Ms. Foundation for Women

2011 Annual Report
“A movement is only composed of people moving. To feel its warmth and motion around us is the end as well as the means.”

Gloria Steinem, co-founder of the Ms. Foundation for Women
We are a movement in motion, and momentum is building.
DISPATCHES FROM A MOVEMENT IN MOTION

A Message from Anika Rahman, President & CEO

By definition and necessity, an annual report looks back. And by that narrow criterion, this one does its job, offering a compelling summation of Ms. Foundation activities and extraordinary achievements over the past year (my first as the organization’s president).

In contrast, a movement must move, and in only one direction: forward.

It is the restless momentum driving today’s Ms. Foundation—a force that is transforming both policy and culture to better reflect the vision and values of women—that we’ve sought to highlight in these pages. Guided by the voices of the very women who are bringing change and solutions, this report is less a backward glance than a forward march, providing dispatches from a movement in motion.

Of course, we are also informed and inspired by our trailblazing past. Just as I draw personal strength from my background and the strong, confident women who raised me, each of us owes a great debt to the countless women who have forged the Ms. Foundation template for social action and progressive change over nearly four decades. We stand on strong shoulders.

Before the world was ready to see the problems of domestic and sexual violence, it was the Ms. Foundation that funded efforts to name them, stop them and prevent them. We sounded the alarm early on to fight for low-income women’s access to reproductive justice. We were the first to support advocacy led by and for women affected by HIV/AIDS to address the impact of the epidemic on their lives. And, through Take Our Daughters to Work Day, it was the Ms. Foundation’s leadership that enabled women’s voices to be heard and our contributions to be valued in the workplace.

It would be wrong, however, to categorize these and other victories in the past tense. The need to defend the rights and well-being of women—especially low-income women, women of color and immigrant women—has only intensified. The foundation and its 135 grantee partners in communities nationwide are meeting that challenge.

In a time of great economic insecurity for many women across the United States, we are working to ensure access to living-wage jobs, affordable child care and paid sick leave. As immigration policy continues to roil contention and debate, we are elevating the voices of immigrant women, who know better than anyone what their families and communities need. Finally, we are working with diverse organizations across the country to develop a new approach to ending child sexual abuse.

It’s an ambitious agenda that breaks new territory in women’s progressive activism while holding hard-fought ground. Political winds may shift, but our mission—like our vigilance—is constant.

We are a movement in motion, and momentum is building.

In solidarity,
A Message from Cathy Raphael  
Chair of the Board  

The nearly 40-year history of the Ms. Foundation for Women is perhaps unique in the annals of social advocacy in the United States: The vision shared by Gloria Steinem and co-founders Patricia Carbine, Letty Cottin Pogrebin and Marlo Thomas was never to provide leadership, but to foment it, nurture it, empower it.

In short, the founders trusted women to be their own change-agents, and believed that solutions to the broader issues of the day should be informed and driven by the shared and unique experiences of women nationwide.

Today, the Ms. Foundation is still trusting women to change cultural attitudes and public policy. And we’re doing it much the same way, by supporting women leaders in the trenches, where movements live side by side with the women who fight them. Securing basic labor protections for domestic workers, to pick one current example, is a global struggle. But it is the experiences and insights of domestic workers themselves that will persuade lawmakers and the broader public to the draw the conclusion that change is morally right … and long overdue.

Making these connections, bringing critical issues to the forefront of public consciousness and policy agendas, providing the means to keep the hearth of community-led advocacy burning in city after city, town after town—this is the Ms. Foundation, a collective of people moving toward justice for all.

And we are closer than ever.

With warm regards,
And we are closer than ever.
BEGINNINGS
Whether toiling in plain sight or behind closed doors, nannies, housekeepers and caregivers of the elderly are among our nation’s most invisible and vulnerable workers. For nearly a century, they’ve been explicitly excluded from federal laws that protect the rights of employees in nearly every other industry. Unseen, unheard and unconsidered, generations of women—most often women of color and immigrant women—have been subjected to low wages, long hours and abusive workplace conditions. Within the last decade, however, these long-silenced workers have come together to raise their voices and demand respect. In the early 2000s, the Ms. Foundation took a chance on this burgeoning movement, providing the then-nascent New York group, Domestic Workers United (DWU), with their first grant to conduct policy advocacy.

“\textit{We have to organize for fair labor standards. For power. For respect. Because the work we do is real work. Women’s work is real work, and it must be compensated.}”

Christine Yvette Lewis of Domestic Workers United on “The Colbert Report,” January 2011

BREAKTHROUGH
The Ms. Foundation’s faith in the grassroots leadership emerging from the ranks of domestic workers proved more than justified. After mobilizing unprecedented support from labor, legislators and a broad coalition of social justice advocates, DWU won passage of the nation’s first Domestic Workers Bill of Rights when it became New York State law in late 2010. DWU drafted the original legislation, which established sick leave and other basic protections.
A MOVEMENT IN MOTION

Energized by New York, the Ms. Foundation is helping transform a regional win into victory nationwide. We were there to support DWU as it led the formation of the National Domestic Workers Alliance (NDWA), a coalition that now boasts 31 member groups from 11 states and is propelling the movement across the United States. Today, the Ms. Foundation is funding a local organization and NDWA member, Mujeres Unidas y Activas, to push for a California Domestic Workers Bill of Rights. The momentum is palpable: Their bill passed the California assembly in June 2011 by a decisive 41–19 margin, setting the stage for passage by the state Senate. In a national political environment awash with increased attacks on women, workers and immigrants, domestic workers’ success in New York and California is a beacon of hope for progressives across the United States.

“The Ms. Foundation and domestic workers movement story is a good example of investments in beginnings that open up new possibilities.”

Ai-Jen Poo, Director of the National Domestic Workers Alliance

‘The Help’ Captures the Zeitgeist Off Screen

Superheroes were big at the box office in 2011, none braver than the heroines of “The Help,” the film adaptation of Kathryn Stockett’s best-selling novel about domestic rights workers in the Civil Rights Era. The period story resonated powerfully in 2011, which turned out to be a watershed moment in the broader historic struggle for dignity depicted by the film.
BEGINNINGS
One of the most compelling reasons for the Ms. Foundation’s existence is that social change is not inevitable. As long as the most extreme injustices can remain insulated and unchallenged by cultural norms, there will be a need for catalysts to shake the status quo. Since the ’70s, the Ms. Foundation has looked for opportunities to play a catalyzing role in addressing the sexual abuse of children. More recently, the Foundation’s efforts gained new force with the launching of a groundbreaking effort, in partnership with the NoVo Foundation, to build a broad social movement to end child sexual abuse.

