

THE WOMEN'S FOUNDATION



2000-2001 ANNUAL REPORT

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Editor: Susan Freundlich

Contributing and Managing
Editor: Pamela Wilson

Graphic Design:
Sharon Parham Design

Dear Friends,

On the cover of this report you see a lens. By turning the wheel, you can see how the gender lens and intersectionality inform our work at The Women's Foundation.

The lens would be rose-tinted if we believed that gender was the only factor that determines a person's position and opportunities in society. Societies project expectations on each of us according to how our race, class, ethnicity, age, culture, sexuality, disability/ability, country of origin, religion, and a host of other factors intersect.

Instead of reducing the world to a simple male-female dichotomy, applying a gender lens actually *opens* our minds and allows us to see the different roles that societies assign to people. We see how expectations are different depending on a person's complexion, what language they speak at home, what their body looks like.

As you rotate the lens on the cover, notice how race, class, ethnicity, age, culture, sexuality, disability/ability, country of origin, and religion all intersect with gender, and with each other. Consider how societies assign positions to each of us and offer opportunities — or don't — depending on how our identities intersect. Imagine how we can change our societies, affirming people as whole individuals rather than using our individual characteristics to divide and categorize us, simplifying the complexity that makes each of us so unique.

Employing a gender analysis means working to make the role of gender visible. How and why do standards and opportunities differ along gender lines? How do institutional systems of inequality work along with gender? What can we do to change what we see through this lens?

In our work at The Women's Foundation, we embrace the idea that categories like gender, race, class, ethnicity, age, culture, sexuality, disability/ability, country of origin, and religion are creations of the societies we live in. We recognize that grouping people into single categories separates us and maintains the status quo. We are working to bring our complex identities into focus and build healthy and just environments where all women and girls can thrive. Join us in making this vision a reality.

Very truly yours,



Patti Chang
President and CEO



As you rotate the lens on the cover, notice how race, class, ethnicity, age, culture, sexuality, disability/ability, country of origin, and religion all intersect with gender, and with each other.

Vision and Mission

The Women's Foundation pursues a vision of women and girls thriving in an environment of political, social, cultural, civil, and economic justice. Our mission in pursuing this vision of justice is to:

- *Serve as a voice and advocate for the needs of women and girls.*
- *Provide funding, resources, and technical assistance.*
- *Convene for dialogue and collaboration.*

ABOUT THE WOMEN'S FOUNDATION

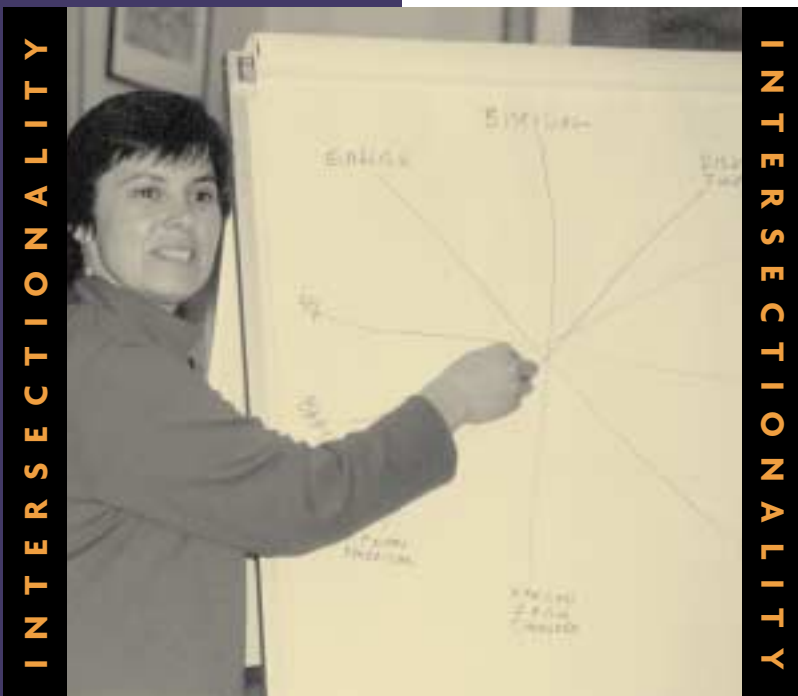
The Women's Foundation is the oldest and largest philanthropic fund for women making grants in the western United States. Since 1979, The Foundation has awarded more than \$7 million to over 650 organizations serving low-income women and girls. Our highest priority is promoting and protecting the human rights of women and girls in the political, social, cultural, civil, and economic arenas. Throughout our history, The Women's Foundation has been proud to channel the largest possible percentage of its resources into the hands of the community. Nearly two-thirds of our funds are used for grantmaking and programmatic activities.

In addition to grantmaking, The Women's Foundation convenes meetings that bring individuals, organizations, and institutions together to share perspectives and build coalition. In the past year, we convened groups throughout California to strategize about reproductive rights and health, women's wages and benefits, and the impact of the environment on women's and girls' health.

