



ms. foundation for women annual report 2002

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MISSION STATEMENT

The Ms. Foundation supports the efforts of women and girls to govern their own lives and influence the world around them. Through its leadership, expertise and financial support, the Foundation champions an equitable society by effecting change in public consciousness, law, philanthropy and social policy.

BELIEFS AND VALUES STATEMENT

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.

from the chair of the board



Looking back, my current role as the Chair of the Board for the Ms. Foundation for Women seems almost inevitable. Early on, I realized that one of the Ms. Foundation's great qualities is that it brings women together. This is an organization that goes out to where women live and gather, listening to their ideas, connecting them to the resources they need to improve their lives, and creating a vibrant, active community of women whose work can change the world. While the women I have met through my work with the Ms. Foundation all have their own stories of how they became a part of this community, I believe that the common thread tying many of us together is that the Foundation came to us. This is what makes the Foundation so forward-thinking, and its work so relevant to women and their families across the country.

My route to the Foundation began decades ago when, as a preteen, I began experiencing feminist epiphanies that led to challenging questions. Why is it always the woman who changes her name when she gets married? Why are all our presidents men? And, most importantly, why are all the safety patrols boys? My reputation as a feminist was established in the eighth grade when I organized my first political action by convincing 20 girls to wear pants to school to protest the dress code restrictions on girls. It continued through college when I decided to create an independent major in women's history since my university did not yet recognize Women's Studies as an "approved course of study."

So it should come as no surprise that early in my career devoted to expanding economic opportunities for the poor I should come upon the pioneering work of the Ms. Foundation in promoting microenterprise and other economic empowerment strategies for women. I knew of Sara Gould's work while in graduate school, and so was quite honored and excited when I received my first invitation to teach at the Institute on Women and Economic Development almost ten years ago. Despite having spent nine years working for a national organization with a superb training program, I found the Institute to be the most innovative and effective training experience that I had ever participated in. It was designed with a view of the

whole person, integrated culture with politics and technical skills, and engaged the most diverse group of participants with whom I had ever worked. As I would soon learn, the Institute was the ideal embodiment of the values and programs of the Foundation as a whole.

My participation in the Institute led to my next Foundation adventure: an invitation to train and consult with the grantees of the Collaborative Fund for Women and Economic Development. I got to watch one of the most exciting innovations in philanthropy—the donors' collaborative—exhibit the power of leveraging both financial resources and expertise on behalf of poor women. Now I knew the Foundation through three lenses—as a capacity-builder, a grantor, and a progressive force reshaping philanthropy.

Four years ago I received the invitation to join the Board of the Ms. Foundation. It ranks as one of the great honors of my life. I spent the first three years serving as Treasurer, learning about other areas of the Foundation's work and the extraordinary staff that makes it happen, and enjoying the wisdom and passion of the other Board members. I also saw firsthand the impact of Marie and Sara's dynamic leadership.

I became the Board Chair with a commitment to help raise the financial resources commensurate with the ambition of the Foundation to build a fair and just world for all women and the men in their lives. The well-being of our entire society is dependent on the economic, social, and political leadership of women and girls, and the Ms. Foundation advances this leadership everyday. As I look at the world that my son and my daughter take for granted, I renew my belief in the power of our work together.

Andrea Levere

ANDREA LEVERE
CHAIR

from the president and executive director



We are proud to celebrate the 30th anniversary of the Ms. Foundation for Women. As with all milestones, this anniversary is a time of both reflection on the past and visioning for our future. Thirty years ago, our founders imagined an organization with the resources to help women overcome the obstacles that frustrated their dreams and limited their lives. While the Ms. Foundation has met and exceeded this goal, who could have imagined how far we would go?

We are an organization ahead of our time. We were the very first philanthropy to find women and listen to their experience. We connected these women to a larger movement, and in time they transformed their lives, their homes, and their communities. Our way of working became the model for the more than 90 women's funds now active in communities across the country.

By building a nationwide community of women, and funding their ideas and plans, the Ms. Foundation supported proactive and progressive solutions to the most important issues for women and girls. We honed our ability to respond creatively to their priorities, and have never hesitated to fund new approaches, knowing that risk-taking is vital to women's work. Natalie Woodrooffe of WREN, a grantee who you will read about later in this report, said, "The Foundation understands the issues that women face, and the risks that we need to take to achieve our vision. The Ms. Foundation understands innovation."

The threads of community, innovation, and risk-taking weave through our entire history. In our first decade, we named and claimed the issues, bringing women together to end their isolation and work on solutions. The Foundation pioneered work on tough issues like child abuse prevention, domestic violence, and reproductive rights. In our second decade, we strengthened our base, grew our networks, and watched the word spread. We

established our capacity to dig deeply into issues and bring diverse women's voices forward. In our third decade, claiming the issues and building deep expertise truly paid off. We became leaders in the microenterprise field, and created one of the country's most successful public education campaigns, Take Our Daughters To Work® Day. We directly influenced millions of philanthropic dollars through our groundbreaking new models of collaborative grantmaking, and our work with women philanthropists.

We look now to our fourth decade and beyond. To live our values and realize our vision for the future, we know that women's leadership must be exercised at all levels: local, state, tribal, national, and international. Women's voices are urgently needed in our changing world to create the future we desire. When women govern their own lives and participate fully in shaping society, our country will become the true democracy it aspires to be.

Thirty years ago, when the Ms. Foundation began, foundations did not have a category for funding women and girls. Our first foundation dollars came from a category termed, "powerlessness." When you read this annual report today, you'll see just how deeply the Ms. Foundation for Women reaches into issues from HIV/AIDS to preserving our democracy, and how we connect people to build the power to change the way the world works.

Whether you have been a part of our community since the beginning, or are just discovering our work, we feel honored to move forward into the future with you at our side.

Marie C. Wilson

MARIE C. WILSON
PRESIDENT

Sara K. Gould

SARA K. GOULD
EXECUTIVE DIRECTOR



community



courage



vision



power



voice

Our Work:

ms. foundation for women grants

For 30 years, the Ms. Foundation for Women has funded the right idea at the right time, whether it was seen as popular or possible. From promoting little-known, yet powerful, economic strategies to help women create jobs in their communities, to focusing the nation's attention on girls' strengths and aspirations, we take the risks others won't—and succeed.

The Ms. Foundation owes much of our success to the women we fund in each of our program areas: Economic Security; Health and Safety; Girls, Young Women, and Leadership; and Special Funds. Their day-by-day work and deep commitment embody five deeply held values of the Ms. Foundation:

- *the unifying force of **community**;*
- *the **courage** of all people to reach their full potential;*
- *a **vision** of an equitable society for women and girls;*
- *the **power** of collective action to change the way the world works; and*
- *multiple **voices** to speak our truths.*

In the following pages, you will read the stories of women who epitomize these ideals. The Ms. Foundation is honored to support them in their endeavors.

*“Community is clout.
When there are hundreds
of you, people have to
pay attention.”*

community

Northern New Hampshire is a beautiful place, characterized by small towns and a scenic, mountainous countryside popular with tourists. From the outside, it may look as if life here is relaxed and idyllic, but there is another side to this area that doesn't make it into tourism brochures. The north country of New Hampshire is also one of the most economically depressed regions in the United States. With no public transportation and no industry outside of seasonal tourism, many residents are either unemployed or trapped in low paying service jobs, leaving them isolated and unconnected to a larger community.

Faced with the overwhelming need to create viable jobs in the area, Natalie Woodrooffe and two colleagues started the Women's Rural

Entrepreneurial Network (WREN) in 1994. A grantee of the Collaborative Fund for Women's Economic Development, the organization's sole purpose was to help low-income women learn the skills they needed to start their own businesses. They quickly realized that women need more than skills: they also need to feel connected to each other. Natalie, Executive Director of WREN, said, "While we have developed a successful approach to assisting business owners, that mission alone would not meet the complex needs and longings of rural women for better lives and livelihoods."

With this in mind, building community became WREN's new focus. Always a membership-based organization, staff and current members reached out to

women across the north country of New Hampshire and Vermont with classes focused on overall well-being, technology trainings, and affinity groups to pool limited business resources and make greater impact. WREN also balanced the stresses of starting and growing businesses by gathering women to share their dreams, successes, and frustrations with each other. In 1999 WREN had 325 members; today, over 600 women and men, who do not all own businesses but who relish the personal connection, are members.

In 2000, WREN took its biggest step toward community development. The organization bought two storefronts on Main Street in the sleepy town of Bethlehem, New Hampshire, and opened "WREN central," an office, technol-

ogy center, gallery, and retail store called WRENOvation. Open to the public, both members and nonmembers gather at the WREN offices, taking advantage of the hi-tech business tools and bringing new life to Bethlehem's economy. This has created a community that meets and exceeds Natalie's original vision. "'Place' is very important to us," said Natalie. "When you walk into WREN, you're among friends."

Reflecting on her work, Natalie is most proud of the many women who have devoted themselves to WREN and driven the development of the organization. She gives them full credit for WREN's success. "Community is clout," she stated. "When there are hundreds of you, people have to pay attention."

WREN's holistic approach to economic and community development, its involvement of women in every aspect of program design, and its strength in numbers are the hallmarks of every organization the Ms. Foundation supports through our Economic Security programs. As local economies throughout the country struggle, the Ms. Foundation is focused on creating better economic opportunities for women. We fund a wide range of strategies, from developing women's leadership in unions to advocating for economic policies that help women gain economic independence.

(See page 14 for a full listing of Economic Security grants.)

Colleen Foley, Natalie Woodrooffe, Katy Curnyn, and Joanne Rasser stand in front of "WREN central."



“Before joining this program, I would never have disclosed my [HIV positive] status. Now, I realize how important it is for African American women in particular to disclose...”



courage

For years, Denise King lived in fear. Diagnosed with HIV in 1995, she kept her health status a secret from everyone around her, especially when she moved to Albany, New York, for a graduate program in social work. “My first year of school, it felt like people could tell I had HIV just by looking at me. Every time the topic came up in class, it seemed like everyone was staring at me,” Denise said. “I didn’t want to tell anyone about my HIV status because I thought they would think that I was a slut and a lowlife, which is how I thought of myself for years.”

Inside, Denise knew that the conflict of keeping her secret was tearing her apart. She often felt too ill to keep up with the fast pace of graduate classes, and worried constantly that someone would discov-

er that she was a recovering HIV positive drug addict. Seeking help, Denise soon found the Capital District African American Coalition on AIDS (CDAACA), a community-based organization that supports African Americans at risk for or living with HIV/AIDS. Slowly, she realized that she had to disclose her status to lead a fulfilling life. In particular, her friendship with Vanessa Johnson, Associate Director of Program Development at CDAACA, helped her see that she no longer had to hide.

When Denise met Vanessa, she was struck by how confident and open she was about her own HIV positive status. Vanessa urged Denise to join Catch a Rising Star (CARS), a leadership development program for HIV positive African American women supported by the

Ms. Foundation’s Women and AIDS Fund. The only requirement was that Denise had to publicly disclose her status.

In 2001, Denise finally joined CARS and ended her dual existence by sending an email to her entire graduate program telling them that she was HIV positive and that she hoped they would all support AIDSWalk 2001, which she had helped to organize. Instead of stigma, she found support and mentors within her school.