“\nWhen you actually move into your own power and become a source of healing and become a source of justice, that’s that next breakthrough. ”
Survivor Activist

MOTIVATION
The collaboration was spurred in part by the sheer magnitude of the problem—an estimated one girl in four and one boy in six experiences sexual abuse before the age of 18, while less than 10 percent of all cases are ever reported. Equally motivating was the desire to see a shift away from a criminal justice response to abuse and to promote keener emphasis on the root causes of abuse. For example, “stranger danger”—the idea that the biggest threat to children comes from predatory strangers—pervades the media and the nation’s laws and policies. In fact, more than 90 percent of offenders are known and trusted by the children they abuse. Awareness and prevention, not fear, need to be the cornerstones of an effective policy solution.

A MOVEMENT IN MOTION
In May 2011, the Ms. Foundation announced the first grantee organizations—15 local, state, and national groups—in its new initiative to end child sexual abuse. Befitting the complexity
of the problem, grant recipients are broadly diverse in focus and approach and include faith-
based, arts, domestic violence and survivor-led groups, as well as sexual assault coalitions and
child abuse prevention organizations. The Ms. Foundation for Women, for the first time, is
bridging the work of these diverse groups to help transform multiple efforts representing many
fields into a coordinated movement to end child sexual abuse.

Select Grantees

- **OAASIS** (Oregon Abuse Advocates and Survivors In Service) emphasizes the role of survivors in
  shifting society’s understanding of child sexual abuse, particularly through policy change.

- **Stop It Now** and **Darkness to Light**, two national groups, are working to integrate
  child sexual abuse prevention standards into federally funded youth
  programs.

- **CONNECT** is creating New York City’s first faith-based
  working group on child sexual abuse prevention.

- **Massachusetts Citizens for Children** is
  expanding the Enough Abuse Campaign,
  a comprehensive statewide initiative
  focused on ending child sexual abuse.
Women’s Health Care IS Basic Health Care: Countering Attacks on Access to Reproductive Health

BEGINNINGS
The Ms. Foundation for Women was founded in 1973—the year the U.S. Supreme Court decided Roe v. Wade. For women, issues of justice and health-care access have always shared close proximity and, consequently, drawn the Foundation’s involvement.

For decades, the Ms. Foundation has funded grassroots groups that take the lead in fending off attacks on reproductive rights and move proactively to end long-standing barriers to reproductive justice and care. Backed by Foundation resources and strategic support, these early grantees—many headed by women and youth from low-income communities and communities of color—have collectively evolved into a nationwide reproductive justice movement. Together, with ongoing Ms. Foundation investment, they’ve begun to wield unprecedented influence on state and federal health policy, bringing the voices of our nation’s most marginalized women to the fore.

CHALLENGES
Ms. Foundation grantees and other women’s health advocates were severely tested in 2011. A total of 164 anti-choice provisions—a record—were passed by state legislators in the first six months of the year. Ms. Foundation partners pushed back against a rising tide of extremist opposition to abortion and family planning services in general, and fought tremendous antipathy for ensuring access to reproductive health care for low-income women, immigrants and other vulnerable communities. Uniting these efforts and the diverse voices behind them is the core belief that women’s health care is basic health care and that all women, regardless of background or ability to pay, have the right to quality, affordable care.

“The new health-care reform law is leveling the playing field so that women can get their complete health care covered in a way that considers the full scope of what women need.”

National Latina Institute for Reproductive Health
Amidst an ongoing, highly partisan debate over health care, Ms. Foundation grantees’ fervor and drive are protecting the integrity of women’s health. Building off of the momentum from their advocacy for federal reform, achieved with consistent and rapid-response funding from Ms., they continue to press lawmakers to respect women’s demands—especially those of low-income women and women of color who stand to benefit the most from the new law. This year, they helped secure a historic victory when, in August 2011, the Department of Health and Human Services designated key women’s health care services, including contraception, as preventive care. Insurance companies will now be required to provide these services without co-pays or deductibles, a change that chips away at one of the most significant barriers to family planning for millions of women: cost. The new law will go a long way toward reducing inequities and ensuring across-the-board access to the full range of FDA-approved birth control options.

At the start of 2011, the movement for reproductive justice and access was engaged in a struggle for its very future; by year’s end, a new era of success was under way.

“We urge the Department of Health and Human Services to...remove co-pays and extra charges for family planning and contraceptives. It will be a historic step for women’s health and the economic well-being of families across America.”

Cindy Pearson and Lois Uttley, co-founders of Raising Women’s Voices for the Health Care We Need

Ms. Foundation grantees whose advocacy helped secure a trailblazing win for women’s preventive health care and contraception access include:
The passion, reach and indelible impact of women-led advocacy ruled the night at the 23rd annual Gloria Awards, held May 19, 2011, in New York City. Co-founder of the Ms. Foundation, Gloria Steinem, in whose name the awards are given, was on hand, formally introducing the new Foundation president and CEO, Anika Rahman. But the biggest spotlight was on the honorees—inspiring women of vision lauded for their courageous efforts to better their communities and create a more just and inclusive democracy.

“Whether fighting for comprehensive sex education in Texas, defeating attacks on immigrants in Kentucky, or speaking out against violence in Massachusetts, these fearless women are leading the way forward, against the current and ahead of the curve.”

Anika Rahman, honoring the 2011 Gloria Award Winners
THE 2011 GLORIA AWARD HONOREES

ATTICA WOODSON SCOTT
Coordinator, Kentucky Jobs with Justice (Louisville, KY)
Attica and Kentucky Jobs with Justice brought a broad coalition to the state capital to stand against an onerous anti-immigrant bill. The measure went down in defeat.

“I believe that all people have a voice; they just haven’t found it yet or they get shut out. It’s my duty, it’s my calling to amplify those voices.”

KATHY MILLER
President, Texas Freedom Network (Austin, TX)
Working in one of the most conservative regions in the country, Kathy’s Texas Freedom Network made watershed progress in the fight to bring fact-based sexual health education to Texas.

“If you just look at the fact that dozens of local school districts have now adopted a comprehensive sex-ed curriculum, that the state Board of Education is now the most moderate elected body in Texas—all of that can be traced back to Ms.’ investment in our work.”

