Equal Rights Advocates	\$30,000
National Asian Pacific American Women's Forum	\$50,000
National Center for Civic Innovation/ Justice Work	\$20,000
Physicians for Reproductive Choice and Health	\$15,000
Poderistas	\$11,000
Puerto Rican Women's Foundation	\$5,000
Washington Area Women's Foundation	\$10,000
Women & Girls Foundation	\$10,000
Women's eNews	\$5,000
Women's Foundation of Minnesota	\$10,000
Women's Fund of Mississippi	\$10,000
TOTAL	\$216,000



Gloria Steinem
Founding Mother,
Ms. Foundation

Gloria Steinem Fund

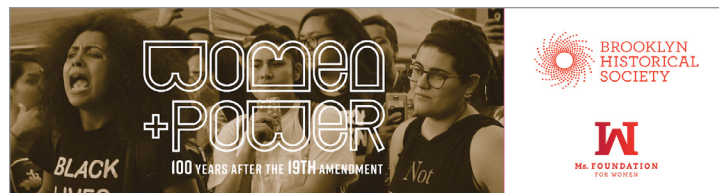
Gloria Steinem Fund	
The Gloria Steinem Fund is a designated fund that disburses grants based on recommendations made by Gloria Steinem.	
Organization	Grant Amount
Craig Newmark Graduate School of Journalism CUNY Foundation	\$2,500
Feminist Majority Foundation	\$30,000
Harmony Fund	\$2,500
Philanthropic Ventures Foundation	\$20,000
Take Our Daughters & Sons To Work Foundation	\$2,500
TOTAL	\$57,500

LEADING CONVERSATIONS

- The Ms. Foundation knows the importance of sharing knowledge, listening to those most impacted by inequity, and building bridges and awareness to create a narrative shift that centers inclusive gender and racial equity in the public discourse. Due to the ongoing pandemic, many discussions were held online, but that doesn't make them any less valuable.

Women+Power

Developed in partnership with Brooklyn Historical Society, the multi-part, virtual speaker series honored the centenary of the ratification of the 19th Amendment of the U.S. constitution. The highly successful program attracted more than 2,500 registrants and featured some of the most important voices and perspectives of the moment in conversation about body power, economic power, electoral power, and caregiver power. Conversations were moderated primarily by Director of Communications Raquel Willis. Marquee speakers included Stacey Abrams, Adrienne Maree Brown and Alexis McGill Johnson among others. ●



Beyond White Feminism

In the second of this two-part series, presented by the Center for Brooklyn History and the Ms. Foundation For Women, Koa Beck, author of "White Feminism," led a discussion that unpacks the racist ideology dominating the American women's movement and considers how to approach an inclusive future.

Beck was joined by Rinku Sen, former ED of Race Forward, co-president of the Women's March Board of directors, and ED of the Narrative Initiative; Teresa C. Younger, President & CEO of the Ms. Foundation for Women; and Andi Zeisler, writer and co-founder of Bitch Media. Together, they imagined a feminist future that embraces all marginalized genders, advocating equality in living standards, housing protections, citizenship, childcare, job protections, and more. ●



“What I’ve learned this year is that we don’t need to be in the same room to be together.”

— Ruth McFarlane
Chief Advancement Officer, Ms. Foundation

33rd GLORIA AWARDS

#JOYUNMUTED

Founding Mothers



#JOYUNMUTED

In May 2021, the Ms. Foundation for Women pivoted radically toward joy! In the face of everything that has happened with the pandemic and other challenges, we believe joy is an act of resistance. Collectively, we attuned to **#JOYUNMUTED** - the defiant, buoyant and unapologetic theme of the **33rd Annual Gloria Awards: A Salute to Women of Vision**. We gathered with friends, grantee partners, donors, supporters, and allies to fundraise and to celebrate the women who are igniting policy and culture change across the nation on behalf of their communities.

#JOYUNMUTED featured the powerful voices and work of award recipients—Laura Jiménez, Marissa Nuncio, Amanda Nguyen, Dr. Kizzmekia S. Corbett, and Amanda Gorman. Nigerian-American singer-songwriter Joy Oladokun took us on a melodic, contemplative journey with her songs “Sunday” and “Jordan.” In short vignettes woven throughout the program people shared what brings them joy, and a dance-inducing musical score knitted the virtual extravaganza together, lifting spirits and connecting us across the ethers in a testament to the power of creativity and community.