“Before joining this program, I would never have disclosed my status,” Denise stated. “Now, I realize how important it is for African American women in particular to disclose, because this is the only way to remove the stigma in our community. No one wants to get

tested, because no one wants to admit they’ve lived a risky life, yet this epidemic really affects the entire African American community.”

Today, Denise is employed by CDAACA, and knows that programs like hers are key to ending the stigma experienced by HIV positive African Americans. CARS’ mission is to inform people of color, especially women, that their communities are at high risk for HIV and AIDS, and to encourage HIV positive women to tell their stories as a way to both develop women’s leadership skills and prevent further outbreaks of HIV. The heart of the program is the support network that Denise helped build through which women connect and find that they have something to give back to their community. In this way, Denise is passing on the

gift she received from Vanessa and CARS: the courage to be herself.

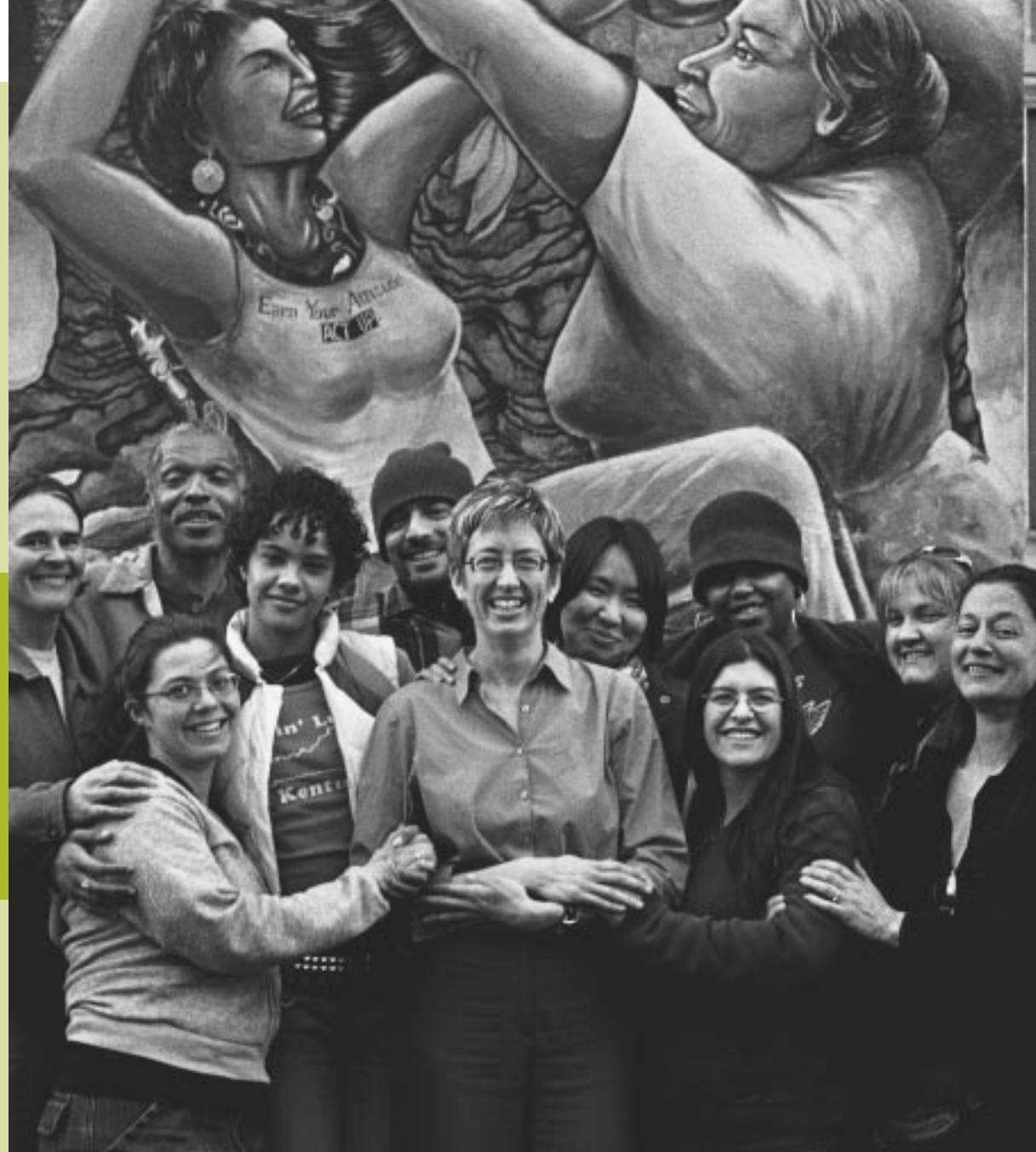
Support networks, community education, and advocacy efforts like these are central to all of the Ms. Foundation’s health programs. Denise is like the thousands of women the Foundation reaches through the Women and AIDS Fund; the Reproductive Rights Coalition and Organizing Fund; and the New Partners, New Initiatives program. Ms. Foundation grantees work to change or defeat legislation harmful to women’s reproductive rights; teach women how to advocate for their own health with doctors and lawmakers; and form alliances with health, religious, parent, and youth organizations to counter abstinence-only sexuality education initiatives. In a time of

increasingly conservative attitudes and legislation regarding women’s health, these grantee organizations offer strong alternative voices and innovative and courageous work to preserve and expand women’s health choices.

(See page 17 for a full listing of Health grants.)

Left: Denise King and Vanessa Johnson. Above: Staff and peers at CDAACA examine a model of HIV replicating in a white blood cell (l-r, King, Johnson, Patricia Austin, Desiree Maynor, Andrea Jackson).

“What I realized is that many people work on the healing aspects of sexual abuse, but no one was looking at how to end it...”



Left: Graduates of CRP training meet bimonthly at San Francisco's landmark Women's Building. Back (l-r): Michele McGeoy, Timote Peterson, Marcos Tapia, Maiko Yonayama, Rashida Clenndening, Patti Graves, Diana Lake. Front (l-r): Evelyn Richards, Mercedes Gibson, Haines, Patricia Williams. | Below: Haines speaks with community organizer Mercedes Gibson.



vision

One of the most taboo subjects in our society—and one most in need of attention—is child sexual abuse. Staci Haines, a survivor of abuse, understands people's discomfort. "Because this is such an intimate issue, it's hard for people to come forward and acknowledge in public that they have any connection to it," she said.

Staci's goal is to turn this unease into action. She is the founder and Executive Director of Generation Five, a Safety Program grantee based in San Francisco. Generation Five's mission is to end all forms of child sexual abuse within five generations. An activist on child sexual abuse issues since 1987, Staci started Generation Five in 2000 in response to the isolation and lack of support that others working on the issue experience

daily. "What I realized is that many people work on the healing aspects of sexual abuse, but no one was looking at how to end it," Staci said. "What we needed was a clear, attainable plan of action rooted in social change."

So Staci and others at Generation Five mapped out a vision of how they and others could end child sexual abuse. Now, in the first generation, they are supporting diverse community members to become community leaders building a movement to end child sexual abuse. The Community Response Project (CRP) helps people create viable local solutions to sexual abuse while connecting to a national agenda. Generation Five sees that "intimate networks"—churches, schools, neighborhoods—are the most important

places to educate and take action to end abuse. Within these networks, activists trained through CRP assess their communities and decide the best approaches to help community members understand, and think about how to end, child sexual abuse.

Generation Five also, through these leaders, implements support systems for both survivors and perpetrators, and explores the ways that child sexual abuse is interconnected to other movements such as domestic violence, reproductive rights, civil rights, and youth

empowerment. After successfully training activist leaders in San Francisco, Generation Five plans to take the Community Response Project to New York, Minneapolis, Atlanta, and Denver.

The next four generations are equally well planned. As success, they assume that prior offenders will be part of the solution; entire communities will acknowledge and assume their responsibility for ending CSA; the abuse will stop; and that individuals, communities, and societies will have such different values and practices that CSA will

never take place again. This is a timeline that extends to 2127. While Staci is sobered by the knowledge that she will not live to see the fulfillment of this vision, she is also inspired to have seeded a movement that will live on. She knows that her legacy is her vision of a society where every individual can reach her or his full potential free from the specter of violence.

"I have a palpable sense of the pain. I've survived, but I know people who didn't make it," Staci said. "Child sexual abuse affects people for their whole lives. If all some-

one is trying to do is manage, there's a whole contribution to society that she or he can't make. I want a better world than that."

Like Staci and Generation Five, Ms. Foundation Safety grantees have a vision of a world where women and girls walk freely in their homes, schools, and neighborhoods. Shaped by survivors' voices and experiences, they want to go beyond offering services to women and girls whose lives have been shattered by violence. These women and men are at the forefront of a cutting-edge movement to stop violence before it starts, creating a safe and just society for all of us.

(See page 20 for a full listing of Safety grants.)

"I like the power and the unity I experienced working with other girls. It's important for teens to build a voice and strength for themselves."



power

Brenda Ramirez first walked through the doors of the Young Women's Project (YWP) at the age of 15. She came at the urging of a friend, but knew immediately that she wanted to return. "That first meeting was so interesting," said Brenda, "and I liked how all the girls got together to discuss their problems and what they could do about them."

A grantee of the Collaborative Fund for Youth-Led Social Change, YWP is a multicultural organization that develops and supports teen women leaders so they can move forward in their own lives and transform their communities. Through Teen-Led Projects (TLP), and Teen Women in Action (TWA), young women conduct peer workshops and trainings in junior high and high schools in Washington, DC,

discussing issues such as stress, violence, oppression, body image, pregnancy prevention, and parenting. Brenda participated in a Teen-Led Project, the Sexual Harassment Campaign, working to implement a sexual harassment policy in DC public schools. "A consistent policy to protect students is important," Brenda stated. "The superintendent decides the policy, so every time the superintendent changes, so does the policy."

She quickly became an invaluable member of the campaign, working with the National Women's Law Center to draft the policy, organizing a meeting to garner support from the community, and conducting surveys and gathering testimonies from students about the need for a policy. Brenda was also charged with gaining the support

of community organizations, and testified twice before the school board. "I'm really proud that I was able to advocate for all DC public schools," Brenda said. "Before doing this work, I didn't even know that there was a school board, or that I could make a difference by speaking at their meetings."

In July 2002, TLP's sexual harassment policy was passed by the school board. Brenda barely had time to celebrate before a new round of work began. TLP members recruited students in each high school to monitor the policy's implementation, and initiated a training plan to educate students about the policy and what to do in cases of harassment.

Today, Brenda is seventeen years old and employed by the Young

Women's Project. She is proud that she and her peers came together as a powerful force for change in their school system. Brenda is now applying to women's colleges. She said, "I like the power and the unity I experienced working with other girls. It's important for teens to build a voice and strength for themselves."

Brenda's discovery of the power of working with others to transform a community for the better is the goal of the programs funded through the Ms. Foundation's Girls, Young Women, and

Leadership program. Across the country, young people are proving that they have the talents, skills, and drive to take action to address the issues that most concern them and their communities. By amplifying their voices and working with them as assets in their schools, families, and communities, the Ms. Foundation recognizes young people as both today's leaders and the hope of tomorrow.