PRISCILLA RORIE
Youth Coordinator, Close to Home (Dorchester, MA)
“Sharing Our Stories,” a youth journal created by Priscilla and now used in trainings and schools throughout Massachusetts, inspires young people to open up about their experiences with domestic, sexual and community abuse.

“I wanted to make a literary magazine because I found that in my writing, it was the thing that helped me heal the most. So I really wanted to give the youth the chance to do that, as well, with the kinds of traumatic experiences they might have gone through.”

Woman of Vision and Action Award
LOREEN ARBUS
Gloria Steinem presented the Ms. Foundation’s Woman of Vision and Action Award to philanthropist, activist and corporate pioneer Loreen Arbus during the 2011 Gloria Awards presentation. The president of the Loreen Arbus Foundation in Los Angeles, Loreen was recognized for her global advocacy for women and girls and for people with disabilities.

“I think it’s safe to say that Loreen is a powerhouse!” said Gloria.
“This has become a ‘womancession.’ In the early days, job loss was in manufacturing, but today the cuts are in education, health care and social services, where the majority of jobs are held by women.”

Anika Rahman to Forbes magazine, June 2011
“[We must] stop the reckless gutting of the budget in the name of deficit reduction and create jobs that will enable women to recover. If women cannot move forward, then our economy cannot move forward.”

Anika Rahman to Ms. magazine, August 2011

Community Voices on the Economy, a 2011 national poll conducted by Lake Research Associates for the Ms. Foundation for Women, found that while most Americans continue to struggle mightily in a weakened economy, women have been especially hard hit. Released at the height of the debt-reduction debate on Capitol Hill, the survey also exposed a sharp contrast between prevailing political rhetoric and public sentiment on the government’s role in helping average Americans through the crisis.

- Seventy-one percent of women said they were affected by the recession, compared to 65 percent of men.
- The percentage of low-income women who said they were living paycheck to paycheck increased by 17 points to 77 percent in 2011.
- A majority of Americans (56 percent) favor government taking a more active role in economic recovery.
- Two-thirds of women (66 percent) and 57 percent of men agree that the government should focus on creating jobs, even if it increases the deficit in the short term.
**BUILDING DEMOCRACY**

**Coalición de Derechos Humanos**  
**Tucson, AZ**  
To support a program to train and organize immigrant women leaders in Tucson to lead their communities on immigrant rights issues.  

**Families and Friends of Louisiana’s Incarcerated Children**  
**New Orleans, LA**  
To provide general support for organizing work to transform the state’s juvenile justice system and decrease the number of suspensions, expulsions and school arrests.  

**Funders’ Committee for Civic Participation**  
**Portland, OR**  
To provide general support to deliver programming for civic engagement funders.  

**Mississippi Immigrants’ Rights Alliance**  
**Jackson, MS**  
To support the Immigrant Organizing and Advocacy Project, which aims to build immigrant-led organizing teams to address community concerns.  

**Mississippi Workers’ Center for Human Rights**  
**Greenville, MS**  
To provide general support to expand their constituency and identify women leaders to be trained to use the human rights framework in community organizing.  

**National Day Laborer Organizing Network**  
**Los Angeles, CA**  
To provide support that enabled immigrant women activist leaders to attend Turning the Tide, a ground-breaking human rights summit on immigration enforcement.  

**The Sister Fund/ Women Moving Millions**  
**New York, NY**  
To support Women Moving Millions, an initiative of The Sister Fund, to inspire funding at unprecedented levels for the advancement of women and girls.  

**Tonatierra Community Development Institute**  
**Phoenix, AZ**  
To support work organizing immigrant women in their documentation and testimony of human rights abuses.  

**Young Voices**  
**Providence, RI**  
To support efforts to effect policy change in Rhode Island through youth leadership.  

**Families and Friends of Louisiana’s Incarcerated Children**  
**New Orleans, LA**  
To provide capacity-building support for board development to ensure governance compliance, strong fundraising capacity and the creation of a strategic work plan.  

**Grassroots Leadership**  
**Charlotte, NC**  
To provide capacity-building support to conduct research for a project focused on uncovering the realities of women incarcerated in for-profit facilities.  

**Louisiana Bucket Brigade**  
**New Orleans, LA**  
To provide capacity-building support for staff development of AmeriCorps VISTA workers, African-American young women advocates in the field of environmental health and justice.  

**New Orleans Parent Organizing Network**  
**New Orleans, LA**  
To provide capacity-building support for an executive director leadership transition.  

**Project South: Institute for the Elimination of Poverty and Genocide**  
**Atlanta, GA**  
To provide capacity-building support to work collaboratively with Georgia Citizens’ Coalition on Hunger in areas such as staff development and executive director coaching.  

**Southerners on New Ground**  
**Atlanta, GA**  
To provide capacity-building support in the area of communications for an organization that builds, connects and amplifies the voices of LGBTQ people in the Southern U.S.  

**Western North Carolina Workers Center**  
**Marion, NC**  
To provide support for a peer exchange with Domestic Workers United to share strategies for building the power and securing the rights of immigrant women workers.  

**Western North Carolina Workers Center**  
**Marion, NC**  
To provide capacity-building support for a fundraising plan to encourage greater support for building immigrant women’s power.
ECONOMIC JUSTICE

All Our Kin, Inc.  $20,000
New Haven, CT
To provide support to conduct statewide advocacy efforts to expand public support for child care and train, support and sustain community child care providers.

California Child Care Resource and Referral Network/Parent Voices  $20,000
San Francisco, CA
To support efforts to ensure that the California state government funds child care as promised and that child care funds are not cut from the state budget.

Center for Partnership Studies  $10,000
Carmel, CA
To support the Caring Economics Campaign to revise national economic indicators to better reflect the true contributions of women and other caregivers to the economy.

Childspace Cooperative Development, Inc.  $4,000
Philadelphia, PA
To provide support to convene grassroots child care activists, including grantees All Our Kin and Parent Voices and hold a panel at New York University on home-based child care workers and parent supporters.

Childspace Cooperative Development, Inc.  $20,000
Philadelphia, PA
To provide support to improve the quality of jobs for child care workers and the quality of care for children, and to mobilize child care workers to support state funding for early education.

Domestic Workers United  $30,000
New York, NY
To provide general support to expand research and policy work beyond New York State and establish a program to train and organize greater numbers of domestic workers.

Family Values at Work  $30,000
Milwaukee, WI
To provide general support to strengthen state-based coalitions and expand access to policies like paid leave that support working families.