The Women's Foundation shares its expertise with grantees and applicants in the form of technical assistance. This year, we presented workshops around the state on topics from writing grant proposals to evaluating completed programs.

FOCUS ON CHANGE: THE GENDER LENS

Social change is the focus of our work at The Women's Foundation. Our vision — of a world where women and girls thrive in an environment of justice — will be increasingly realized as we continue to change the societies we live in.



One tool we use to inform our work for change is the gender lens. Through the application of the gender lens, we seek to identify the relationships of power between males and females that are based on cultural expectations of gender. We look at how societies construct different roles, attitudes, values, relationships, and responsibilities for women and men. These culturally based expectations often work to the detriment of women and girls. We apply the gender lens to inform our work supporting the rights of women and girls to access and equity in all spheres of society.

We also apply the gender lens to illuminate what happens when gender intersects in myriad ways with race, class, nationality, sexual orientation, age, religion, or political opinion. A primary goal of our work is to help create the conditions in which all women and girls can realize their full potential.

NEW DONOR CIRCLE: RACE, GENDER, AND HUMAN RIGHTS

Addressing how racism impacts the lives of women and girls has been at the heart of the work of The Women's Foundation since its inception. In early 2000, we began planning for a new *Donor Circle* that would focus specifically on the intersection of *Race, Gender, and Human Rights*. By bringing together a diverse group of people who want to learn and work together to create the shape of this funding initiative, we have the opportunity to design a funding program that is reflective of a wide diversity of experience, culture, values, and knowledge.

The Women's Foundation is committed to creating a world that does not yet exist, a world where women and girls can thrive in an environment of justice. In our everyday work we are attempting to help build a world of justice, respect, understanding, and human

cooperation between all peoples. We direct our energies toward the low-income women and girls of California — the people who are most often the first victims of policies and actions that do not value human rights: racial profiling, immigration policies, environmental racism, and all forms of political, social, cultural, civil, and economic human rights violations. And as recent events have shown, this work continues to be critical in the lives of the people we serve.

In late August, six representatives from The Women's Foundation attended the United Nations World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance in Durban, South Africa.

In our work at the Conference, we applied the gender lens to examine the effects of institutional racism in the U.S. and around the world. We saw how no matter what the issue — globalization, environmental racism, poverty, education, culture, religion, sexual orientation, criminal justice, health, migrant workers, caste, youth, gender, indigenous peoples, slavery as a crime against humanity, reparations, historical and contemporary forms of slavery, trafficking in humans, landless peoples, armed conflict, colonialism, and nationalism — the human rights of women and girls of racialized populations are the most severely abused and frequently denied.

Synthesizing our learning and experience at the World Conference is enabling us to launch this initiative based on new lessons and an increasing global perspective.

With technology and communications bringing us all closer together, we have more opportunities to experience our common humanity. The Foundation is eager to be a part of the global movement to eliminate all barriers that keep women and girls from being able to enjoy healthy and safe lives, and the full measure of economic justice and self-determination.



Addressing the media at the United Nations World Conference Against Racism, Durban, South Africa



Calling for human rights at the World Conference

Our Donor Circle on Race is an *Invitation*. It is an *Invitation to You* to join us in shaping a funding initiative that addresses the intersection of race, gender, and human rights. From this focal point, we will work together to direct resources, tools, and funding to organizations that seek to change institutions and systems that hold racism in place.

YOUNG WOMEN ON OUR BOARD OF DIRECTORS

"The Women's Foundation prides itself on creating opportunities for young women to learn to become the leaders that we need them to be in the future," says President and CEO Patti Chang. Our *Board of Directors* represents a broad range of voices and experiences across professional affiliation, race, class, ethnic background, culture, sexuality, and — significantly — age.

We welcome two young women, Judy Kuang, 18, and Shira Frank, 16, to the Board of Directors this year. Both are graduates of the Sisterhood Fund, our grantmaking and leadership development program for young women.

Judy and Shira arrive as Winnie Yu, the first young woman to sit on our Board, completes her term. Winnie joined the Board in 1997 after interning and volunteering at the Foundation. Winnie says, "Sitting on The Women's Foundation Board helped me find my voice and, ultimately, helped me shape my identity. I found tools that allowed me — a young immigrant woman beginning to search for my identity — to gain tremendous control and direction over the quality of my life and my future."



Winnie Yu



Shira Frank

While studying at a prestigious college preparatory high school, Winnie decided that she had reached the end of her educational path. "I felt that their program was challenging academically, but that it really wasn't enriching in other ways," Winnie comments. However, as a gifted bilingual Chinese immigrant, she felt that she was expected to remain there.

After a great deal of consideration, Yu transferred to another city high school, this one focusing on experiential outdoor learning in environmental science. After attending San Francisco City College for three years, Winnie began study this fall at UC Berkeley, where she is pursuing an interdisciplinary program in the Political Economy of Industrial Societies.