(See page 22 for a full listing of Girls, Young Women, and Leadership grants.)

Brenda Ramirez leads a public speaking training for other young women.

“As insiders in religious institutions, it’s important that we speak about issues like sexual orientation, racism, inequality, and abortion to figure out ways to address them from a faith perspective.”



voice

From an early age, Sylvia Rhue knew that her voice was her most powerful weapon against the discrimination she encountered on a daily basis. “I was born to be an activist,” she said. “I began my activism in the sixties, fighting racism in my high school and the Pasadena public school system in general.”

The lessons she learned growing up inspired Sylvia’s lifelong passion for speaking her truth. Meeting Martin Luther King, Jr., solidified the link between spirituality and activism that Sylvia felt. “The civil rights movement was infused with the best religious principles of fair play and equality,” said Sylvia. “I can’t separate my faith and my work for a more just world.”

Today, Sylvia has found the perfect venue for her guiding principles. She is the Director of Equal Partners in Faith (EPF), a Democracy Funding Circle grantee whose work counters the growth of the religious right in the United States. EPF embraces progressive people of faith of all religions and orientations, directly challenging religious institutions that would use faith to promote inequality or exclusion. Sylvia stated, “As insiders in religious institutions, it’s important that we speak about issues like sexual orientation, racism, inequality, and abortion to figure out ways to address them from a faith perspective.”

One of EPF’s biggest programs is the People of Color Faith Initiative (POCFI), launched in response to the religious right’s attempts to

encroach on black churches. Through POCFI’s “Embracing Diversity” workshop, given in traditionally black churches, congregations discuss issues of race, sexuality, and sexism to promote more openness to all members of the community. Women’s rights, and abortion in particular, are another focus for EPF. “Standing for women’s moral agency is a part of EPF’s mission,” said Sylvia. “We talk about a woman’s right to choose in the context of morality, not religion, because abortion is a question of the soul. When does the soul enter the body? Different religions have too many different answers, so women are the only ones who can decide what’s right for themselves.”

EPF also actively organizes to refute the ex-gay movement that

holds that homosexuality is an immoral choice that can be turned around through religion. “Because I am an African American woman, a biblical studies scholar, and hold a doctorate in human sexuality, I am extremely qualified to meet and respond to arguments from church leaders who seek to use religion to take away peoples’ choices,” said Sylvia. “By doing this, they chip away at the very foundations of democracy.”

She continued, “EPF goes to the roots of people’s core religious belief system and the core of democratic ideals, finding the places where the two intersect. Our work is about fair play, justice—which is democracy’s twin—and equality. When you use religion to exclude, you undermine democracy.”

Like Equal Partners in Faith, the grantees of the Ms. Foundation’s array of Special Funds stand for the ideals of equity and inclusion. In these increasingly challenging times, our Special Funds allow us the flexibility to support a wide range of projects that deeply affect women and girls. Providing an alternative to the rhetoric and increasingly conservative policies gaining a hold across the nation, these grantees work to counteract hate crimes; protect civil liberties; and ensure that the voices of a diverse group of women inform and shape local, state, and national public policy.

(See page 23 for a full listing of Special Funds grants.)

Sylvia Rhue visits the Martin Luther King, Jr., memorial in Atlanta, Georgia.

grants approved in 2002

Ms. Foundation for Women Grants
Fiscal Year 2002 (July 1, 2001-June 30, 2002)



Economic Security

COLLABORATIVE FUND FOR WOMEN'S ECONOMIC DEVELOPMENT (CFWED)

Established in 1991, CFWED provides crucial support to organizations across the country that help low-income women start and expand microenterprise, community-based and cooperative businesses. The Fund not only provides financial support to the organizations, but also increases grantees' impact by providing technical assistance and training while deepening their ties to larger networks of policymakers, industry leaders, and women in corporate leadership positions. The following grants are multiyear grants of \$150,000, distributed in three annual installments of \$50,000.

Acre Family Day Care Corporation Lowell, MA | \$50,000

To expand the day care provider network and training programs, continue to advocate for health care coverage for child care workers, and teach other organizations to create similar child care systems.

Appalachian By Design, Inc.

Lewisburg, WV | \$50,000
To explore the use of technology in distance learning, marketing, and sales and research, increase sales, and sharpen entrepreneurs' skills through a newly opened retail store.

Childspace Cooperative Development, Inc.

Philadelphia, PA | \$50,000
To replicate a highly successful cooperative child care model in three new locations in partnership with the Jobs for Justice coalition and the United Child Care Union.

Cobb Microenterprise Council

Kennesaw, GA | \$50,000
To hire a circuit rider business consultant to provide follow-up assistance and training to graduates of the Council's microenterprise training program.

Detroit Entrepreneurship Institute, Inc.

Detroit, MI | \$50,000
To provide training and support to new and established women business owners through a state-of-the-art Women's Enterprise Center.

El Puente Community Development Corporation

El Paso, TX | \$50,000
To provide extensive business development services to three community-based businesses that create jobs while meeting community needs around cultural activities and child and elder care.

Institute for Social and Economic Development

Iowa City, IA | \$50,000
To support "Pathways to Progress," a unique microenterprise and policy program for women incarcerated in the Iowa Correctional Institution for Women.

Maine Centers for Women, Work and Community

Augusta, ME | \$50,000
To offer a wide range of support and follow up services to women seeking economic self-sufficiency through the "Steps to Economic Security" project.

Native Americans for Community Action, Inc.

Flagstaff, AZ | \$50,000
To provide microenterprise and business development training to Native American vendors and explore the possibility of opening a retail store.

New Hampshire Community Loan Fund

Concord, NH | \$50,000
To support Quality Care Partners, Inc., a paraprofessional home health care cooperative, to employ 90 home care workers, become profitable, and worker-owned.

Paraprofessional Healthcare Institute

Bronx, NY | \$50,000
To support a policy director for Home Care Associates, Inc., of Philadelphia, to bring together key parties in the direct care field, including worker groups, policy makers, and patients' rights advocates.

People Incorporated of Southwest Virginia

Abingdon, VA | \$50,000
To expand Appalmade, a program that helps rural women start crafts businesses and market products through a wholesale program, a retail store, and a faith-based project.

Southern Financial Partners

Arkadelphia, AK | \$50,000
To support the Women's Business Development Center that provides training, counseling, mentoring, access to credit, and an Individual Development Account program to women in 48 counties.

Women's Action to Gain Economic Security

Mountain View, CA | \$50,000
To continue developing the business skills of women in two worker-owned cooperatives to help them expand their businesses, employ more women, and develop their leadership and advocacy skills.

Women's Economic Self-Sufficiency Team

Albuquerque, NM | \$50,000
To support Marketlink, which assists low-income rural entrepreneurs to increase sales by at least 50 percent per year through marketing training and providing access to new markets.

Women's Rural Entrepreneurial Network (WREN)

Bethlehem, NH | \$50,000
To establish and expand a technology center, giving women business owners additional support to expand and market their businesses.

CAPACITY BUILDING GRANTS

Part of CFWED's purpose is to increase knowledge in the microenterprise field through significant data collection and evaluation. To support our grantees in their efforts to collect the necessary information, the Ms. Foundation has provided the following organizations with Capacity Building Grants.

Acre Family Day Care Corporation

Lowell, MA | \$5,000

Appalachian By Design, Inc.

Lewisburg, WV | \$5,000

Childspace Cooperative Development, Inc.

Philadelphia, PA | \$5,000

Cobb Microenterprise Council

Kennesaw, GA | \$5,000

Detroit Entrepreneurship Institute, Inc.

Detroit, MI | \$5,000

El Puente Community Development Corporation

El Paso, TX | \$5,000

Good Faith Fund

Pine Bluff, AK | \$5,000

Institute for Social and Economic Development

Iowa City, IA | \$5,000

Maine Centers for Women, Work and Community

Augusta, ME | \$5,000

Native Americans for Community Action, Inc.

Flagstaff, AZ | \$5,000

New Hampshire Community Loan Fund

Concord, NH | \$5,000

Paraprofessional Healthcare Institute

Bronx, NY | \$5,000

People Incorporated of Southwest Virginia

Abingdon, VA | \$5,000

Women's Action to Gain Economic Security

Oakland, CA | \$5,000

Women's Economic Self-Sufficiency Team

Albuquerque, NM | \$5,000

Women's Rural Entrepreneurial Network (WREN)

Bethlehem, NH | \$5,000

SPECIAL OPPORTUNITIES FUND

The Special Opportunities Fund provides small but timely grants to current CFWED grantees to allow them to respond to opportunities and challenges that impact on the microenterprise field, move the organization to another level, or affect the policy climate.

Childspace Cooperative Development, Inc.

Philadelphia, PA | \$10,000
To organize early care and education workers to address the shortcomings in the current child-care subsidy system through a campaign that links subsidies to the real cost of providing quality care.

El Puente Community Development Corporation

El Paso, TX | \$5,000
To present findings from El Puente's Funders Forum, "Bridging Borders: Women and Development Amidst Free Trade," to local organizations and leaders to garner support for new economic models to benefit Spanish-speaking women workers and their families.

Maine Centers for Women, Work, and Community

Augusta, ME | \$4,000
To support a partnership with the Maine Department of Transportation to create a statewide Women's Economic Security Agenda.

NEW VOICES, PROACTIVE STRATEGIES INITIATIVE

Because low-income women are often the last to have a say in the policies and programs that affect their wages and work, the New Voices, Proactive Strategies Initiative provides grants to groups that promote low-income women's voices for impact on public policy at the local, state and national levels. The program supports organizing

and community-centered advocacy efforts aimed at shifting public and corporate policy toward a greater recognition of the roles that the private sector (business) and public sector (government) must play to lift women and families out of poverty. Grantee organizations employ a number of grassroots organizing and coalition-building strategies to achieve these goals, such as living wage campaigns, community/labor coalitions, regional economic networks, and efforts to organize workers in specific sectors.

Committee Against Anti Asian Violence (CAAIV)

Bronx, NY | \$25,000
To develop the leadership and advocacy skills of low-income Asian immigrant women in the domestic care industry through the Asian Women's Leadership Institute.

Direct Action for Rights and Equality

Providence, RI | \$25,000
To support the Jobs with Dignity campaign to institute a comprehensive living wage policy that includes benefits and fair working conditions for low-income women and people of color.

Families United for Racial and Economic Equality (FUREE)

Brooklyn, NY | \$25,000
To build a campaign to end the "work-first" ideology of welfare reform that traps workers in low-wage jobs.

LA Alliance for a New Economy

Los Angeles, CA | \$25,000
To support the Accountable Development Project to ensure that jobs created through publicly subsidized economic development projects do not leave workers in poverty.

We Interrupt This Message

New York, NY | \$25,000
To build the media skills of women receiving welfare in New York City through the Voices for the Silenced project so they can shape welfare reform debates.

grants approved in 2002



Health and Safety

Women's Institute for Leadership Development (WILD)

Boston, MA | \$25,000
To expand the WomenLead project, a community leadership development project to build a labor movement that addresses the concerns of all workers.