“This event might be virtual, but the emotion is palpable...” | “The past year has had a life-altering effect on everyone, especially women - particularly women of color. But even in the face of the most daunting challenges and the greatest pain, women have found the passion and determination to continue the fight for equality and justice...” | “Tonight, we’re here to honor that collective power and draw inspiration from each other, knowing that we can all take action.”

— Gloria Steinem
Founding Mother, Ms. Foundation



Teresa C. Younger



Ruth McFarlane



Suzanne Lerner



Amanda Gorman



Dr. Kizzmekia S. Corbett



Amanda Nguyen



Joy Reid



Joy Oladokun

Teresa C. Younger, Ms. Foundation President & CEO, and other staff members kicked off the event by transporting viewers through organizational milestones, beginning with the founding of Ms. by Gloria Steinem, Marlo Thomas, Patricia Carbine and Letty Cottin-Pogrebin. In conversation with each other, the four Founding Mothers recalled the humble beginnings of the Ms. Foundation and reflected on how far we've come. "We had, to put it mildly, a very raggedy looking operation. My desk was a leftover carton from a dishwasher that had been delivered to somebody and I cut out a space for my knees!" reminisced Letty.

Gloria shared an anecdote from the early days when she went to several foundations to talk about projects for women, only to discover they didn't have a category for women. "Some had a category for 'powerless' in which we could fit ourselves but the projects that were for older women, and especially women of color, wanting to go back on campus, really had no place. So, categorically we were still excluded," Gloria said.

The Founding Mothers highlighted the prescient vision of intersectionality that was, from the very beginning, at the heart of the Ms. Foundation at a time when that 'consciousness' did not have

a name. "But we knew it and I think that's why the foundation started," reflected Marlo Thomas. "We reached out to women like Dolores Huerta and Maxine Waters. We wanted their voices, and we knew what we wanted to do with the money. We were ambitious, audacious, and purposeful! You have to be that way to change the world. And we wanted to change the world!"

Board Chair Alicia Lara introduced phenomenal grantee partners and Women of Vision honorees Laura Jiménez, executive director of California Latinas for Reproductive Justice (CLRJ) and Marissa Nuncio, director of Garment Worker Center. "As a fellow Californian and Latina, I am so very proud of them," she said.

Laura Jiménez entered the world of reproductive justice 25 years ago and has served as executive director of CLRJ for the past nine years. Her dedication and commitment to the mission continue to inspire many around her. CLRJ's policy work has had notable successes. They have helped pass legislation to support young parents, defeated restrictive abortion laws in Supreme Court, and turned out voters. "This is the power of women, girls, and femmes who will not be silenced into submission!" said Laura.

Director Marissa Nuncio joined Garment Worker Center just as it opened its doors in 2001 to lead an anti-sweatshop movement in California. The goal of Garment Worker Center is to improve the wages and working conditions of local garment workers and hold fashion brands accountable for the exploitative practices that are rampant in the industry. "GWC organizing is about essential human dignity—the right to just compensation for your labor and craft and the right to a livelihood that not only provides for the basics of living but that enables you and your family to thrive," said Marissa.

The Ms. Foundation is often a first funder of women-led, community-oriented organizations. Since 1973, Ms. has raised and disbursed \$82 million to grantee partners on the frontlines of social justice movements. "By trusting our grantee partners and supporting their leadership we're able to amplify intergenerational voices and implement systemic change," said Teresa Younger as she encouraged audience members to support the movement for "true equity, equality, and justice for all." Contributions during the gala had double the impact thanks to a matching gift of up to \$50,000 by philanthropist and longtime supporter, Nancy Nordhoff.

Actor and Producer Kelly Marie Tran presented Founder and CEO of RISE Amanda Nguyen with a Woman of Vision Award. Under Amanda's leadership, RISE has passed over 34 laws creating civil rights protections for over 85 million survivors of sexual assault. "We are all in a collective story," said Amanda. "No one is powerless when we come together, and no one is invisible when we demand to be seen." In the wake of anti-Asian hate crimes, Amanda urged people on social media to elevate the voices of Asian Americans—11.4 million people responded. "That goes to show that we can absolutely speak our issues into the consciousness of the nation and of the world," she said.