Yu knows that she probably could have gone directly from the academic high school to Berkeley, but she values all the by-ways she experienced by taking her own path rather than the conventional one.

"I'm so grateful to Winnie for paving the way," says new Board member Shira Frank. "And it's wonderful to have Judy Kuang as a partner coming on the Board together." Shira has followed an unusual educational path of her own. She began as a full-time student at Humboldt State University this fall after completing 22 units at HSU and simultaneously completing her high school education. Shira also participated in the Sisterhood Fund in 2000–2001.

Judy Kuang, a Sisterhood Fund alumna from 1999–2000, joined the Board after supporting Sisterhood as an intern through the last grantmaking cycle. Judy was the essential link between program participants and Foundation staff. Kuang began at UC Davis this fall where she is pursuing an ecology major with a minor in education. "Working with The Women's Foundation and making grantmaking decisions as a part of Sisterhood really helped me develop confidence in myself. I learned skills that will help me throughout my college career."

Chang remarks, "If you ask an adult woman and a young woman for a list of the challenges facing girls today, you'll get two completely different sets of answers. We need the involvement of young women and girls advocating effectively for their needs."



Judy Kuang

FRESNO BARRIOS UNIDOS: CREATING ALTERNATIVES

Adult women make up the fastest growing prison population in California, and most girls enter the juvenile justice system for the first time at age 11. *Fresno Barrios Unidos (FBU)* is saving lives and serving young women in many ways with their *Gang Alternative* program, a grantee of the Sisterhood Fund.

Fresno County Juvenile

Facility officials now

turn to Gang Alternative

for help.

Gang Alternative serves young women detained in the Juvenile County Facility of Fresno. The average population in this facility numbers 56, even though the unit was planned to only hold 30. These young women are at risk of gang and street violence — both in the Juvenile County Facility and when they get out.

Maggie Navarro, Executive Director of Fresno Barrios Unidos and an alumna of the Sisterhood Fund, runs the program. Maggie began Gang Alternative three years ago when she was invited to give a presentation about Barrios Unidos to the entire Juvenile County Facility of Fresno, both young men and young women.

She realized that there were no special programs for young women to address the specific problems they face. “The kinds of activities offered by the Juvenile facility were not addressing the needs of the girls,” Maggie Navarro, FBU Director explains. “Mostly they have hygiene classes, or arts and crafts, or makeover classes. These girls need support to figure out their problems, their sexuality. They need people to listen to them.”

In the program’s three-year existence, FBU has served nearly 350 young women. They meet weekly to talk about the issues that affect them, one issue per meeting, and they have chance to work out conflicts among themselves.

Fresno County Juvenile Facility officials now turn to Gang Alternative for help to create solutions, forming a partnership that better serves the young women. Because of the program’s success, Fresno Barrios Unidos was invited to serve on the Juvenile Justice Committee of Fresno County, a policy-making body comprised of lawyers, judges, and police and probation officers. FBU is one of only three community based organizations on the committee.

Through partnering with local officials, Fresno Barrios Unidos has been able to affect policy at the countywide level. Navarro notes, “Sometimes community based youth advocates have an ‘us against them’ attitude towards the Juvenile Justice System. By collaborating with the county officials, we are better able to serve young women.”

Once participants leave Juvenile Hall, Gang Alternative helps them get back into school and provides mentoring and guidance, sometimes mediating between young women and their parents. This is the only central California aftercare program for young women. The support network for young women leaving correctional facilities is slim: substance abuse counseling and programs for teen mothers exist, but for young women who don’t fall into those two categories, there is little else. “We really want to be there when the young women get out of correctional facilities to provide options for the girls to ensure they don’t go back,” said Maggie.



Margarita Luna and Belen Martinez

CASA DE LA MUJER/GRUPO FACTOR X

Nowhere is the intersection of occupational, environmental, and personal threats to Mexican women clearer than in the thousands of maquilas, the U.S.-owned assembly plants that span the U.S./Mexico border zone. Well over 50% of the workforce in border maquilas is female, occupying the lowest rungs of the factory floor in textiles, electronic assembly, and industrial chemical production. In Tijuana alone, more than 100,000 women workers face daily assaults on their health and safety with little or no recourse, legal or otherwise.

“We are women

with many dreams,

aspirations, and much

work to be done,”

— CARMEN VALADEZ PÉREZ

Enter *Casa de la Mujer/Grupo Factor X*, a direct services and advocacy organization dedicated to the self-determination of working women in defense of their human rights. Born in 1989 of the collective efforts of 20 feminist activists of diverse political, cultural, and social streams, Grupo Factor X hit the ground running. Their first action was a bi-national pro-choice forum in defense of “safe motherhood.” This forum launched a 3-year human rights project in a border

colonia, an unincorporated Tijuana neighborhood, where the female workforce was increasingly concentrated in maquilas. Since 1992, Grupo Factor X has worked to increase maquila workers’ access to information and services in the arenas of labor law, gender rights, and women’s health.