Georgia Citizens’ Coalition on Hunger  $30,000
Atlanta, GA
To provide general support for efforts to engage recipients in leadership trainings and statewide advocacy strategies, in addition to mobilizing voters to advocate for TANF reauthorization.

Green For All  $30,000
Oakland, CA
To provide support to create economic opportunities in the clean-energy economy for women and people of color in low-income, low-resource communities.

Institute for Women’s Policy Research  $20,000
Washington, DC
To provide support for original research, Care Work Career Ladders for Immigrant Women, to inform the National Domestic Workers Alliance caregiving campaign.

Jobs With Justice Education Fund  $30,000
Louisville, KY
To provide general support to mobilize marginalized communities of low-wage workers, immigrants, people of color and women to advance a long-term movement for a new economy.

Kentucky Jobs with Justice  $30,000
Louisville, KY
To provide general support for coalition-building to promote economic and social justice.

Legal Momentum  $30,000
New York, NY
To provide support to increase young women’s enrollment in career and technical education schools, develop new tools and resources, and advocate on behalf of tradeswomen and women in other non-traditional fields.

Movement Strategy Center  $32,000
Oakland, CA
To design, deliver and evaluate movement- and capacity-building among economic justice grantees.

Mujeres Unidas y Activas  $30,000
San Francisco, CA
To support a campaign to ensure that California domestic workers are provided the same opportunities for fair and decent livelihoods as other workers.

National Council for Research on Women  $7,000
New York, NY
To support Reinvesting in Women’s Families: Developing an Economy for the Future, a convening of experts to address the impact of the economic crisis on low-income women and vulnerable communities.

National Partnership for Women & Families  $30,000
Washington, DC
To provide general support to promote policies that improve job quality, expand workers’ rights and increase families’ economic security; and to increase collaborations with groups representing low-wage workers and workers of color.

National Women’s Law Center  $30,000
Washington, DC
To support Improving the Economic Security of Low-Income Women and Families, which works to expand access to affordable, quality child care; improve federal and state tax benefits and women’s access to them; and increase job protections for women.

Restaurant Opportunities Center United  $30,000
New York, NY
To support expansion of the Restaurant Workers National Policy Project and efforts to change federal laws to increase the tipped minimum wage and paid sick days.

Right to the City Alliance  $30,000
Brooklyn, NY
To support the National Campaign for Jobs, which works to ensure jobs are created and given to low-income populations according to HUD Section 3 hiring guidelines.

Wider Opportunities for Women  $30,000
Washington, DC
To expand the Generating Real Economic Equity Now project to build the capacity of women’s job training programs, placing more women in “green” jobs.

Women In Transition  $30,000
Louisville, KY
To provide general support to build a movement of people in poverty across color lines and advocate for policy change.

ECONOMIC JUSTICE

Capacity-Building

Kentucky Jobs With Justice  $20,000
Louisville, KY
To provide capacity-building support to work with Women in Transition to develop a joint fundraising plan to ensure financial stability and greater support.
**GRANTS AND CAPACITY BUILDING**

**ECONOMIC JUSTICE continued**

**Kentucky Jobs With Justice** $5,000
*Louisville, KY*
To support participation in Community Voices on the Economy, a national Ms. Foundation polling project conducted by Lake Research Associates to determine the impact of the economic crisis on diverse communities, particularly women.

**Let Justice Roll Living Wage Campaign** $10,000
*Little Rock, AR*
To provide support to increase fundraising capacity to raise the minimum wage at state and federal levels.

**Mississippi Low-Income Child Care Initiative** $10,000
*Biloxi, MS*
To provide support to increase fundraising capacity for grassroots organizing and advocacy campaigns.

**Mississippi Workers’ Center for Human Rights** $10,000
*Greenville, MS*
To provide capacity-building support for a major gifts campaign, including the development of a fundraising plan and training of staff and volunteers.

**Restaurant Opportunities Center United** $5,000
*New York, NY*
To support participation in Community Voices on the Economy, a national Ms. Foundation polling project conducted by Lake Research Associates to determine the impact of the economic crisis on diverse communities, particularly women.

**Wider Opportunities for Women** $5,000
*Washington, DC*
To support participation in Community Voices on the Economy, a national Ms. Foundation polling project conducted by Lake Research Associates to determine the impact of the economic crisis on diverse communities, particularly women.

**ENDING VIOLENCE**

**Advocates for Informed Choice** $15,000
*Cotati, CA*
To support development of the Intent/Act leadership project, designed to support intersex youth in creating a peer community in which they can address their unique needs.

**Beyondmedia Education** $15,000
*Chicago, IL*
To support expansion of the Chain of Change project, a youth-led coalition of anti-violence activists.

**Close to Home Domestic Violence Prevention Initiative** $15,000
*Dorchester, MA*
To strengthen the Youth Team, a network of trained youth community organizers mobilizing their peers in addressing healthy relationships.

**Connect Inc.** $40,000
*New York, NY*
To address the silence and denial that surrounds child sexual abuse in New York City’s faith communities.

**Darkness to Light** $30,000
*Charleston, SC*
To work in collaboration with Stop It Now to integrate child sexual abuse prevention standards into federally funded youth programs.

**generationFIVE** $50,000
*Oakland, CA*
To support communities in shifting responses to child sexual abuse away from a solely criminal justice approach.

**Herstory Writers Workshop, Inc.** $15,000
*Centereach, NY*
To build the Youth Writing for Restorative Justice and Racial Equity project, which offers writing workshops for currently and formerly incarcerated girls, and to publish an expanded issue of *Voices*, a prison journal.

**Hollaback!** $15,000
*New York, NY*
To incorporate lessons learned from the Youth Leadership Program into expanded work to address sexual harassment on college campuses and with community-based partners.

**Kingsbridge Heights Community Center** $35,000
*Brons, NY*
To expand a child sexual abuse program to include survivor advocacy and systems change and increase funding for abuse prevention and treatment in NYC.

**LOUD, Inc.** $15,000
*Beaufort, SC*
To expand The Resistance program, which aims to engage youth in their understanding and analysis of the cultural norms that allow gender-based violence to occur.

**Massachusetts Citizens for Children** $75,000
*Boston, MA*
To expand the Enough Abuse Campaign to three new communities; increase the participation of innovators, experts, survivors and local community members; formalize working partnerships with community-based organizations; and engage in policy advocacy.

**Minnesota Coalition Against Sexual Assault** $40,000
*Saint Paul, MN*
To provide support to a coalition of rape crisis centers and allied agencies committed to ending sexual violence and working to bring the prevention of child sexual abuse to the core agenda of policymakers and community members.