Working Partnerships USA (WPUSA)

San Jose, CA | \$25,000
To develop campaigns to shape regional economies, raise wages, and ensure employment stability and safe working conditions for clerical and temporary workers in Silicon Valley.

2005 Working Women's Education Fund

Milwaukee, WI | \$25,000
To change the policy climate and build the power of women and families affected by punitive welfare reform legislation.

WOMEN AND LABOR FUND

Labor unions play a crucial role in gaining higher wages, improved working conditions, and benefits for working people. Union leadership, however, has traditionally been male-dominated, often excluding women's voices and perspectives at the bargaining table. The Women and Labor Fund supports organizations that build women's leadership in unions, and highlights the link between women's leadership in unions and positive change within the labor movement.

Center on Policy Initiatives

San Diego, CA | \$15,000
To organize and develop the leadership skills of student activists and union rank and file members through the Students for Economic Justice project, and to organize and train young women of color and women immigrant workers through the Mujeres del Milenio project.

Chicago Homecare Organizing Project

Chicago, IL | \$15,000
To support the Living Wages and Health Care Campaign to win health insurance coverage and increase support for home health care workers and day care providers in Illinois.

Denver Area Labor Federation, AFL CIO

Denver, CO | \$15,000
To gather women labor leaders at a retreat to build networks and discuss issues vital to women workers.

Los Angeles Alliance For A New Economy

Los Angeles, CA | \$15,000
To develop the leadership of hotel workers, who are mostly women, so they can advocate for better wages and increase community awareness of their concerns.

PACE Northeast Area Resource Center

Rahway, NJ | \$15,000
To support the Women's Leadership Development Project to increase the number and effectiveness of women in leadership positions within the unions of nontraditional industrial fields.

SEIU Local 254

Boston, MA | \$15,000
For a partnership between SEIU and the Women's Institute for Leadership Development to implement a yearlong project to develop women leaders in the union, whose membership is approximately 95 percent immigrant.

Unite for Dignity

Miami, FL | \$15,000
To transition from a joint union organizing project to an independent health care workers' local union, serving as a force of immigrant workers with the capacity to lead and participate in community and labor organizations.

FAIRY GODMOTHER FUND (FGF)

FGF supports businesses in low-income communities that have limited access to capital. FGF grants pay for the supplies and equipment businesses need to take their operations to the next level—not often covered by traditional grants. Established by an anonymous donor in 1997, FGF makes one to two grants per year to existing Ms. Foundation grantees to provide working capital to 100 percent women-owned start-up businesses.

Appalachian Center for Economic Networks (ACENet)

Athens, OH | \$10,000
To purchase a computer system and print and mail a product brochure for Succulent Sundays, a microenterprise business assisted by ACENet.

PEER-TO-PEER EXCHANGE PROGRAM

What makes the Ms. Foundation unique is our commitment to give grantee organizations more than funding. The Peer-to-Peer Assistance Program brings grantees together to share experiences and learn from one another in intensive and structured settings.

Women's Economic Self-Sufficiency Team

Albuquerque, NM | \$16,000
To bring together groups that design and implement access-to-market initiatives to exchange strategies, identify lessons learned, and discuss funding and cost implications of such initiatives.

Maine Centers for Women, Work, and Community

Augusta, ME | \$5,500
To meet with other microenterprise organizations to explore the use of e-commerce, distance learning, and other technological strategies to expand training and assistance to microenterprise clients.

REPRODUCTIVE RIGHTS COALITION AND ORGANIZING FUND (RRCOF)

One of the greatest challenges facing reproductive rights advocates is helping the public recognize that key battles for women's health take place not only at the national level, but also at the increasingly important state level. In 1989, the Ms. Foundation was among the first national organizations to acknowledge the shift of these issues to the state level. We founded RRCOF to support state- and local-level organizations working on the wide range of reproductive rights issues, from abortion to contraceptive coverage to sexuality education.

Abortion Access Project

Cambridge, MA | \$20,000
To create and disseminate state-based strategies and initiatives to increase the availability of reproductive health services at hospitals, demand accountability from healthcare institutions, increase the number of abortion providers, and place abortion in the context of women's overall healthcare.

Access/Women's Health Rights Coalition

Oakland, CA | \$15,000
To combat barriers to reproductive health care for uninsured, low-income, young, immigrant, and rural women through advocacy and community projects.

Adolescent Pregnancy Prevention Coalition of North Carolina

Chapel Hill, NC | \$15,000
To develop a Grassroots Advocacy Program for Comprehensive Sexuality Education that will train teen pregnancy prevention organizations to advocate for improved sexuality education.

African American Women Evolving

Chicago, IL | \$20,000
To increase the activism and leadership of African American women around reproductive health, and examine the social justice and human rights issues that affect African American's women's health choices.

Alaska Pro-Choice Alliance

Haines, AK | \$20,000
To broaden public discussion on reproductive health issues through coalition building and grassroots organizations, and improve access to quality reproductive healthcare statewide.

California Abortion and Reproductive Rights Action League (CARAL)

San Francisco, CA | \$15,000
To ensure that all women, especially low-income women, women of color, and young women, are guaranteed a full range of reproductive health choices.

Civil Liberties and Public Policy Program, Hampshire College

Amherst, MA | \$20,000
To bring young women together to advocate for reproductive rights through the New Leadership Networking Initiative.

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)

Denver, CO | \$20,000
To create a voice in the reproductive rights movement and improve reproductive health care for Latinas in Colorado.

Committee on Women, Population and the Environment

Amherst, MA | \$10,000
To address the related issues of coercive contraception, pregnancy and prosecution, and punitive welfare policies.

Georgians for Choice

Atlanta, GA | \$25,000
To move forward work that treats reproductive rights as a human right, transforming it into a racial, economic, and social justice issue.

Greater Philadelphia Women's Medical Fund

Philadelphia, PA | \$10,000
To support the Community Leadership Development Project, which will train women to take leadership in their communities and within the larger reproductive rights movement.

Grupo Pro Derechos Reproductivos

San Juan, Puerto Rico | \$10,000
To defend and expand reproductive health and freedom in Puerto Rico through education, advocacy, and alliances with other progressive non-profits and professional organizations.

Holyoke Youth Alliance

Holyoke, MA | \$15,000
For general support to organize within the community, lead workshops, conduct research, and educate state policy makers on reproductive rights and youth issues.

Institute of Women and Ethnic Studies

New Orleans, LA | \$20,000
To support the Physician Mobilization Project to increase the number of minority physicians skilled and willing to provide comprehensive reproductive health services.

Kentucky Reproductive Health Network

Louisville, KY | \$25,000
To develop the overall networking and research capacity of the organization.

Latino Issues Forum

San Francisco, CA | \$20,000
To develop a statewide Latina reproductive health agenda to advance new public policy solutions for a more equitable and prosperous society.

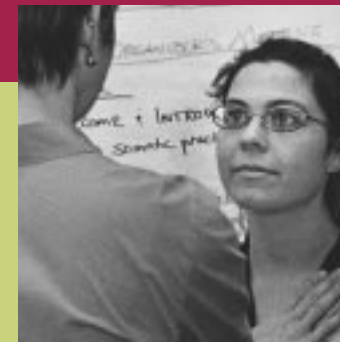
Minnesota Organization on Adolescent Pregnancy, Prevention and Parenting (MOAPPP)

St. Paul, MN | \$20,000
To increase awareness of teen pregnancy and parenting issues, and implement effective policies to address them, through the Teen Pregnancy Advocacy Project.

Missouri Religious Coalition for Reproductive Choice

St. Louis, MO | \$9,000
To change the nature of public discourse on abortion rights by revealing it as an integral part of comprehensive reproductive healthcare for all citizens.

grants approved in 2002



Montanans for Choice Helena, MT | \$15,000

To strengthen participation in coalitions, prepare for the 2003 state legislative session, and develop and implement a media plan.

National Latina Institute for Reproductive Health Bayside, NY | \$12,000

To support the Revitalization Campaign so the organization can build its board, fundraise, and develop a public policy agenda and action plan.

National Network of Abortion Funds Amherst, MA | \$10,000

To support the Campaign for Access and Reproductive Equity to inform and shape public opinion, heighten public awareness of restrictive legislation, and highlight reproductive issues of concern to women of color, low-income women, and young women.

New Mexico Religious Coalition for Reproductive Choice Albuquerque, NM | \$15,000

To counter the religious right's attacks on reproductive choice in New Mexico by offering a different faith-based perspective.

Pennsylvanians for Choice Philadelphia, PA | \$25,000

For general support to expand organizing, public education, and training and advocacy efforts.

SisterLove, Inc.

Atlanta, GA | \$20,000

For the Positive Women's Leadership Project: "Reclaiming the Conversation," which develops the leadership skills of HIV positive women of color.

South Carolina Advocates for Pregnant Women Charleston, SC | \$20,000

To develop a statewide education and organizing campaign around reproductive rights issues that includes pregnant and parenting drug-addicted women and highlights the policies that adversely affect them.

West Virginia Free

Charleston, WV | \$20,000

To continue work on teen pregnancy prevention, emergency contraception, lobbying, and membership recruitment.

Utah Progressive Network

Salt Lake City, UT | \$20,000

To initiate a Gender Justice Program to incorporate reproductive rights in an overall program to challenge the social, economic, and political barriers women face.

WELFARE REFORM INITIATIVE (WRI)

In 2002, the welfare reform law, Temporary Assistance to Needy Families (TANF), was scheduled for reauthorization in Congress. In a move to influence federal legislators to consider new provisions that would support women's reproductive rights, the Ms. Foundation formed the Welfare Reform Initiative, a special project under RRCOF. WRI supports organizations that explore the crucial link between welfare reform and abuses to women's reproductive health, such as family caps and abstinence-only provisions.

Center for Third World Organizing (CTWO) Oakland, CA | \$20,000

For the Grass Roots Organizing for Leadership (GROWL) Program, a strategic network of 60 welfare, women, and immigrant organizations that elevates the voices and issues of low-income women in national policy debates on welfare reauthorization.

Colorado Center on Law and Policy Denver, CO | \$20,000

To work in coalition with other pro-choice organizations to challenge two welfare reform components, marriage promotion and the reduction of out-of-wedlock pregnancies, and create healthy policy alternatives for the federal, state, and local levels.

Illinois Caucus for Adolescent Health

Chicago, IL | \$20,000

For the Youth Need to Know Network, which aims to expand organizing efforts, and improve reproductive healthcare policies and practices.

Institute for Women's Policy Research Washington, D.C. | \$20,000

To support an advocacy research project to develop compelling, research-based information materials for use in debates on marriage promotion and family formation policy.

Low-Income Families' Empowerment through Education (LIFETIME)

Oakland, CA | \$20,000

To involve TANF mothers in organizing, advocacy, outreach, and education strategies to reduce the number of low-income mothers negatively affected by welfare reform through the LIFE-TIME Family Cap Project.

NOW Legal Defense and Education Fund New York, NY | \$20,000

To continue the work of NOW LDEF's State Advocacy Project to ensure that federal and state welfare policies affecting low-income women protect their rights and address their particular interests as women.