Today, Grupo Factor X runs an office and small health clinic for female maquila workers. The staff is composed of maquila workers, supported by a large cadre of volunteers in the medical, legal, social services, and community organizing fields. Carmen Valadez Pérez, Services Coordinator, believes that the success of the organization rests largely on the voluntary efforts of community women and men.

They provide “well woman” examinations, individual and group counseling, and workshops on topics ranging from reproductive health to labor law. Volunteers conduct investigations of border maquilas to uncover threats to labor rights and health, while others document the effects of violence in women’s homes, workplaces, and the larger community. “Powerful change can occur when women connect their everyday struggles with the structural discrimination they face as maquila workers,” states Valadez Pérez.



In Tijuana alone, more than 100,000 women workers face daily assaults on their health and safety.



Women connecting everyday struggles with structural discrimination.

HIGH-TECH WORKER RIGHTS INITIATIVE

The Women's Foundation is privileged to fund a newly-formed collaborative project created by three outstanding organizations: *Asian Immigrant Women's Advocates (AIWA)*, *Services, Immigrant Rights and Education Network (SIREN)*, and *Equal Rights Advocates (ERA)*.

During the last decade of the twentieth century, northern Californians were inundated with the impact of an intense high tech gold rush and — by the time of this writing — the subsequent bust. While many investors made fortunes and the chip industry drove the world's economy, community organizers focused on the other side of the economic story: Silicon Valley's immigrant labor market.

By the end of the century, engineering and management jobs were held by white U.S. citizens and the manufacturing work force was dominated by immigrants from Asian and Latin American countries, many of whom are women. Sixty-five percent of production workers are women: Asian workers make up 47% and Latinos constitute 21% of the workforce. Relegated to low-wage jobs, immigrant families experience disproportionate rates of poverty.

Karen Hossfeld, a San Francisco State University sociologist, published a book about immigrant women working in entry-level production jobs in Silicon Valley. A manager in an assembly firm told her: "There are just three things I look for in entry-level hiring: Small, foreign, and female. You just do that right and everything else takes care of itself."

In recognition of this inequity, The Women's Foundation is committed to supporting the High Tech Workers Rights Initiative.

According to Foundation Vice President of Programs and Operations, Judy Patrick, "AIWA, SIREN, and ERA have conceived of a brilliant way to merge strategies to help women in the high tech work force address health and safety violations and low wage abuses."

- *Community Organizing: AIWA brings 18 years of experience organizing women in Asian American communities. In 1998 AIWA participants led the Garment Workers' Justice Campaign to organize sweatshop workers.*
- *Policy Work: SIREN, which brings together organizers in the Latina/o and Asian American communities, brings 14 years of policy experience, as well as experience in leadership development and immigrant rights work.*
- *Legal Leadership: ERA, a public interest law firm, brings lawsuits to achieve economic security for low income women, remove the double discrimination against women of color, and expand options for immigrant women.*



"Small, foreign, and female" are the hiring requirements for Silicon Valley assembly jobs according to an interview with a plant manager.

"This coalition will help immigrant women workers increase their awareness of their rights, improve working conditions, obtain fair wages and overtime, and hold employers accountable for their actions," said Patrick. "The ultimate goal is to combine community organizing, policy and advocacy efforts, and legal pressure to help these women gain equal rights."

The Initiatives Forum links community organizers with policymakers to make lasting change on economic and environmental justice issues for women and girls in California.

INITIATIVES FORUM

THE INITIATIVES FORUM (IF) is a Policy Action Fund that links community advocates and organizers with policymakers to create lasting change for California's women and girls. Through this grantmaking project, we are looking to reduce the impact of environmental toxins on women's health and to increase women's wages and benefits, particularly for low-wage workers in those sectors that most heavily employ women.

The 5-year, \$5 million Initiatives Forum was initiated with a 1999 survey in which we asked 1,500 California women and girls about their key concerns. We convened experts to analyze the raw data, and with their help, we determined our two strategic directions:

- *To invest in statewide, industry-focused, community based efforts that will help to support organizing and create policies to produce better pay and benefits and better economic conditions.*
- *To support efforts that seek to reduce the harmful effects of environmental degradation on women's reproductive and general health and on their children, who are often the most vulnerable to toxins where they live, play, and attend school.*

Through the Initiatives Forum we will bring women and girls into the decision-making process at all levels and win policy changes that will address environmental degradation and economic security.

Major activities:

- *Grantmaking to grassroots organizations working to increase the participation of women and girls in solving problems that impact their lives;*
- *Strategic convenings to shape policy, share best practices, build bridges across sectors, and find new partners;*
- *Research and analysis to disseminate information and tools for policy makers, advocates, and funders; and*
- *Media training to help grantees in their work with the media as well as providing information to the media that will help reporters cover these issues effectively.*

In the past year, we have been working to build new alliances with people, organizations, and institutions that influence public policy on these issues. We produced issue papers on women's health and wages to help us educate our allies on these issues. In January

2001, we released a report card, *Nearly A Failing Grade*, on the status of women's and girls' health in California. Five sister organizations — the Los Angeles Women's Foundation, Women's Health Leadership, California Black Women's Health Project, Latino Issues Forum, and Asian and Pacific Islander American Health Forum — joined us, provided input, and represented community health concerns across the state.