**Oregon Abuse Advocates and Survivors in Service** $20,000
*Portland, OR*
To promote the role of survivors in shifting society’s understanding and response to child sexual abuse, with a particular focus on public policy.

**Peace Over Violence** $40,000
*Los Angeles, CA*
To work in partnership with 1 in 6 to remove the shame and stigma associated with child sexual abuse, and recruit, train and support a diverse group of survivors to work as community educators and policy advocates.
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<th>Organization</th>
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</tr>
<tr>
<td>Sexualization Protest: Action, Resistance, Knowledge</td>
<td>$10,000</td>
<td>Brooklyn, NY</td>
</tr>
<tr>
<td>Stop It Now!</td>
<td>$30,000</td>
<td>Northampton, MA</td>
</tr>
<tr>
<td>Teach Our Children</td>
<td>$25,000</td>
<td>New York, NY</td>
</tr>
<tr>
<td>Tewa Women United</td>
<td>$30,000</td>
<td>Santa Cruz, NM</td>
</tr>
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**ENDING VIOLENCE / SPARK**  
*(Sexualization Protest: Action Resistance Knowledge)*

The following grants supported involvement in the SPARK Summit and SPARK Movement, which aims to create a national movement to challenge the sexualization of girls:

**ASAP Initiative**  
New York, NY  
$10,000

**Hardy Girls Healthy Women**  
Waterville, ME  
$137,000

**Hunter College Foundation**  
New York, NY  
$70,000

**Internet Sexuality Information Services, Incorporated**  
Oakland, CA  
$22,500

**TrueChild (GenderPAC)**  
Washington, DC  
$5,000

**Women’s Media Center**  
New York, NY  
$100,000

**WOMEN’S HEALTH**

**ACT for Women and Girls**  
Vienna, CA  
$25,000

To support efforts to implement the California Comprehensive Sexual Health and HIV/AIDS Prevention Act in school districts in Tulare County.

**AIDS Alabama, Inc.**  
Birmingham, AL  
$40,000

To provide general support for advocacy in partnership with Alabama Campaign to Prevent Teen Pregnancy and Planned Parenthood Southeast to implement stronger sexual health curriculum in AL and the U.S. South.

**AIDS Services of Austin, Inc.**  
Austin, TX  
$25,000

To support the Women Rising Project and their Raise Our Voices! Sustained Advocacy Program, which works to build the power of HIV-positive women to advocate for services and policies that meet women’s needs.

**Alabama Campaign to Prevent Teen Pregnancy, Inc.**  
Montgomery, AL  
$40,000

To support education and advocacy, in partnership with AIDS Alabama and Planned Parenthood Southeast, toward medically accurate and age-appropriate sexual health information and services for young people in AL and the U.S. South.

**Alaska Community Action on Toxics**  
Anchorage, AK  
$25,000

To support the Environmental Reproductive Health Education Program, an initiative to build greater public support for reproductive justice for Indigenous Peoples.
Reproductive Justice

To support the Strong Families initiative, a national campaign which aims to influence policies and shift the way people think about families.

BABES Network-YWCA **$25,000**

Seattle, WA

To support the BABES Network Leadership Core, which aims to educate and train HIV-positive women in HIV awareness, leadership and advocacy.

Black Women’s Health **$20,000**

Imperative

Washington, DC

To provide support to help build new leadership in selected states to ensure inclusion of women’s health services in the implementation of health care reform.

California Latinas for Reproductive Justice **$50,000**

Los Angeles, CA

To support efforts to ensure that all Latina adolescents and young women have access to culturally appropriate and comprehensive reproductive rights and health information and services.

Choice USA **$35,000**

Washington, DC

To support the Prevent-A-Pact campaign, which promotes contraception use, advocates for prescription coverage and engages young people around a pro-choice reproductive justice agenda.

Christie’s Place **$25,000**

San Diego, CA

To support Transformations – The Sisterhood Project, which helps HIV-positive women gain representation and value at all decision-making levels.

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

Denver, CO

To engage and mobilize new Latina activists ahead of the 2012 elections, shepherding comprehensive sexuality education policy and monitoring its implementation.

Direct Action for Rights and Equality **$30,000**

Providence, RI

To support Behind the Walls, an effort to reform and challenge the criminal justice system through direct-action organizing and to promote policy change to ban shackling of pregnant, incarcerated women.

Faith Aloud **$35,000**

St Louis, MO

To support advocacy to advance the passage of the Compassionate Assistance for Rape Emergencies Act, a bill to ensure that rape survivors are informed about emergency contraception.

Generations Ahead **$35,000**

Oakland, CA

To support collaborations with South Asian women’s groups and reproductive justice advocates, outreach to policymakers, and engagement with South-Asian-American leaders to discourage sex selection.

Hampshire College **$10,000**

Amherst, MA

To provide leadership development to women-of-color-led reproductive justice organizations through skills-training, mentoring and peer support.

Massachusetts Coalition on Occupational Safety and Health **$30,000**

Dorchester, MA

To support the Worker Center Reproductive Health and Justice Initiative, which unites low-wage immigrant women to defend their rights and conduct education and organizing to end chemical hazards exposure and sexual harassment and assault.

National Asian Pacific American Women’s Forum **$80,000**

Brooklyn, NY

To support health care reform advocacy, organizing on behalf of nail salon workers, and research-to-action projects on the reproductive and sexual health needs of Asian and Pacific Islander women and girls.

National Latina Institute for Reproductive Health **$70,000**

New York, NY

To support efforts to increase access to abortion, eliminate reproductive health disparities and advance the rights of immigrant women.

National Women and AIDS Collective **$47,000**

Washington, DC

To support transition to an independent organization after being housed at the Ms. Foundation for Women.

National Women and AIDS Collective **$50,000**

Washington, DC

To strengthen organizational development, national policy advocacy and leadership-building efforts among HIV/AIDS organizations and programs led by and for women.

Native American Community Board **$40,000**

Lake Andes, SD

To hire a campaign manager to train, support and involve emerging Native American activists in civic engagement strategies and reproductive justice issues.

Planned Parenthood Southeast **$35,000**

Atlanta, GA

To support engagement of African-American women around the issue of fetal personhood in Mississippi and, with AIDS Alabama and Alabama Campaign to Prevent Teen Pregnancy, advocate for the adoption of evidence-based, age-appropriate sexual health education in AL and the U.S. South.