Survivors, Inc.

Mattapan, MA | \$20,000

To expand organizing drives, community education work, and policy advocacy on reproductive freedom for welfare recipients, and mobilize low-income and homeless women in Boston to take action on welfare policy issues.

Working for Equality and Economic Liberation (WEEL)

Missoula, MT | \$20,000

To sustain development of an education and outreach campaign focused on the family formation aspects of welfare reform, especially issues of reproductive choice and poverty.

The Employment Project

New York, NY | \$5,000

To support the Strategy Meeting on Poverty, Welfare Policy, Morality and the Faith Community to challenge the current moralizing about work and family formation and related policies that affect poor communities.

WOMEN AND AIDS FUND (WAF)

More than two decades after the first outbreak of AIDS, the Ms. Foundation administers the nation's only fund that fights for the fastest-growing, yet least recognized, group of the HIV/AIDS population: women. Although HIV infection rates among adult and teen women are increasing at alarming rates, particularly among African Americans and Latinas, men's health and advocacy needs remain at the forefront of the AIDS debate. The Women and AIDS Fund was founded in 1996 to support community-

based organizations run by and for women with HIV and AIDS.

AIDS Services of Austin, Inc.

Austin, TX | \$10,000

To support the Women Rising Project to engage HIV-positive women in community building, empowerment, and advocacy to meet their health needs.

Capital District African American Coalition on AIDS (CDAACA)

Albany, NY | \$10,000

For the Catch a Rising Star program, which provides support systems to women living with HIV so they can educate their community about the impact of HIV/AIDS.

Helping Everyone Receive Ongoing Effective Support (HEROES)

Columbia, LA | \$10,000

For the Mind, Body, and Soul University, which targets HIV infected and affected individuals in Louisiana and provides them with support, education and leadership opportunities.

New Jersey Women and AIDS Network

New Brunswick, NJ | \$10,000

To provide women with the most up-to-date information regarding their reproductive options, empowering them to make informed choices.

Sisterhood Mobilized for AIDS/HIV Research and Treatment (S.M.A.R.T.)

New York, NY | \$10,000

To set up an office to provide a base of operations for this almost entirely volunteer-run organization.

Women Alive Coalition

Los Angeles, CA | \$10,000

To support "Louder Than Words," which trains women living with HIV/AIDS to develop a health and policy agenda that meets their needs.

Women's Lighthouse Project

Glendale, CO | \$10,000

To support and educate women living with HIV/AIDS.

NEW PARTNERS, NEW INITIATIVES

This three-year pilot program explores new avenues to reach youth with comprehensive sexuality education. Launched in partnership with the Packard Foundation, New Partners supports reproductive rights organizations in rural areas in Washington and Arizona that form nontraditional partnerships with community groups, such as religious institutions and parents' groups, to educate teens about sexuality issues and encourage them to become reproductive rights advocates.

Family Planning Association of Chelan-Douglas Counties

Wenatchee, WA | \$45,000

To train mother/daughter teams to promote advocacy for comprehensive sexuality education through the "Mothers/Daughters: New Partnerships" program.

Las Sinfronteras

Tucson, AZ | \$45,000

To develop projects focused on sexuality and reproductive health, establish permanency, and establish ongoing relationships with the community.

Luz Social Services, Inc.

Tucson, AZ | \$45,000

To support the Conocimiento Es Salud project to address issues of reproductive health for Latino adolescents through youth empowerment programs.

Northwest Coalition for Human Dignity

Seattle, WA | \$45,000

To fulfill the organization's commitment to youth leadership development and gender equity through reproductive health and sexuality education.

Northwest Communities' Education Center

Granger, WA | \$45,000

To develop and broadcast a bilingual radio program on sexuality education and popular culture aimed at youth ages 15 to 21.

grants approved in 2002



Odyssey Youth Center
Spokane, WA | \$45,000

To increase the organization's capacity to build partnerships with other youth-serving organizations, expanding its youth-based diversity panels and trainings.

Southeastern Arizona Behavioral Health Service

Sierra Vista, AZ | \$45,000
To implement the Youth Advocate/Teen Lay Health Program to promote positive community development and youth awareness of health and sexuality issues.

Southern Arizona AIDS Foundation

Tucson, AZ | \$45,000
To support the Latina Leadership Project, and HIV prevention program aimed at Latinas ages 15 to 18.

SAFETY PROGRAM GRANTS

The Ms. Foundation has supported girls and women's safety since our inception, a time when women were just beginning to speak out loud about the violence in their lives—both at home and in the wider world. Today, we continue to lift the veil on issues others are reluctant to address, such as child sexual abuse, domestic violence, and rape, and unite a growing community of survivors, advocates, grassroots organizations, funders, donors, and the community at large. The Safety Program aims to support organizations that share a common commitment to hold survivors at the center of their work as they create a path to end all violence against women and girls.

Albuquerque Rape Crisis Center

Albuquerque, NM | \$15,000
To organize around the needs of the lesbian, bisexual, transgender, and queer women's community, a population particularly vulnerable to hate and sex crimes.

Battered Women's Resource Center

Brooklyn, NY | \$25,000
To raise the voices of survivors to make the systems more responsive to the needs of battered women.

The Black Church and Domestic Violence Institute

Atlanta, GA | \$30,000
To address domestic violence in faith-based communities while creating a national agenda on violence against women of African heritage.

Communities Against Rape & Abuse (CARA)

Seattle, WA | \$10,000
To advocate for young people of color, queer, incarcerated, poor, disabled women who are often marginalized from mainstream sexual assault services.

ECPAT – USA

New York, NY | \$15,000
To build a movement that links local organizing to national and international efforts against sexual exploitation of young people.

From Darkness to Light

Charleston, SC | \$10,000
To heighten public awareness of child sexual abuse through an annual conference and a highly visible public education campaign.

Generation Five

San Francisco, CA | \$30,000
To support the Community Response Project, which trains community leaders to address child sexual abuse.

INCITE!

Chicago, IL | \$20,000
To advance the movement to end violence against women of color and communities of color through dialogue, direct action and grassroots organizing.

Justice Now

Oakland, CA | \$25,000
To launch a national campaign, Building a World Without Prisons, to develop and promote tangible solutions to prison violence with a particular focus on women.

Men Can Stop Rape

Washington, DC | \$10,000
To increase men's involvement as allies with women in preventing rape and other gender-based violence; promote gender equity; and explore how men can be strong without being violent toward women and girls.

MOVE (Men Overcoming Violence)

San Francisco, CA | \$20,000
To end male violence by educating men of diverse ages, ethnicities, and sexual orientations and organizing communities of color to address violence against women.

Refugee Women's Network, Inc.

Decatur, GA | \$30,000
To address the special needs of refugee and immigrant women through leadership training, education and advocacy, and to involve immigrant men in the effort to end violence against women.

Safe & Fear-Free Environment

Dillingham, AK | \$10,000
To provide safety and promote the welfare of domestic violence survivors, and ensure that the voices of Native women influence changes to state legislation.

Sanctuary For Families

New York, NY | \$10,000
To support the Child Protection Project to challenge the legal practice of punishing battered mothers for "allowing" their children to witness domestic violence.

Sista II Sista

Brooklyn, NY | \$15,000
To support the Sistas Action Squad, which combats sexual harassment in high school and violence against women on the street and by local police in the Brooklyn neighborhood of Bushwick.

Sisters Overcoming Abusive Relationships (SOAR)

Warwick, RI | \$20,000
To implement a campaign to educate and mobilize battered women to change the custody and visitation system in Rhode Island to better protect children from domestic violence.

Speaking for Ourselves

Plymouth Meeting, PA | \$25,000
To support the Women's Safety Initiative, focused on training and organizing developmentally disabled women in leadership roles to address widespread physical and sexual abuse by their caregivers.

Students Active For Ending Rape (SAFER)

New York, NY | \$20,000
To train students to organize around and respond to sexual assault and misconduct on campus.

Stop It Now!

Haydenville, MA | \$25,000
To build public education campaigns to make the sexual abuse of children a national public health priority.

Virginians Against Domestic Violence

Williamsburg, VA | \$10,000
To support "Sisters Against Violence and Oppression Resist!" which promotes the leadership of marginalized women in the movement to end violence in Virginia.

Women's Rights Network

Wellesley, MA | \$10,000
To address the root causes of intimate partner abuse in the U.S. using a human rights approach that states that safety is essential to living life with dignity.

Young Women United

Albuquerque, NM | \$20,000
To support the Circle of Strength program to reduce sexual and physical violence and protect the health of teenage women of color; develop their organizing and political skills, and increase knowledge and understanding of their issues.

SAFETY AND RAPID RESPONSE POLICY FUND

The Safety Program made the following grants jointly with the Rapid Response Policy Fund; see page 23 for program descriptions.

Chinese Staff and Workers Association

Brooklyn, NY | \$5,000

Sakhi

New York, NY | \$5,000

Arab-American Family Support Center, Inc.

Brooklyn, NY | \$5,000

SAFETY TECHNICAL ASSISTANCE GRANTS

Each year, technical assistance grants are awarded to Safety Program grantees to help develop their work and deepen their organizational capacity.

Battered Women's Resource Center

Brooklyn, NY | \$1,650
To support the Voices of Women Organizing Project, which seeks to establish an unprecedented citywide organization of domestic violence survivors.

Center for Anti-Violence Education (CAE)

Brooklyn, NY | \$7,500
To undergo a strategic planning process to ensure that CAE remains relevant, integral, and vital to the community it serves.

SAFETY SPECIAL OPPORTUNITY GRANTS

Special Opportunity grants support projects that, while related to the Ms. Foundation's work, fall outside of regular Safety Program guidelines.

National Clearinghouse for the Defense of Battered Women

Philadelphia, PA | \$30,000
To convene a meeting and follow up to examine the relationship between the women's anti-violence movement and the criminal legal system.

V-Day Until the Violence Stops

San Francisco, CA | \$9,000
To support a series of creative events that increases awareness, raises money, and revitalizes the spirit of anti-violence organizations.



grants approved in 2002



Girls, Young Women, & Leadership

COLLABORATIVE FUND FOR YOUTH-LED SOCIAL CHANGE

While programs to develop young people's social change and leadership skills have become increasingly popular, such programs often do not support the unique needs of girls and boys. The Collaborative Fund for Youth-Led Social Change is an innovative partnership among individual, foundation and corporate donors, youth participants and program staff of youth organizations, and other experts in the field. The Fund supports organizations developing new ways for girls and boys to work together for social change, including exploring non-traditional gender roles and helping them develop skills ranging from individual leadership development to community organizing. These groups explore gender in the context of race, class and sexuality, and emphasize how young people can positively affect their schools, workplaces, and communities.

The Appalachian Women's Leadership Project, Inc.

Hamlin, WV | \$35,000
To support the Girls' Resiliency Program to empower girls and bring about gender equity in an area where traditional gender roles still dominate.

Asian Immigrant Women Advocates (AIWA)

Oakland, CA | \$35,000
To develop the leadership and organizing skills of youth from low-income Asian immigrant families through the Youth Build Immigrant Power Project.