Nearly a Failing Grade was released in the Governor's Press Room at the State Capitol with widespread press and broadcast media coverage.

We are now working with legislators and California Senate and Assembly committee staff to advocate for key legislative recommendations.

In the first cycle of IF funding, a pilot round of grants was awarded in Silicon Valley. The next cycle, focusing on the Central Valley, is now underway.

2000–2001 IF Grantees

ASIAN IMMIGRANT WOMEN ADVOCATES (AIWA) \$30,000

Oakland. *AIWA will head up a High Tech Workers' Rights Initiative in collaboration with Equal Rights Advocates (ERA) of San Francisco and Services, Immigration Rights and Education Network (SIREN) of San Jose to address health and safety violations faced by immigrant women in the electronics industry*

WOMEN'S ACTION TO GAIN ECONOMIC SECURITY (WAGES) – OAKLAND \$15,000

Oakland. *Promoting environmentally sound cleaning products by developing a product screening tool for use by women cleaners and by documenting women's personal stories about cleaning with toxic products*

WORKING PARTNERSHIPS USA \$15,000

San Jose. *Supporting efforts to strengthen their community coalition to advance equity for women in the workplace and to build power for working families in Silicon Valley*

YOUTH UNITED FOR COMMUNITY ACTION \$15,000

East Palo Alto. *Building capacity to include a gender analysis in their work to promote Silicon Valley high tech companies to reduce the amount of waste they produce at the source by using cleaner production methods*



2000–2001 EDJe Grantees

BAY AREA ORGANIZING COMMITTEE **\$25,000**

San Francisco. *To monitor implementation of living wage legislation, and to research and organize support for policies that improve wages, benefits, job stability, and living conditions for low-wage workers*

CALIFORNIA BUDGET PROJECT **\$25,000**

Sacramento. *Research, policy development, and public education on the status and well-being of women in the California workforce*

CALIFORNIA COALITION FOR WOMEN PRISONERS **\$25,000**

San Francisco. *Developing a support network among formerly incarcerated women and a clearinghouse for these women to access jobs, drug treatment, housing, child care, and health care*

CENTER FOR THIRD WORLD ORGANIZING **\$25,000**

Oakland. *To support grassroots organizing to end felony prosecution of low-income women of color for welfare overpayments and to increase low-income immigrant women's access to Food Stamps through the Grassroots Organizing for Welfare Leadership (GROWL) – Bay Area.*

COLEMAN ADVOCATES FOR CHILDREN AND YOUTH **\$25,000**

San Francisco. *Leadership development and capacity building for child care workers*

JUST ECONOMICS **\$25,000**

Berkeley. *To develop economic education tools in support of their campaign to make businesses that receive public subsidies accountable to the needs of low-income women and their families*

LEGAL SERVICES FOR PRISONERS WITH CHILDREN **\$25,000**

San Francisco. *Staffing to train formerly incarcerated women to advocate for the resources they need to facilitate re-entry*

LIFETIME (LOW-INCOME FAMILIES' EMPOWERMENT THROUGH EDUCATION) **\$25,000**

Oakland. *Implementation of a statewide leadership program for CalWORKS student mothers to develop policy recommendations for TANF reauthorization and to organize a broad base of support for these measures*

NATIONAL ECONOMIC DEVELOPMENT LAW CENTER **\$25,000**

Oakland. *Launching a statewide program to help ensure access to post-secondary education for women who receive welfare*



NEW AMERICA FOUNDATION **\$15,000**

Kensington. *General support to implement Assets 2000, a program combining business incubation, savings incentives, and access to capital for entrepreneurs*

QUALITY CHILD CARE INITIATIVE **\$25,000**

San Francisco. *Improving compensation for child care workers and employee retention in child care jobs through a coordinated set of programs in eight Bay Area counties*

WORKERBASE SUPPORT SERVICES **\$25,000**

Oakland. *Expanding their program to create quality entry-level jobs for low-income women through worker-owned cooperatives by opening a satellite office proximate to the homes of their clients*

THE ECONOMIC DEVELOPMENT AND JUSTICE (EDJE) FUND

THE ECONOMIC DEVELOPMENT AND JUSTICE (EDJE) FUND is a donor circle. Donor circles provide an opportunity for individual donors to work together to define, study, and direct funds to issues of common interest.

EDJe donors have been working together for the past four years. Before they made their first round of grants, these donor-advisors gathered to educate themselves about the issues they sought to address. They learned a variety of strategies that organizations use to pursue economic development and justice. Ongoing education is a continuous and important component of this donor circle.