Brilliant scientist and viral immunologist Dr. Kizzmekia Corbett was presented the Marie C. Wilson Emerging Leadership Award for her incredible work in leading a team at the National Institute of Health in the development of the Moderna COVID-19 vaccine. The award is named after former Ms. Foundation President and Honorary Founding Mother Marie C. Wilson "who remains a barrier-breaker for everyone around her," said Joy Reid, host of "The ReidOut" at MSNBC, who presented the award. In addition to her immunotherapy work, Dr. Corbett is a



Teresa C. Younger

sociologist committed to reducing vaccine hesitancy and eradicating racial disparities in medicine. Dr. Corbett is “not just a life-saving immunologist, she is changing the face of STEM for women and girls who can say, ‘I want to be just like her!’” said Joy Reid.

Founding Mother Marlo Thomas presented the Free to Be You and Me Award to poet and trailblazer Amanda Gorman whose poem, “The Hill We Climb,” was heard around the world during President Biden’s inauguration, “igniting the hearts and minds of all who listened.” The award recognizes an individual who shines “a blazing beacon to protect and guide” children everywhere. “Young people have always been front and center at the Ms. Foundation,” said Marlo Thomas. In fact, the seed money for the foundation came from the proceeds of Marlo’s book Free to Be You and Me, created 50 years ago to teach children that neither race nor gender nor sexual orientation would be a barrier to realizing their dreams. Marlo stated that Amanda’s “astonishing optimism... thoroughly embodies the spirit of Free to Be.”

In her acceptance remarks, Amanda said, “To unmute joy, you also have to unmute your hope, your faith, your belief, and your fire. One of the ways in which I continue to unmute my joy is by unmuting my voice. Unmuting your joy doesn’t mean you’re not afraid, it just means there is something more important than your fear.”

President & CEO Teresa Younger acknowledged the difficulties of the ongoing pandemic on the Ms. Foundation, its community and, in particular, on grantee partners. The struggle has been real, and it has been hard. “But we do not want to have that be limiting to the work we are striving to do. We have decided to embrace joy as a stance towards resistance,” she said. “We are doing it based on trust as we move forward and build our collective power. We are doing the work holding joy in our hearts.”

Nearing its 50th anniversary, the Ms. Foundation for Women is continuing to blaze a path forward for justice and equity as it builds collective power and supports powerful women-led grassroots movements that are transforming the nation and the world day by day, one stride at a time, with courage, pride, and joy. ●

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Gloria's Legacy Circle for Gender and Racial Equity