Reproductive Justice Collective **$12,500**

Milwaukee, WI

To support the implementation of Wisconsin’s Healthy Youth Act and convene leadership trainings to increase the number of women of color addressing reproductive justice issues.

Sisterhood Mobilized for AIDS/HIV Research and Treatment **$25,000**

New York, NY

To support efforts to engage and educate constituents on issues related to funding cuts to women’s reproductive health, HIV/AIDS, and adolescent health.
SisterLove, Inc. $10,000  
Atlanta, GA  
To provide support for Pandora’s Promise: Reproductive Justice and HIV/AIDS Campaign, which builds the capacity of HIV-positive women and allies to educate, advocate and mentor others on these intersecting issues.

SPARK Reproductive Justice NOW $30,000  
Atlanta, GA  
To support the Speak Justice Take Action initiative, which employs organizing, research, advocacy, political engagement, and education to transform public policy.

Texas Freedom Network Education Fund $45,000  
Austin, TX  
To support the Sexuality Education Advocacy Campaign’s efforts to ensure that all students have textbooks containing medically accurate, comprehensive sex education information.

Upsilon Chi Omega Chapter of Alpha Kappa Alpha Sorority, Inc. $15,000  
Biloxi, MS  
To support the Keep Empowering Youth (KEY) project, which aims to increase access to sex education for young women and girls in Gulfport, MS and inform them about reproductive justice issues.

Voice of Community Activists and Leaders $10,000  
Brooklyn, NY  
To support the Housing Fights AIDS: Women Speak Out! project to prevent homelessness among low-income women living with HIV/AIDS.

West Virginia FREE $45,000  
Charleston, WV  
To provide general support to defend reproductive choice and increase access to affordable birth control through advocacy and education.

Women Alive Coalition $13,000  
Los Angeles, CA  
To provide general support to deliver peer support, counseling and leadership development to women living with HIV/AIDS.

Women Organized to Respond to Life-Threatening Disease $25,000  
Oakland, CA  
To support the project, Needs Assessment: Integrating Sexual, Reproductive Health and Violence Prevention Needs of HIV-Positive Women.

Women’s Law Project $25,000  
Pittsburgh, PA  
To support the project, Protecting Women’s Health and Safe Abortion Access in Pennsylvania, which employs advocacy, education and litigation to ensure that abortion care is safe and accessible.

Women’s Voices for the Earth $35,000  
Missoula, MT  
To support efforts to protect salon workers from exposure to toxic chemicals, advocate for a reduction in toxic chemicals in cleaning products and advocate for chemical policy reform.

Young Women United $35,000  
Albuquerque, NM  
To involve young women of color in efforts to improve access to comprehensive sexuality education, reduce violence, improve health and build power in their communities.

WOMEN’S HEALTH  
Capacity-Building

Choice USA $2,500  
Washington, DC  
To provide support to conduct a reproductive justice capacity-building and advocacy training for the Alpha Kappa Alpha - Upsilon Chi Omega Chapter in Gulfport, MS.

GRIItv with Laura Flanders $11,000  
New York, NY  
To conduct a media training workshop for grantee partners at a reproductive justice convening.

PRESIDENT’S FUND

Center for Women’s Global Leadership $5,000  
New Brunswick, NJ  
To support the Charlotte Bunch Women’s Human Rights Strategic Opportunities Fund to finance research on critical issues related to women’s human rights and to support women human rights defenders.

Corporation for Enterprise Development $5,000  
Washington, DC  
To support the Assets Movement at its Moment: Creating the Save and Invest Economy Conference to promote the well-being and security of women, families and communities based on just economic policies.

International Museum of Women $500  
San Francisco, CA  
To provide general support to promote the voices of women worldwide through global online exhibitions.

Muslim Women’s Fund $3,000  
New York, NY  
To provide general support to ensure sustainable social change and support for Muslim women and girls.

Women’s eNews $2,000  
New York, NY  
To provide general support to maintain and expand daily, national and international news coverage of issues concerning immigrant women, women and poverty and African-American maternal health.
DONOR ADVISED FUNDS

ASIAN WOMEN GIVING CIRCLE

Asian American Arts Alliance $10,000
Brooklyn, NY
To support “Say You Heard My Echo,” an original performance featuring spoken word poetry, monologue, dialogue, movement, aerial dance, installation and live art.

Asian American Writers’ Workshop $10,000
New York City, NY
To support MOMIC, an initiative to counter new stereotypes of Asian-American mothers and families.

Desipina Productions, Inc. $10,000
Brooklyn, NY
To provide support to bring “Barriers,” the first American play to address Sept. 11, 2001, from the Muslim perspective, to a wider audience on the 10th anniversary.

Golden Phoenix Productions, Inc. $10,000
Jackson Heights, NY
To support “In Search of Golden Phoenix,” a documentary film that explores a family’s domestic violence legacy.

Light Fish Arts $5,000
New Jersey, NJ
To support “Can,” a documentary film portrayal of an Asian-American experience with mental illness and suicide.

Nuoc Pictures, LLC $10,000
Brooklyn, NY
To support the development of a preview trailer for “Three Rapes,” a film that focuses on the lives of three Vietnamese-American women who survived rape and the fallout of the Vietnam War.

Ping Chong & Company $5,000
New York, NY
To support “Secret Survivors,” a theatrical production created and performed by survivors of child sexual abuse.

Yunah Hong $5,000
Brooklyn, NY
To support “Anna May Wong,” a documentary about a laundryman’s daughter who became an international activist and artist despite prejudices.

OMA FUND

Abortion Access Project $22,000
Cambridge, MA
To provide general support to increase access to abortion and safe abortion care for all women in the United States.

Boston Women’s Fund $2,500
Boston, MA
To provide general support to fund gender-focused grassroots organizations, to inspire young women to become philanthropists and to develop leadership among young women.

Center for Health and Gender Equity $10,000
Washington, DC
To provide general support to ensure that sexual and reproductive health is included within the human rights framework for women and girls worldwide.

Ibis Reproductive Health $10,000
Cambridge, MA
To support the Second-Trimester Abortion Access Network to bring together organizations and individuals committed to increasing access to high-quality second-trimester and later abortion care.

Media Voices for Children $3,000
Vineyard Haven, MA
To provide general support to raise public awareness about the impact of poverty and globalization on children around the world.

National Network of Abortion Funds $21,500
Boston, MA
To provide general support to respond to the growing need of accessible abortion care for the most disadvantaged women and girls.