Blocks Together

Chicago, IL | \$35,000
To support the Youth Council, which develops youth leaders to address issues such as gang activity, school safety, lack of after-school programs and lack of access to higher education.

Center for Young Women's Development

San Francisco, CA | \$35,000
To work with young women in the juvenile justice system to create positive community and reduce recidivism rates through the Sisters for Change Project.

Colorado Progressive Coalition

Denver, CO | \$35,000
To provide leadership training for youth of color through the student-led program Students 4 Justice.

Girl Scouts of Milwaukee Area, Inc.

Milwaukee, WI | \$35,000
To support the City Action Teen Initiative to develop the leadership development skills of girls, helping them create and implement community change projects.

Khmer Girls In Action

Long Beach, CA | \$35,000
To build a powerful and diverse base of women and girl leaders to advocate and organize for the well-being of Asian and Pacific Islander communities.

Massachusetts Coalition For Occupational Safety and Health

Dorchester, MA | \$35,000
To support the newly created Teens Lead at Work initiative to engage immigrant and low-income teens of color in advocating for their rights on the job.

Pearls for Teen Girls, Inc.

Milwaukee, WI | \$35,000
To develop girls' ability to identify, analyze, and address issues of concern to them through the Pearls Power Project.

Sisters in Action for Power

Portland, OR | \$35,000
To develop a solid base of young women leaders who can influence institutions and reshape the dominant culture to promote racial, economic, and gender equity.

Sista II Sista, Inc.

Brooklyn, NY | \$35,000
To engage young women of color in personal and political development through exploring their cultural identity and developing their organizing and leadership skills.

The Young Women's Project

Washington, DC | \$35,000
To support Teen-Led Projects to engage young women in organizing, advocacy, and leadership development to transform institutions that serve teenagers.

Special Fund Grants

DEMOCRACY FUNDING CIRCLE

After more than 20 years of political dominance in U.S. politics, the right has succeeded in driving many social change organizations into a defensive stance. The Democracy Funding Circle (DFC), a circle of individual donors to the Ms. Foundation, was formed in 1996 out of concern about the increased impact of right wing thinking and actions on American life and the attempts to roll back the gains made by the civil rights, women's, environmental, and gay/lesbian/bisexual/transgender movements. DFC supports organizations that challenge conservative politics; build the strength of the progressive movement; and explore the relationships between race, class, gender, and sexual orientation.

Equal Partners in Faith

Washington, DC | \$15,000
To focus on strategies for people of faith to have stronger voices in the progressive movement, to speak out against hate crimes in the wake of September 11, and strengthen the People of Color Faith Initiative to counter the religious right.

Idaho Women's Network

Boise, ID | \$15,000
To use education, grassroots organizing, and advocacy to challenge laws, institutions, and traditions that marginalize women, gays and lesbians, people of color, and the poor.

Montana Human Rights Network

Helena, MT | \$15,000
To develop a program of community education and organizing to counter the hate-filled rhetoric that has been building in communities in Montana since September 11.

National Center for Human Rights Education

Atlanta, GA | \$15,000
To produce a report, "Fighting the Right Using Human Rights," to educate people about the true meaning of democracy and the role of human rights in domestic and international policies.

National Coalition Against Censorship

New York, NY | \$15,000
To organize against federal support for religiously inspired "abstinence-only" sex education programs that censor critical health information.

National Network for Immigrant and Refugee Rights

Oakland, CA | \$15,000
To further work on two key activities: the National Legalization Campaign for the legalization of undocumented immigrants, and preparation and mobilization for the UN World Conference Against Racism.

Northwest Coalition for Human Dignity

Seattle, WA | \$15,000
To build a youth movement against white nationalism that addresses reproductive freedom and sexuality education issues.

Progressive Leadership Alliance of Nevada

Reno, NV | \$15,000
To continue campaigns on racial, economic, and environmental justice to reinforce a progressive statewide agenda against the "Far Right" conservative messages in Nevada.

Rural Organizing Project

Scappoose, OR | \$15,000
To create communities that believe in and work toward a standard of human dignity that believes in the equal worth of all beings, the need for equal access to justice, and the right to self-determination.

Southeast Regional Economic Justice Network

Durham, NC | \$15,000
To expand and deepen the Resisting Rivalry: Black/Latino Relationship Building project, which seeks to reduce competition among workers and promotes community partnerships.

Speak Out – Institute for Democratic Education and Culture

Emeryville, CA | \$15,000
To continue to bring progressive voices to the increasingly conservative public discourse on campuses and across the country in general in a post-September 11 atmosphere.

Utah Progressive Network (UPNet)

Salt Lake City, UT | \$15,000
To further pro-democracy work that has emerged from UPNet's Money in Politics/Government Accountability program, which examines special interest money in government and how it undermines the democratic process.

Western Prison Project

Portland, OR | \$15,000
To build a movement for reform of the prison and criminal justice system throughout a seven-state region.

RAPID RESPONSE POLICY FUND

The Rapid Response Policy Fund (RRPF) brings women's voices to "in the moment" public policy work at the local, state, regional, and national levels. RRPF was specifically designed to provide organizations with the immediate resources they need to respond swiftly to political opportunities. In fiscal year 2002 RRPF addressed the impact of September 11, supporting organizations addressing racism, hate violence and threats to equity, freedom of religion, and civil rights. We made these grants with support from the Women's Funding Network, which provided funds from the W.K. Kellogg Foundation to several women's foundations responding to September 11. RRPF also supported groups working on a wide range of issues related to the weakened economy and its impact on women, such as welfare reform, living wage campaigns, and efforts to reform unemployment insurance policies.

American Institute for Social Justice

New Orleans, LA | \$11,000
To raise the standard of living for low-wage women workers in Louisiana, an area hard-hit by September 11, through activist campaigns to change state public policies.

grants approved in 2002



Arab-American Family Support Center, Inc. Brooklyn, NY | \$5,000

To offset costs due to increased needs and concerns from the Arab-American community in New York City following September 11, 2001.

Asian American Legal Defense and Education Fund

New York, NY | \$5,000
To address the needs of the Asian American community directly and indirectly affected by the attacks on the World Trade Center.

Chinese Staff and Workers' Association Brooklyn, NY | \$5,000

To assist women in New York City's Chinatown area who lost their jobs due to the events of September 11, 2001.

Community Voices Heard New York, NY | \$10,000

For general support of the organization's goal of organizing around issues of concern to women on welfare, low-wage workers, and other low-income New Yorkers.

Georgia Citizens Coalition on Hunger Atlanta, GA | \$10,000

To launch two campaigns on living wages and welfare reform in which low-income women will organize to advocate for better wages and less punitive welfare reform provisions.

JUBILEE-NC

Cary, NC | \$10,000
To organize low-income individuals to advocate for positive changes in the implementation of welfare reform legislation in North Carolina.

Just Harvest

Homestead, PA | \$10,000
For general support, helping Just Harvest meet its goal of successfully advocating for key improvements in Pennsylvania's implementation of welfare reform policies.

Low Income Families' Empowerment through Education (LIFETIME)

Oakland, CA | \$11,000
To support the Parent Leadership Committee on TANF Reauthorization to develop the leadership skills of mothers on welfare.

Los Angeles ACORN

Los Angeles, CA | \$10,000
To organize against the budget cuts to social services programs being proposed in response to California's post-September 11 economic crisis.

Neighbor to Neighbor (N2N)

Boston, MA | \$10,000
For general support of N2N, a community-based group that organizes low-income women across the state of Massachusetts to advocate for better economic policies.

Sakhi

New York, NY | \$5,000
To address the increase in hate crimes and violence against South Asian women in the wake of September 11.

Southeast Regional Economic Justice Network (REJN)

Durham, NC | \$3,000
For REJN members to participate in the UN World Conference on Racism in South Africa in September 2001.

WILD for Human Rights

San Francisco, CA | \$5,000
To support organizing and advocacy work in the wake of September 11, 2001.

SOPHIA FUND

Pioneered by Lucia Woods Lindley, the Sophia Fund connects national organizations and women at the grassroots level, ensuring that many voices help shape solutions to end poverty. Grantees engage in a wide range of strategies, including organizing, advocacy, and constituency-building work. In fiscal year 2002, the Sophia Fund also gave grants to national groups responding to threats to our civil liberties and the rise in hate crimes in the wake of September 11, and to organizations needing immediate support to mobilize against legislation harmful to women's health and economic security.

9to5, Colorado

Denver, CO | \$11,450
To organize around several key public policy issues in Colorado, including welfare reform, increasing wages for temporary workers, and unemployment insurance.

Center for Law and Social Policy

Washington, DC | \$11,450
To use the reauthorization of welfare reform to address the restrictive and harmful reproductive health and family formation provisions that are part of the original 1996 law.

National Asian Pacific American Legal Consortium

Washington, DC | \$10,000
To work with several South Asian American organizations and civil liberties and legal groups to address anti-immigrant backlash.

National Council of Women's Organizations

Washington, DC | \$10,000
To bring women's voices to the tables where domestic and international policy decisions were made concerning September 11, 2001, through the formation of two taskforces.

National Interfaith Committee for Worker Justice

Chicago, IL | \$11,450
To support the Caregivers' Living Wage Initiative to advocate for national efforts to increase wages for caregivers.

National Lesbian and Gay Community Funding Partnership

New York, NY | \$10,625
To support the continuing efforts of the Partnership as the only national funding collaborative addressing lesbian and gay issues.

National Organization of Women Legal Defense and Education Fund

New York, NY | \$10,000
To develop Women Rebuild New York, Women Rebuild America, a comprehensive advocacy initiative to address the events of September 11.

Northwest Federation of Community Organizations (NWFCO)

Seattle, WA | \$11,450
To increase the capacity of NWFCO affiliates across the northwest region and to connect them larger national strategies around welfare reform reauthorization.

Proteus Fund

Amherst, MA | \$10,000
To support the State Strategies Fund, a collaborative grantmaking program that funds state-based projects that revitalize the democratic process, and foster new leadership and ideas.

Tradeswomen Now and Tomorrow

Chicago, IL | \$11,450
To increase the number of women in nontraditional, usually higher paying jobs, with the goal of filling these jobs with women receiving public assistance.

Wider Opportunities for Women (WOW)

Washington, DC | \$10,000
To support WOW's Northeastern component of its national campaign to cultivate low-income women as spokespersons who can articulate the need for economic policy reforms.

Women and Philanthropy

Washington, DC | \$10,000
For general support of Women and Philanthropy's mission to advance the talents and energies of women and girls as a means to shape a healthier, more peaceful, and more just world.

GLORIA STEINEM FUND

The Gloria Steinem Fund was established in 1994 by a group of friends as a surprise gift to Gloria to honor her birthday and her special status in the women's movement as a writer, fundraiser, organizer, and coalition builder. The fund grows each year through contributions from donors celebrating Gloria and her vision. Each year, Gloria recommends grants to risk-taking women and projects whose work often escapes notice by mainstream funders.

Bella Abzug Leadership Award

New York, NY | \$5,000
To identify and support women who have demonstrated extraordinary boldness, passion, and dedication as organizers, activists, and public officials.