This year, EDJe fund advisors continued their work with economically marginalized women. Welfare reform and advocacy related to the Reauthorization of Temporary Aid for Needy Families (TANF) in 2002 is a major concern. EDJe donors are working with advocates to build a comprehensive support system for TANF recipients with children — including higher education, transportation, and child care — to improve their chances for success. EDJe donors funded a conference to galvanize welfare rights advocates and TANF recipients in a dialogue with policymakers about women seeking self-sufficiency through college education.

Incarcerated women also became a new focus for EDJe. Since the mid-1980s, the California female prison population has skyrocketed. At the end of 1986, women in California's prisons totaled 3,564. Today, more than 10,000 women are incarcerated in California, an increase of over 300% over twelve years. EDJe donors recognize that the difficulties faced by women leaving prison are often compounded by the lack of advocacy and services directed their way. EDJe funding focuses on leadership development so that formerly incarcerated women can advocate for themselves and provide support for the women who come outside after them.

WorkerBase Support in East Oakland used EDJe support to focus on providing employment options for older women who may not have a formal education. WorkerBase used EDJe funding to set up a satellite office in Richmond to help them move the services they provide closer to some of their clients. The satellite office was such a success that it served as a model for the a third satellite office — this one in Hayward — with money provided by other funders. This organization has expanded from a local resource to a regional source for employment for low-income women over 50.

"I feel more involved as a donor than I would just writing a check. I feel like I'm doing advanced studies in economic development and justice."

— LYNN GORDON,
EDJE DONOR
CIRCLE MEMBER

SISTERHOOD FUND

"I have never experienced another space in society that so affirms and empowers young women. This program has inspired me to pursue social justice and philanthropy as a career."

— JENNIFER MILLER-ARTEAGA,
SISTERHOOD FUND
PARTICIPANT

The **SISTERHOOD FUND** is a grantmaking and leadership development program for young women between the ages of 15 and 21. Each year, 15 young women from across California are recruited to participate in Sisterhood for a six-month period.

By design, Sisterhood Fund team members are a diverse group. The young women who participate represent various racial and ethnic groups. They come from families of different socio-economic levels and live in urban, suburban, and rural communities. They have varying levels of experience as leaders, activists, or volunteers.

The young women attend four weekend retreats to learn about leadership, human rights, social and economic justice, and philanthropy. Participants learn about themselves, one another, and the world they live in. Social change is a focus both in the program's grantmaking and in members' lives outside Sisterhood. When the young women begin working with others from vastly different walks of life, they break down barriers and begin to effect change in their own lives.



With this background as well as practical training in conducting site visits, evaluating proposals, and reading financial reports, the young women assess organizations and their programs. Organizations that apply for grants from the Sisterhood Fund serve young women or girls and integrate their perspectives and ideas into their programs. Thus, the Sisterhood team evaluates its peers in making recommendations about the grantmaking directed through this fund.

The Sisterhood Fund is one of several strategies The Women's Foundation pursues to develop and strengthen the leadership of young women. At the same time, we follow their lead by

listening to their voices and learning from their perspectives on the changing landscape of young women's issues.

The Women's Foundation is publishing a program guide for use by philanthropic organizations planning girls' or young women's grantmaking programs of their own. *The World Belongs to Us: Young Women, Leadership and Philanthropy* will be available in late 2001. The guide includes theoretical background on the program and its methodology, modules to use to train newly-convened groups of young grantmakers, and tips on getting a new program up and running.

2000–2001 Sisterhood Grantees

CENTER FOR YOUNG WOMEN'S DEVELOPMENT **\$2,500**

San Francisco. *Building the leadership power of low-income young queer women and young women of color through activism and community organizing*

FRESNO BARRIOS UNIDOS **\$5,000**

Fresno. *Bringing peace and rebuilding communities by preventing young women's involvement with gangs and the juvenile justice system*

GIRLS' AFTER SCHOOL ACADEMY **\$5,000**

San Francisco. *A program to train girls from low-income families to communicate effectively, resolve conflicts non-violently, acquire gender and cultural pride, and become strong, competent leaders*

HIJAS DE TONANTZIN **\$5,000**

Fresno. *Empowering young Latina women in rural Fresno County through healthy development workshops and a support network for peer educators*

MERCY CHARITIES HOUSING CALIFORNIA **\$5,000**

San Francisco. *Helping low-income girls get health education and achieve better grades in school through developing strong relationships with young women mentors*

ORGANIZACIÓN EN CALIFORNIA DE LIDERES CAMPESINAS **\$5,000**

Pomona. *Capacity building for their youth leadership program serving girls and young women from farmworker families*

PROMETHEUS FAMILY SUPPORT NETWORK **\$5,000**

Soquel. *Support for retreats for young women 16 to 19, half of whom are mothers, teaching self confidence and self reliance*

REAL ALTERNATIVES FOR YOUTH ORGANIZATION **\$5,000**

Visalia. *Expanding a pregnancy prevention program for mostly Latina and Hmong girls in rural communities*