Nursing Students for Choice $10,000
St. Paul, MN
To support the board of directors’ gathering and campus visits to re-examine the mission and organizational structure, as well as to ensure nursing students are provided with necessary support.

Planned Parenthood League of Massachusetts $7,500
Boston, MA
To provide general support to protect sexual and reproductive health and promote freedom of choice through health care, education and advocacy.

Pro-Choice Massachusetts Foundation $10,000
Boston, MA
To provide general support to promote reproductive freedom through public education, policy initiatives, research and training.

South Africa Partners $3,000
Boston, MA
To provide general support to develop long-term, mutually beneficial partnerships between the United States and South Africa in the areas of health, education and economic development.

WBUR 90.9 $500
Boston, MA
To provide general support to deliver news and engage local community members in the exchange of dynamic ideas.
DISCRETIONARY FUNDS

GLORIA STEINEM FUND

Advocacy for Patients with Chronic Illness, Inc.  
Farmington, CT
To provide general support to deliver free information and advocacy to patients with chronic illness.

Charles Junction Historic Preservation Society  
Jacksonville, FL
To support the Charles Junction Historic Preservation Society Community Garden Project, which aims to deliver jobs, healthy food and a sense of dignity in farming to the former inhabitants of Charles Junction Community.

Direct Impact Africa  
Steamboat Springs, CO
To support the Kupfumanshu Organic Farming Project, which aims to build the power of women most susceptible to abuse and violence in Chiawa Chiefdom, Lower Zambezi, Zambia.

Feminist Majority Foundation  
Beverly Hills, CA
To provide general support to build and sustain capacity for global reporting including special reports and breaking online news by Ms. magazine.

Girls Speak Out Foundation  
Santa Rosa, CA
To support the Girls Speak Out Kenya Training Retreat and Program, a three-day retreat for 150 girls who are members of GSO clubs in Kibera.

Human Rights for All  
New York, NY
To support a three-day strategy meeting in London to discuss future plans for an organization or think tank to combat Islamic fundamentalism within the context of a human rights framework.

Women Aware, Inc.  
New Brunswick, NJ
To provide general support to offer services for single parents and displaced homemakers with a 24-hour hotline, emergency shelter, peer counseling, referrals, support groups, advocacy and a resource library.

WOMEN’S MEDIA CENTER  
New York, NY
To support the WMC Genocide Project, an educational initiative to demonstrate that rape is a form of genocide.

YOUTHBUILD USA  
Somerville, MA
To support Re-Evaluation Counseling’s Intensive Training Conference in Seattle to help end individual prejudice and systemic oppression.

SOPHIA FUND

Funders for LGBTQ Issues  
New York, NY
To provide general support to increase institutional giving to LGBTQ communities.

INSTITUTE FOR WOMEN’S POLICY RESEARCH  
Washington, DC
To provide support for original research, Care Work Career Ladders for Immigrant Women, to inform the National Domestic Workers Alliance caregiving campaign.

NATIONAL DOMESTIC WORKERS ALLIANCE  
New York, NY
To provide support to advance domestic workers’ rights at state, national and international levels, and to bring women immigrants into national policy conversations.

NATIONAL NETWORK FOR IMMIGRANT AND REFUGEE RIGHTS  
Oakland, CA
To provide general support to assist immigrant women’s advocates in using human rights documentation for policy change and other efforts related to the project, Raising Women’s Voices for Immigrant Justice.

POLITICAL RESEARCH ASSOCIATES  
Somerville, MA
To support efforts to collaborate with the Women’s Donor Network to strengthen progressive donor activists.

SERVICE WOMEN’S ACTION NETWORK  
New York, NY
To provide general support for ongoing policy and advocacy work to end rape, sexual assault and sexual harassment in the military.

SEVENTH GENERATION FUND FOR INDIAN DEVELOPMENT  
Arcata, CA
To support the Women’s Leadership Development Initiative to promote, strengthen and honor the leadership role of Indigenous women.

WOMEN’S FUNDING NETWORK  
San Francisco, CA
To support the conference, The Power of Global Networks.
“The level of diligence, and the ‘value-added’ services the Ms. Foundation provides—the leadership development, capacity-building and movement-building supports—are simply beyond my abilities as an individual funder, and greatly increase the impact I can have with my grant dollars.”

Ashley Blanchard, donor and Ms. Foundation for Women board member
The Ms. Foundation for Women provides financial support; capacity building and leadership development; and strategic communications to expand the capabilities and results of organizations working in the areas of Women’s Health, Economic Justice, Ending Violence and Building Democracy.

We applaud our many dedicated partners—individuals, foundations, corporations and other committed supporters—who have provided the significant grants and donations that make our work possible.

There are many ways to join us and support our efforts to address critical issues facing women, their families and their communities. You can make a direct donation, join a giving circle, underwrite or sponsor a program or event, name the Ms. Foundation in your will and much more.

To learn how to help us make a difference for women and realize a nation of justice for all, please contact Ina Clark, Vice President of Development, at iclark@ms.foundation.org or 212.709.4447.
## Foundations and Corporations

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- The Atlantic Philanthropies
- Ford Foundation
- Groundswell’s Catalyst Fund of Tides Foundation
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- The Prentice Foundation
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- The Women’s Foundation of California

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**President and CEO Anika Rahman delivers the commencement speech for Columbia University School of Social Work, May 2011.**
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Jimin Kim
Mikyum Kim
Dai S. Kim-Gibson
Jusung Kwok
Eli I. Lee
Hali Lee
Jessica Lee
Sang J. Lee
Tae Hung Lee
Jeremy Leeds
Pat Lian
Jiming Liang
Joy Liang
Life’s Journey, LLC
Lena Lim
Susie Lim
Patrick Lin
Ellen Liu
Holly H. Lloyd
Yeou-Cheng M. Ma
Paul A. Mcdonough
Mertz Gilmore Foundation
Naseema Mir
Morgan Stanley Workplace Giving
Christine Nakaoka
Leading the Way Fund Raises More Than $1 Million

In November 2010, we said goodbye to Sara K. Gould, our then-president and CEO. Throughout her 24 years at the Foundation in various staff roles, Sara displayed undeniable passion for and dedication to our mission: to build women’s collective power to create a nation of justice for all.

As she prepared to depart, Sara offered one final demonstration of this commitment, initiating the Leading the Way fundraising campaign. The Leading the Way Fund raised more than $1 million, providing critical resources to ensure a smooth transition as her successor, Anika Rahman, took the reins.