Film Arts Foundation

San Francisco, CA | \$5,000
For the production of the PBS documentary about the writer/activist Tillie Olsen.

Women's Media Watch

Cape Town, South Africa | \$2,500
To participate in a two-day seminar on the reporting of issues in South African media.

Social Agenda for the Caregiver Credit Campaign

New York, NY | \$5,000
To create greater awareness and to support women's (all caregivers') unpaid and underpaid labor.

THE EXECUTIVE FUND

Each year, the president and executive director of the Ms. Foundation for Women make several grants outside the scope of our three main issue areas.

Capitol of Texas Public Communications Council

\$2,000
For a historic PBS documentary series on nine of the nation's first ladies: Jackie Kennedy, Lady Bird Johnson, Pat Nixon, Betty Ford, Rosalynn Carter, Nancy Reagan, Barbara Bush, Hillary Rodham Clinton, and Laura Bush.

National Council for Research on Women

New York, NY | \$3,500
For its fourth annual awards dinner for women who make a difference, honoring five outstanding women for their wisdom, integrity and deep commitment to improving the lives of women and girls.

National Council of Women's Organizations

Washington, DC | \$10,000
For the September 2001 summit, *Uniting Women and Fighting for Our Issues*.

New York Regional Association of Grantmakers

New York, NY | \$3,200
For general support.

Third Wave Foundation

New York, NY | \$1,500
For the fourth annual conference for young women and men with wealth ages 15 to 30, *Making Money Make Change*.

Women's Campaign Research Fund

Washington, DC | \$2,500
To offer an added component on how women should run for elected office after the tragic events of September 11, 2001, at its Leadership Training Program.

Women's Funding Network

San Francisco, CA | \$10,000
For general support to this network of more than 90 women and girls' funds and philanthropic organizations.

V-Day 2002

San Francisco, CA | \$1,000
For the V-Dinner to increase awareness, raise money, and revitalize the spirit of the anti-violence organizations.

EXECUTIVE FUND AND RAPID RESPONSE POLICY FUND

The Executive Fund made the following grants jointly with the Rapid Response Policy Fund; see page 23 for program descriptions.

Asian American Legal Defense and Education Fund

New York, NY | \$5,000

Southeast Regional Economic Justice Network

Durham, NC | \$3,000

WILD for Human Rights

San Francisco, CA | \$5,000

The Ms. Foundation for Women awards grants primarily through special grantmaking initiatives. Applications for these special initiatives are solicited in either an open Request for Proposals (RFP) process or a targeted solicitation. Currently, initiatives administered through an open RFP process include the Collaborative Fund for Women's Economic Development; the Collaborative Fund for Youth-Led Social Change; the Reproductive Rights Coalition and Organizing Fund; and the Safety Program. The Women and Labor Fund, the New Voices, Proactive Strategies initiative, the Rapid Response Policy Fund, and the Women and AIDS Fund use a targeted solicitation process.

We also award a small number of grants outside of these initiatives to organizations that submit unsolicited funding requests, beginning with a letter of inquiry. We seek to support organizing work and women-led research and policy development activities that demonstrate an awareness of the issues women

and girls face in their efforts to achieve economic self-sufficiency, live free from violence, and share power in society.

In all of our initiatives, special consideration is given to organizations that empower women; seek to eliminate discrimination based on gender, race, class, age, disability, sexual orientation, and culture; address the particular challenges faced by low-income women and girls; recognize and respond to issues of gender as related to class and race/ethnicity; work across issue areas; encourage intergenerational work; include in leadership positions those most directly affected by their work; and have limited access to other funding sources.

Our grants do not support direct service projects, individuals, scholarships, university-based research, state agencies, religious institutions, stand-alone cultural or media projects, publications, or conferences.

If you think your organization is engaged in work that may interest the foundation, please call 212-742-2300 to request complete funding priorities and guidelines, or download them at our website, www.ms.foundation.org, before submitting a letter of inquiry.

As a trusted authority on the issues that touch the lives of women and girls, the Ms. Foundation is an invaluable resource for the philanthropic community, media, government, academia, community service and advocacy organizations, and the general public. Through our publications, we share innovative program practices with colleagues, distribute new research, gauge and shape public opinion and perception, and influence the direction of philanthropic giving.

In 2002, the Ms. Foundation released the following publications (visit www.ms.foundation.org to read them):

The New Girls' Movement: Assessment Tools for Youth Programs

Based on the work of the Collaborative Fund for Healthy Girls/Healthy Women, this kit provides other girl- and youth-serving organizations tools and techniques to evaluate and improve their programs.

Economic Stimulus, Welfare, and Minimum Wage: Presentation on a Nationwide Survey of 800 Likely Voters

In this poll, conducted in January 2002 by Lake Snell Perry & Associates for the Ms. Foundation, 77 percent of Americans thought that the minimum wage should be raised from \$5.15 to \$8 an hour to keep the economy strong, and 86 percent said the government had a large role to play in helping to end poverty.

The Collaborative Fund Model: Effective Strategies for Grantmaking

Over a decade ago, the Ms. Foundation pioneered grantmaking through pooled funds, making a major contribution in philanthropy. This report shares the process, benefits, and possible pitfalls with other organizations interested in starting or joining collaborative funds.

WEBSITE

The Ms. Foundation's website (www.ms.foundation.org) gives a wide range of audiences, from the most casual surfer to those specifically interested in women's issues, access to our work. Through our website, we reach thousands of people across the country, averaging 12,000 visitors a month. In addition to our main site, the Ms. Foundation also maintains a website for our new public education campaign, Take Our Daughters And Sons To WorkSM Day. www.DaughtersandSonstoWork.org

NEWSLETTER

Published three times a year, the Ms. Foundation newsletter gives readers a more in-depth glance at our work and our grantees. The newsletter reaches over 3000 people and institutions, including grassroots leaders, public officials, foundations, corporations, individual donors, and the general public. Visit www.ms.foundation.org to read our latest newsletter.

EMAIL ALERTS

Get all the news from the Ms. Foundation delivered straight to your inbox! Ms. Foundation email alerts provide our donors, friends, and colleagues immediate updates on our activities. To sign up, send an email that includes your full name to ms.foundation@ms.foundation.org.

public education and training



The Ms. Foundation is expert at bringing the voices and perspectives of women and girls into the public arena. From school corridors to the halls of government, our public education and training initiatives influence and impact the issues that touch women's and girls' lives.

TAKE OUR DAUGHTERS TO WORK® DAY

On April 25, 2002, the Ms. Foundation celebrated the 10th Anniversary of Take Our Daughters To Work® Day. Arguably one of the most successful public education campaigns in the country, Take Our Daughters To Work® Day engaged 71 million people, or a third of American adults, in the program since 1993. Nearly 11 million girls, and three out of ten companies, participated in 2002, underscoring the program's enduring popularity.

For the 10th anniversary, the Ms. Foundation commissioned research to measure the program's impact on girls, parents, and work-

places. According to polls conducted by RoperASW, girls believe that Take Our Daughters To Work® Day increased their interest in education and broadened their thinking about the future. Seventy-nine percent of girls who participated in Take Our Daughters To Work® Day say the program helped them see connections between schoolwork and working in the real world. Eighty-two percent of girls agreed the experience strengthened their relationship with a parent or other adult in their life.

Among other key findings, 88 percent of organizers of Take Our Daughters To Work® Day reported that the program encouraged equal opportunity in the workplace. In fact, one of the major reasons organizations participate is to demonstrate their commitment to the advancement of women in the workplace. In addition, 96 percent of program coordinators said that the program was beneficial for the employees who bring a girl.

In 2003, the Ms. Foundation for

Women will launch Take Our Daughters And Sons To WorkSM Day to initiate a national discussion about workplace culture and encourage girls and boys to think now about how they will participate in work, family, and community in the future. We aim to reach out to "A New Generation at Work," bringing the perspectives of girls and boys to the conversation about the challenges of work and family and how we can meet them. Take Our Daughters And Sons To WorkSM Day, complete with new activities and merchandise, will kick off on April 24, 2003. For more information on Take Our Daughters And Sons To WorkSM Day, call (800) 676-7780 or visit www.DaughtersandSonstoWork.org.

INSTITUTE FOR WOMEN'S ECONOMIC EMPOWERMENT

Creating a strong, united movement of activists working to create economic opportunities for women lies at the heart of the Ms. Foundation's Institute for Women's Economic EmPOWERment.

Formerly the Institute on Women and Economic Development, the new name reflects the connections between economic justice, organizing and constituency building, economic development, and public policy. Since 1988, the Institute has been the only training ground in the country for grassroots activists working on women's economic issues, helping them gain skills, meet difficult challenges, and strategize and mobilize for change.

On September 6-9, 2001, over 200 women came together in Peachtree City, Georgia, to teach, learn, and celebrate at the Foundation's 11th Institute. In response to changing trends in the field, the Ms. Foundation added new features and classes, reflected in the theme, Bridging Race and Class Differences to Build Women's Power. Participants explored ways to address race and class divisions in movements to end poverty and build power for all women.

membership

The Ms. Foundation influences the broader philanthropic community through our innovative grantmaking and our work with philanthropists, funding collaboratives and donor circles. We also help to shape the direction of philanthropy through our active participation and leadership in several prominent affinity groups. In fiscal year 2002, the Ms. Foundation held memberships in the following organizations:

- Affinity Group on Population, Reproductive Health and Rights
- Association for Enterprise Opportunity
- Association of Fundraising Professionals
- Funders Concerned About AIDS
- Funders Network for Population, Reproductive Health and Rights
- Grantmakers for Children, Youth, and Families
- Grantmakers for Effective Organizations
- Grantmakers in Health
- Grantmakers Income Security Task Force
- National Lesbian and Gay Community Funding Partnership
- National Network of Grantmakers
- Neighborhood Funders Group
- New York Regional Association of Grantmakers
- Planned Giving Group of Greater New York
- Social Enterprise Alliance
- Women's Funding Network
- Women in Development
- Women and Philanthropy



“Marie Wilson and the Ms. Foundation for Women have shown us that a relatively small foundation can have a big impact and that funding for women benefits families, communities, and the nation.”

On April 30, the Council on Foundations presented Marie C. Wilson, President, with the 2002 Robert W. Scrivner Award for Creative Grantmaking. This award is among the highest honors in the field of philanthropy, recognizing individuals who possess the vision, principle, and personal commitment to make a difference through innovative and effective grantmaking.

During Marie’s 17-year tenure, the Ms. Foundation’s pioneering programs and unconventional approach to grantmaking has allowed the Foundation to achieve enormous impact in the lives of women and girls. Marie has guided the Ms. Foundation through a period of intense growth, expanding our reach in communities across the country and directing much needed resources to pivotal issues for women and girls. The Scrivner Award brings unparalleled acknowledgment of the leadership, inventiveness and deep caring that Marie brings to the Ms. Foundation and the field of philanthropy.

“Marie Wilson and the Ms. Foundation for Women have shown us that a relatively small foundation can have a big impact and that funding for women benefits families, communities, and the nation,” said Dorothy S. Ridings, President and CEO of the Council on Foundations.