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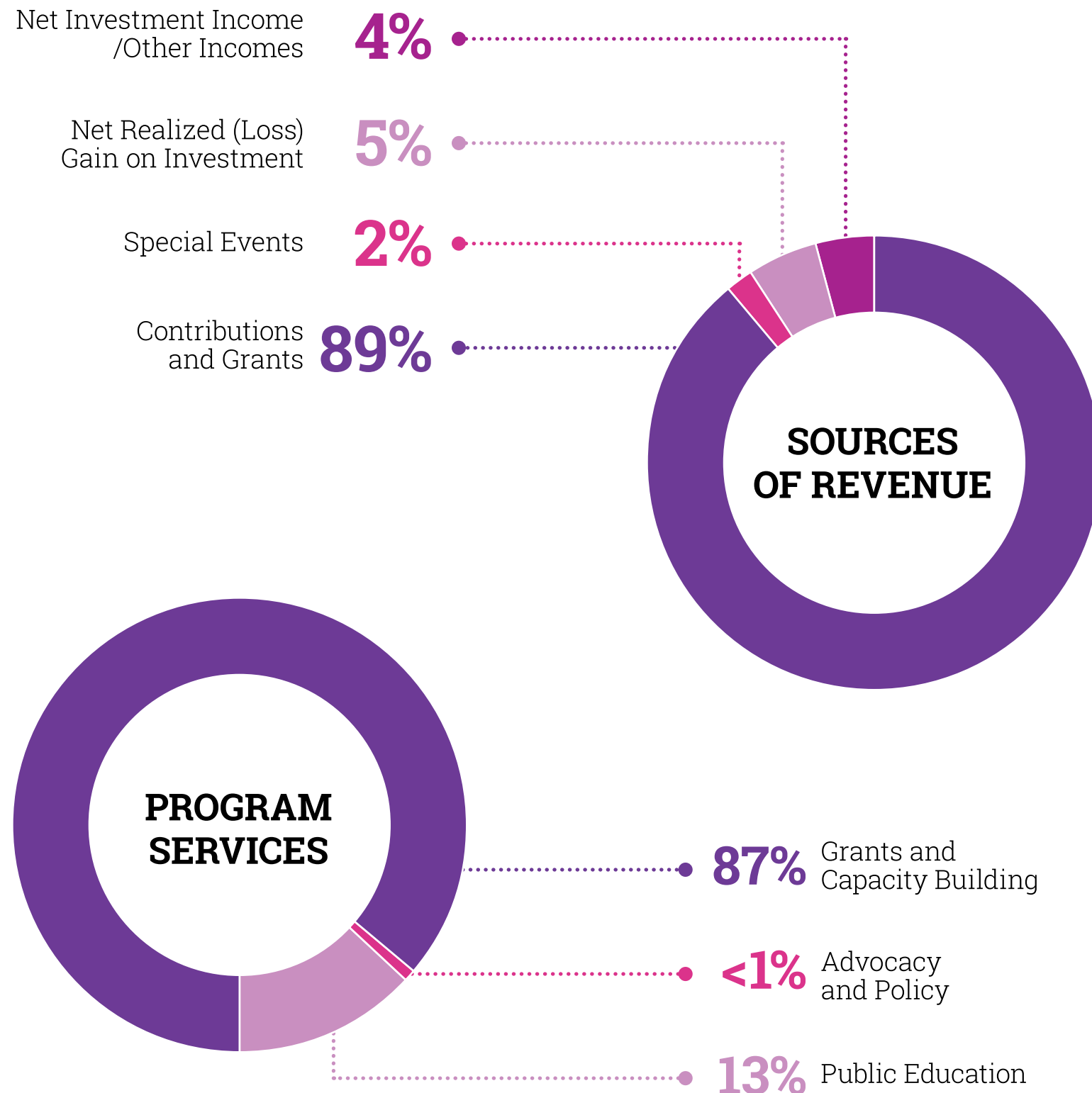
STATEMENT OF ACTIVITIES

“\$13M of total contributed revenue was received in the form of one-time general operating support.”

— Ruth McFarlane
Chief Advancement Officer, Ms. Foundation

For the year July 1, 2020 through June 30, 2021

PUBLIC SUPPORT AND REVENUE	2021	2020
Contributions (Including Grants)	\$ 22,742,851	\$ 2,334,699
Special Events (Net of Expenses)	497,432	560,033
Net Investment Income	941,571	443,401
Net Realized (Loss) Gain on Investment Transactions	1,254,640	406,457
Other Income	64,642	132,209
Total Public Support and Revenue	\$ 25,501,136	\$ 3,876,799
PROGRAM SERVICES		
Grants and capacity building	\$ 7,022,679	\$ 5,151,320
Advocacy and policy	4,461	62,540
Public education	1,051,250	808,739
Total Program Services	8,078,390	6,022,599
SUPPORTING SERVICES		
General and administration	1,481,319	1,322,937
Fundraising	1,509,667	1,197,268
Total Supporting Services	2,990,986	2,520,205
Total Operating Expenses	\$ 11,069,376	\$ 8,542,804
Total Change in Net Assets (Including Unrealized Loss on Investments)	\$ 21,098,157	\$ (1,534,387)
COMPOSITION OF NET ASSETS		
Unrestricted Net Assets	\$ 13,173,750	\$ 2,790,114
Temporarily Restricted Net Assets	28,342,276	17,915,427
Permanently Restricted Net Assets	24,992,517	24,704,845
Total Net Assets	\$ 66,508,543	\$ 45,410,386



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Since 2016 we have strived to maximize the impact of our endowment by aligning 100% of its assets in support of our mission to build women's collective power in the U.S. to advance equity and justice for all.

As of FY21, the endowment was valued at approximately \$46.5M and incorporates a gender lens focus across all asset classes.

.....

“In the face of all the struggles that we’re going through, to remain happy, to remain joyful, to keep healing and to keep loving, that’s unmuted joy for me.”

— **Laura Jiménez**
Executive Director,
California Latinas for Reproductive Justice



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FOR WOMEN

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