Thanks to Sara, and many generous donors, the Leading the Way Fund has enabled the Ms. Foundation to build on its incredible legacy and develop a strong vision for the future. Today, the Ms. Foundation continues to lead the way, propelling the women’s and social justice movements to new heights.
MS. FOUNDATION FOR WOMEN, INC.
STATEMENT OF FINANCIAL POSITION
June 30, 2011*

ASSETS
Cash and cash equivalents $ 5,911,063
Pledges, grants and contributions receivable 2,601,614
Accrued interest receivable 1,454
Prepaid expense and other receivables 94,275
Investments 32,919,275
Furniture, equipment and leasehold improvements, net of accumulated depreciation and amortization 864,028
Artwork 77,000
Rent security deposits 234,239
$ 42,702,948

LIABILITIES AND NET ASSETS
Liabilities
  Accounts payable and accrued expenses $ 377,884
  Grants payable 1,105,000
  Deferred rent 101,609
  Total Liabilities 1,584,493

NET ASSETS
Unrestricted
  General Operations 2,721,043
  Board Designated 1,257,720
  Temporarily restricted 3,978,763
  Permanently restricted 12,677,176
  Total Net Assets 41,118,455
$ 42,702,948

**MS. FOUNDATION FOR WOMEN, INC.**
**STATEMENT OF ACTIVITIES**
**Year Ended June 30, 2011**

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Board Designated</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>$1,445,005</td>
<td>$200,598</td>
<td>$6,128,181</td>
<td>$10,092</td>
</tr>
<tr>
<td>Special events, net of direct expense of $201,360</td>
<td>499,300</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>17,155</td>
<td>16,566</td>
<td>842,886</td>
<td>-</td>
</tr>
<tr>
<td>Net realized gain on investment transactions</td>
<td>981</td>
<td>24,939</td>
<td>1,160,869</td>
<td>-</td>
</tr>
<tr>
<td>Other income</td>
<td>5,014</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total public support and revenue</td>
<td>1,967,455</td>
<td>242,103</td>
<td>8,131,936</td>
<td>10,092</td>
</tr>
</tbody>
</table>

Net assets for program services released from restrictions

| 6,163,775 | (71,490) | (6,092,285) | - | - |

Total support, revenue and other

| 8,131,230 | 170,613 | 2,039,651 | 10,092 | 10,351,586 |

**EXPENSES**

**Program services**

| Grantmaking | 4,293,264 | - | - | - | 4,293,264 |
| Capacity building, convenings and evaluation | 517,807 | - | - | - | 517,807 |
| Public education | 801,549 | - | - | - | 801,549 |
| Total program services | 5,612,620 | - | - | - | 5,612,620 |

Supporting services

| General and administration | 1,925,550 | - | - | - | 1,925,550 |
| Fundraising | 1,138,630 | - | - | - | 1,138,630 |
| Total supporting services | 3,064,180 | - | - | - | 3,064,180 |

Total expenses

| 8,676,800 | - | - | - | 8,676,800 |

Change in net assets before change in unrealized gain on investments

| (545,570) | 170,613 | 2,039,651 | 10,092 | 1,674,786 |

Change in unrealized gain on investments

| 590,431 | 56,558 | 1,689,198 | 157,883 | 2,494,070 |

Change in net assets

| 44,861 | 227,171 | 3,728,849 | 167,975 | 4,168,856 |

**NET ASSETS**

Beginning of year

| 2,676,182 | 1,030,549 | 8,948,327 | 24,294,541 | 36,949,599 |

End of year

| $2,721,043 | $1,257,720 | $12,677,176 | $24,462,516 | $41,118,455 |

**OUR STAFF**

**EXECUTIVE TEAM**

Anika Rahman  
*President and Chief Executive Officer*

Candice Carnage  
*Vice President, Finance and Administration*

Ina Clark  
*Vice President, Development*

Patricia Eng  
*Vice President, Program*

Beatrice Abreu  
*Administrative Associate*

Makeba Barrat  
*Development and Special Projects Assistant*

Sangeeta Budhiraja  
*Program Officer*

Tara Lee Cernacek  
*Executive Coordinator and Board Liaison*

Sunny Daly  
*Senior Manager, Institutional Relations*

Shelley Emmer  
*Director, Institutional Giving*

Kasia Gladki  
*Communications Associate*

Walid G. Haddad  
*Database and Web Administrator*

Elaine Hin  
*Program Associate*

Monique Hoeflinger  
*Senior Program Officer*

A. Caroline Hotaling  
*Program Officer*

Ana Lin  
*Controller*

Ellen Liu  
*Program Officer*

Kelly M. Parisi  
*Vice President, Marketing and Communications*

Susan Wefald  
*Executive Vice President and Chief Operating Officer (on sabbatical)*

Adriana Londono  
*Director, Major Gifts*

Marlene Martinez  
*Senior Staff Accountant*

Mitsuko Ogawa  
*Grants and Evaluation Administrator*

Arelis Perallon  
*Staff Accountant*

Sandra M. Pérez  
*Director, Individual Giving*

Christie Petrone  
*Senior Communications Manager, Public Relations*

Lulu Roller  
*Operations Manager*

Indranie Sanichar  
*Director, Information Technology*

Irene Schneeweis  
*Senior Manager, Strategic Communications*

Wendell Snipes  
*Operations Assistant*

Natalie Sullivan  
*Program Associate*

Tanya Weithers  
*Director, Human Resources*

Irene Xanthoudakis  
*Manager, Major Gifts*

**OUR BOARD**

Cathy Raphael  
*Chair*

Ashley Blanchard  
*Vice Chair*

Elizabeth L. Bremner  
*Treasurer*

Verna L. Williams  
*Secretary*

Heather Arnet  
*Jeannie Diefenderfer*

Eve Ellis  
*Lauren Embrey*

Phoebe Eng  
*Alicia Lara*

René Redwood  
*Kathleen Stephansen*

Dorothy Q. Thomas  
*Anika Rahman  
*President and Chief Executive Officer*

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*Vice President, Finance and Administration*

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Join Us at ms.foundation.org

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Writing: Christopher Atwell
Design: Amy Thesing

Ms. Foundation for Women
Building women’s collective power to ignite change

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Brooklyn, NY 11201
Phone (212) 742-2300
Fax (212) 742-1653
Email: info@ms.foundation.org
A movement is only composed of people moving. To feel its warmth and motion around us is the end as well as the means.

Gloria Steinem, co-founder of the Ms. Foundation for Women