As women’s leadership in the public spheres of government, business, and philanthropy grows, their creativity and willingness to take risks are shaping a more just and equitable world. The Ms. Foundation for Women, the first national, multi-issue fund for women, listens to women’s ideas and supports their solutions to society’s most pressing problems. The Foundation directs the flow of millions of philanthropic dollars to organizations whose work preserves our democracy, alleviates poverty, safeguards reproductive rights, engages youth, and builds safe communities.

The Ms. Foundation invites individuals, foundations, and corporations to join us in this extraordinary work. From attending one of our unique events to joining one of our collaborative funds or funding circles, the Ms. Foundation offers many opportunities for you to learn, to partner with Foundation staff, to help design programs and influence grantmaking decisions, and to connect more closely with others who share your commitment to progressive social change. By giving to the Ms. Foundation, you are changing the way the world works.

Here’s how you can get involved:

- Make an unrestricted gift to the Ms. Foundation, allowing us the greatest flexibility.
- Designate your gift to one of our program areas. We can help you explore opportunities that most closely match your own interests.
- Make a gift in honor or memory of a friend, relative, partner, or anyone else you admire. We will notify the person or her/his friends and family of your gift.
- Create a bequest or trust naming the Ms. Foundation as a beneficiary of your estate.
- Donate stocks or bonds.
- Contribute to our endowment, ensuring your legacy and the Foundation’s sustainability.
- Make an in-kind contribution.
- Buy tickets to, or sponsor, one of our special events (see page 32 for a description of our events).

- Join a funding circle, collaborative fund, or start a donor-advised fund.
 - Funding Circles:** Funding circles bring together individual donors who share a common interest. Working closely with Foundation staff, funding circles design grantmaking criteria, review proposals, and select grant recipients. To read more about our Democracy Funding Circle, see page 23. *Commitment: \$25,000 per year (minimum)*
 - Donor-Advised Funds:** You can establish a donor-advised fund at the Ms. Foundation and recommend specific projects or organizations for funding that are in keeping with the Ms. Foundation’s mission. *Commitment: Initial contribution of \$50,000, with an additional \$100,000 within the first two years of establishing the fund.*

Collaborative Funds: Collaborative Funds pool the resources of corporate, foundation, and individual donors to create maximum impact in particular fields of interest. Donor partners participate in site visits and the selection of grant recipients. To find out more, read about the work of the Collaborative Fund for Women’s Economic Development (page 14) and the Collaborative Fund for Youth-Led Social Change (page 22). *Commitment: Foundations and corporations: \$150,000 over three years (minimum); Individuals: \$75,000 over three years (minimum)*

Louise Rosenfield Noun
A TRIBUTE

Louise Rosenfield Noun was a longtime friend and supporter of the Ms. Foundation for Women. She was a model and inspiration for activists, for those who use their resources to empower women, and for all strong-minded women.

Louise was a self-determined trailblazer who integrated political activism, a love of art, a sense of history, and responsible philanthropy into social change. Her legacy includes founding the Des Moines chapters of the National Organization for Women and the League of Women Voters. As president of the Iowa Civil Liberties Union, she established a women's rights committee to monitor Title IX in the Des Moines school district, and she spearheaded the establishment of a rape crisis center in the community.

Witnessing the injustices girls faced in the juvenile justice system, Louise founded the Young Women's Resource Center, which serves young women through counseling, sex education, and other programs that affect their lives. She was one of the first women in the country to focus on girls and young women.

Louise had a tremendous love for Iowa. She authored books about Iowa women who fought for suffrage and other women's rights. In 1989, Louise founded the Chrysalis Foundation, an Iowa women's foundation that helps domestic violence victims, funds day care services, and gives financial aid to women attending the Des Moines Area Community College. In 1990, Louise founded and endowed the Iowa Women's Archives at the University of Iowa to preserve the history of Iowa women.

We will sorely miss Louise, but the spirit of her commitment to women will live on through her generous bequest to the Ms. Foundation's endowment fund, as well as her support of many other worthwhile women's and girls' organizations.

Ms. Foundation events are a time to gather with friends, colleagues, and grantees to celebrate our work and commitment to women and girls. Special events are an excellent way for you to support the Foundation, connect with other donors with similar interests, and learn more about the work we fund.

14TH ANNUAL GLORIA AWARDS: A NATIONAL SALUTE TO WOMEN OF VISION

On May 16, 2002, friends and guests of the Ms. Foundation gathered at the 14th Annual Gloria Awards in New York City to celebrate the 10th Anniversary of Take Our Daughters To Work® Day and honor women who've made the program a nationwide success. This year, we recognized women who organized exceptional local Take Our Daughters To Work® programs to make girls visible, valued, and heard:

- Lieutenant Brenda Berkman, Ladder 12, Fire Department, New York City, New York;
- Anne Dunn, The Commission on the Status of Women for the City of Los Angeles, California;
- Velda Lizette Shelby, The Confederated Salish and Kootenai Tribes, Pablo, Montana; and
- Mary Strasser and Cynthia Rosario, The Greater Philadelphia Mentoring Partnership at United Way of Southeastern Pennsylvania, Philadelphia, Pennsylvania.

Our Corporate Philanthropy Award was presented to Ortho-McNeil Pharmaceutical, Inc., for their

extraordinary support as the Founding Sponsor of Take Our Daughters To Work® Day and many of the Ms. Foundation's other programs. The Ms. Foundation also presented its first Young Woman of Vision Award to Karen Coto, 18, of Brooklyn, New York, a dedicated anti-violence activist, teacher, researcher and speaker. New York Life Insurance Company provided generous support as our Founding Circle sponsor and produced the evening's video presentation.

14TH ANNUAL COMEDY HOUR AT CAROLINES ON BROADWAY

Each year, thanks to the generosity of Caroline P. Hirsch, President of the famed Carolines on Broadway, the Ms. Foundation showcases today's finest female comics. On October 22, 2002, the Ms. Foundation gathered for a night of entertainment and enlightenment at its 14th Annual Comedy Hour. The 2002 event was presented by President Marie C. Wilson; author and activist Gloria Steinem; and Hirsch, and hosted by Caroline Rhea. Featured performers included Kate Clinton, Mimi Gonzalez, Kathleen Madigan, Robin Montague, Vickie Shaw, and Aisha Tyler.

COLLABORATIVE FUND FOR WOMEN'S ECONOMIC DEVELOPMENT

Third Round: July 1, 1999 to June 30, 2005

- Alvin and Fanny Thalheimer Foundation
- Appalachian Regional Commission
- The Brico Fund
- Annie E. Casey Foundation
- Citigroup Foundation
- Edna McConnell Clark Foundation
- The Flora Family Foundation
- The Ford Foundation
- French American Charitable Trust
- Carol Guyer
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- The J.P. Morgan Chase Foundation
- The Albert A. List Foundation
- John D. & Catherine T. MacArthur Foundation
- Estate of Bambi MacDonald
- McKay Foundation
- The John Merck Fund
- Charles Stewart Mott Foundation
- Ms. Foundation for Women
- Lindsay D. Shea
- Wells Fargo
- Wendling Foundation

COLLABORATIVE FUND FOR YOUTH LED SOCIAL CHANGE

(formerly Collaborative Fund for Healthy Girls/Healthy Women)

Second Round: July 1, 2001-June 30, 2005

- The Brico Fund
- Susie Tompkins Buell Foundation
- Diana, Princess of Wales Memorial Fund (U.S.)
- Dobkin Family Fund
- Girl's Best Friend Foundation and Cynthia McLachlan
- Greater Milwaukee Foundation and the Women's Fund of the Greater Milwaukee Foundation
- Polly H. Howells
- The Klarman Family Foundation
- Levi Strauss Foundation
- Amy Liss
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A special thank you to the Speakers Bureau participants for their generosity and commitment:

Maya Ajmera
Karen Bokram
Eileen Fisher
Marilyn M. "Penny" Josephy
Geraldine B. Laybourne
Olateju Ormolodun
Gloria Steinem
Catharine R. Stimpson
Sarah Strunk
Marlo Thomas

INSTITUTIONAL DONORS

(Listings represent gifts made July 1, 2001 to June 30, 2002)

\$100,000 and above

The Brico Fund
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INDIVIDUAL DONORS

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 Alida R. Messinger
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A special thank you to all of those individuals, corporations and foundations who provided us with talent, time, goods and services voluntarily, and to all who contributed to the Ms. Foundation for Women through the Combined Federal Campaign, United Way, and by having their employers match their donations.

statement of activities

for the year ended June 30, 2002

Winnie Tam & Co., P.C.

Certified Public Accountants

50 Broad Street, Suite 1701
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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Ms. Foundation For Women, Inc.
New York, New York

We have audited the accompanying statement of financial position of Ms. Foundation For Women, Inc. as of June 30, 2002 and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Ms. Foundation For Women, Inc.'s management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Ms. Foundation For Women, Inc. as of June 30, 2002 and the change in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.

Winnie Tam & Co., P.C.

New York, New York
August 20, 2002

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total All Funds
Revenues, Gains, and Other Support				
Grants and contributions	\$1,013,057	\$5,392,070	\$6,600,017	\$13,005,144
Special events	745,229			745,229
Investment income	288,717	534,724		823,441
Net realized gains/(loss) on investment transactions	117,609	6,846	(2,961)	121,494
Net unrealized (loss) on investment transactions	(1,129,503)	(66,354)	(85,591)	(1,281,448)
Product and publication sales	131,162			131,162
Registration fees	66,110			66,110
Administrative fees	10,000			10,000
Other income	24,931			24,931
Total Revenues, Gains, and Other Support	1,267,312	5,867,286	6,511,465	13,646,063
Net assets released from restrictions	7,190,147	(7,190,147)		
Satisfaction of program restrictions				
Total Revenues, Gains, and Other Support	8,457,459	(1,322,861)	6,511,465	13,646,063
Expenses				
PROGRAM SERVICES				
Economic Security	2,904,347			2,904,347
Health and Safety	2,232,734			2,232,734
Girls, Young Women & Leadership	711,653			711,653
Public Education	962,135			962,135
General and Donor Advised Grantmaking	341,914			341,914
Total Program Services	7,152,783			7,152,783
Endowment Campaign	406,525			406,525
SUPPORTING SERVICES				
Administrative and General	1,340,524			1,340,524
Fund Raising	867,918			867,918
Total Supporting Services	2,208,442			2,208,442
Total Expenses	9,767,750			9,767,750
Change in Net Assets	(1,310,291)	(1,322,861)	6,511,465	3,878,313
Net Assets as of June 30, 2001	5,410,799	15,595,818	9,705,749	30,712,366
Net Assets as of June 30, 2002	4,100,508	14,272,957	16,217,214	34,590,679

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We extend our special thanks to three colleagues who provided invaluable work and inspiration during the period covered by this report: Berta Colon, formerly the Program Officer, Economic Justice; Kelly Parisi, Director of Communications; and Dana Veerasammy, Program Associate, Economic Justice.

Pages 4 to 25 feature photos by Earl Dotter of Ms. Foundation grantees and the women they support. Several photos show women profiled in the book *Kitchen Table Entrepreneurs: How Eleven Women Escaped Poverty and Became Their Own Bosses*, available at www.ms.foundation.org.