SHE ROCKS! **\$3,500**

Santa Cruz. *Capacity building for this after-school program that promotes teenage women's leadership through self-defense classes, rock climbing, and educational workshops*

SONOMA COUNTY PEOPLE FOR ECONOMIC OPPORTUNITY **\$2,500**

Santa Rosa. *Expansion of their youth development program for low-income girls and girls of color to the elementary and middle school level*

YOUNG WOMEN UNITED FOR OAKLAND **\$4,000**

Oakland. *Supporting outreach to young women living and working on the streets*

YOUTH GENDER PROJECT **\$2,500**

Berkeley. *Providing paid internships for young transgender women of color*

"The Smart Choices statewide meetings were the first time I've seen a foundation trying to determine the community's concerns in this way, asking women who are doing the hands-on work what they would like to see done."

— SELINA ESPINOZA AHUMADA,
BINATIONAL COORDINATOR,
PLANNED PARENTHOOD
- SAN DIEGO

2000–2001 Smart Choices Grantees

ALAIDE FOPPA	\$5,000
Mexicali, Mexico. <i>All-day workshops in schools on equity and gender, general sexuality, STDs and contraceptives, and coping with puberty for young women and teenagers</i>	
ASIANS AND PACIFIC ISLANDERS FOR REPRODUCTIVE HEALTH	\$11,250
Oakland. <i>To engage young API women's leadership in policy advocacy on teen pregnancy prevention in their community</i>	
AVENAL COMMUNITY HEALTH CENTER	\$5,000
Avenal. <i>Expanding their direct reproductive health service work in order to reduce unintended teen and young adult pregnancies</i>	
CALIFORNIA ABORTION AND REPRODUCTIVE RIGHTS ACTION LEAGUE (CARAL) PRO-CHOICE EDUCATION FUND	\$15,000
San Francisco. <i>Increasing support for reproductive choice in communities of color</i>	
CASA DE LA MUJER GRUPO FACTOR X	\$15,000
Tijuana, Mexico. <i>Providing quality comprehensive care including physical, psychological, and legal assistance for women who work in border factories</i>	
CENTRO MUJERES	\$15,000
La Paz, Mexico. <i>Workshops and one-on-one training on sexual and reproductive rights for public defenders</i>	
CHOICE USA	\$15,000
Washington, DC. <i>Identifying and training the next generation of pro-choice leaders in California through training in activism, leadership development, media education, and public opinion research along with grassroots organizing</i>	
FRONTERAS UNIDAS PRO SALUD	\$8,750
Tijuana, Mexico. <i>Training girls in sexual and reproductive health to provide information and referrals to their peers</i>	
MICROBICIDES AS AN ALTERNATIVE SOLUTION	\$5,000
San Francisco. <i>Organizational planning and development for their reproductive health work with young women in Alameda County</i>	
NATIONAL NETWORK OF ABORTION FUNDS	\$15,000
Amherst, MA. <i>Organizing for abortion access and reproductive rights for low-income women, young women, and women of color in California</i>	
ORGANIZACIÓN LILITH DE MUJERES INDEPENDIENTES	\$15,000
Tecate, Mexico. <i>Training for promotoras, or community health workers, in reproductive and sexual rights that they will bring back to their marginalized, urban communities</i>	
PLANNED PARENTHOOD – MAR MONTE	\$15,000
Sacramento. <i>Expanding outreach services and reproductive health education to El Dorado County</i>	
WOMEN'S HEALTH RIGHTS COALITION	\$10,000
Oakland. <i>General operating support for this organization's toll-free hotline, volunteer network, and abortion fund</i>	

SMART CHOICES

SMART CHOICES: WOMEN AND GIRLS LIVING WELL

is The Women's Foundation's reproductive health and rights initiative. Smart Choices combines grantmaking, technical assistance, and convening to

- *increase access to reproductive health services and reproductive health and rights information;*
- *impact key policy issues regarding access to family planning and reproductive health services and protecting the reproductive rights of women and girls;*
- *reduce unintended pregnancies and delay adolescent childbearing; and*
- *reduce the transmission of sexually transmitted infections and increase detection and treatment.*

Smart Choices made its first grants this year. These funds support education, capacity building, policy advocacy, leadership development, and direct services. Low-income women and girls, women and girls of color (and particularly Latinas), and women and girls in rural communities — including Mexico/California border towns — are our priorities.

Smart Choices is steered by an Advisory Board of over 20 women and men who bring a wealth of experience and expertise on reproductive health issues in California and Mexico. Convening this group has generated important discussions about statewide and bi-national reproductive health care issues. Advisory Board members have established new links among organizations and issues and have been a rich source of innovative, strategic thinking that influences our work as well as their own.

Community meetings were held in six California cities this year: Bakersfield, Watsonville, Eureka, San Jose, Sacramento, and San Diego. We brought together diverse groups of community stakeholders, including those who normally focus on other key issues (e.g., homelessness, substance abuse, domestic violence) to tell us about current challenges and gaps in services and to give us input on directing resources. We identified community strengths and assets and discussed ways to build on or better utilize existing foundations of support.

To document and share what we heard at the statewide meetings, the Foundation published *Listening to our Communities*, a report that identifies trends in reproductive health issues, provides a set of recommendations, and presents challenges and opportunities for moving forward. In sharing this information, we hope to spark productive dialogue, encourage networking, and increase funding for reproductive health issues.



GENERAL FUND

The GENERAL FUND is The Women's Foundation's longest standing grantmaking program. Hundreds of community organizations doing groundbreaking work for California's women and girls have received start-up grants or funding for their operating expenses through the General Fund.

All funding recommendations at The Women's Foundation are made by committees of peers. The Grants Review Committee for the General Fund represents the largest and most diverse group of volunteers assisting with our grantmaking. Committee members share The Foundation's commitment to political, social, cultural, civil, and economic justice, and they live and work in the very communities — geographic, cultural, and otherwise — that we support with our grantmaking.

Committee members learn to evaluate proposals, read financial reports, and conduct site visits with applicants. The entire committee meets as a group to decide how to allocate the available resources. These recommendations are submitted to The Women's Foundation Board of Directors for approval.

The Foundation awarded multiple-year funding this year to three exceptional organizations:

- *Generation 5, to implement a cohesive movement among activists and survivors of abuse to end the sexual abuse of children;*
- *Luna Sea Women's Performance Project, a performance space run by and for a diverse group of lesbian and bisexual women;*
- *and the National Radio Project, a project that teaches radio skills to independent women journalists and works to improve women's access to the media.*

2000–2001 General Fund Grantees

ALTA BATES SUMMIT FOUNDATION \$10,000

Berkeley. *Targeted outreach to older women and women of color with disabilities who face significant barriers to breast health care*

ASIAN AND PACIFIC ISLANDER WELLNESS CENTER \$15,000

San Francisco. *To provide a supportive, safe space for LBTQ women 25 and under, through the Queer API Chicks (QUACK) program*

CENTER FOR DIGITAL STORYTELLING \$13,000

Berkeley. *Teaching women of color and/or LBT women survivors of domestic violence to use digital media to tell their stories, which will be used in statewide prevention and advocacy efforts*

CONTRA COSTA COMMISSION FOR WOMEN \$5,000

Martinez. *Funding for their efforts for CEDAW (Convention on the Elimination of All Discrimination Against Women) ratification and implementation in Contra Costa County and throughout California*

GENERATION FIVE \$20,000 over two years

San Francisco. *Launching a leadership training program for community activists working to end sexual abuse of children and to support adult survivors*

INTERNATIONAL MUSEUM OF WOMEN \$10,000

San Francisco. *Building a museum to empower and inspire girls and women to bring about change in their lives and their communities*

LAVENDER YOUTH RECREATION AND INFORMATION CENTER (LYRIC) \$10,000

San Francisco. *Peer support and leadership opportunities for LBT young women through their Young Women's Program*

LEGAL SERVICES OF NORTHERN CALIFORNIA \$15,000

Redding. *Community education to assist welfare-to-work women in starting their own businesses, obtaining office training, and gaining the financial knowledge to become self-sufficient in the working world*

LUNA SEA WOMEN'S PERFORMANCE PROJECT \$20,000 over two years

San Francisco. *Capacity building for this organization producing art by African American, Asian American, disabled, Latino, lesbian, bisexual, transgender, low-income, and Native American women*

LYON-MARTIN WOMEN'S HEALTH SERVICES \$15,000

San Francisco. *Support for an outreach campaign for this clinic that provides quality, affordable, nonjudgmental, comprehensive health care and health education for women, by women*

MIGRANT PHOTOGRAPHY PROJECT \$10,000

Lindsey. *Support for a photography exhibition examining the impact of agribusiness pollution on women and children in rural areas*

NAPA-SOLANO SEXUAL ASSAULT RESPONSE TEAM **\$10,000**

Napa. *Capacity building for this organization that provides immediate and appropriate health care to sexual assault victims and education and counseling to prevent their re-victimization*

NATIONAL RADIO PROJECT **\$25,000 over two years**

Oakland. *Capacity building for Women’s Desk, a radio production project highlighting diverse women’s voices and perspectives*

OUTERVENTION **\$10,000**

San Francisco. *Capacity building for this organization that teaches leadership to girls and young women through programs that include outdoor adventure activities*

RAPE CRISIS INTERVENTION **\$7,000**

Chico. *Seed money to implement a teen hotline to prevent teen pregnancy and date rape*

SAN FRANCISCO URBAN INSTITUTE **\$13,000**

San Francisco. *Creating a homework computer lab with supervised child care for CalWORKS single mothers studying at San Francisco State University*

SANTA CRUZ COUNTY COALITION FOR A LIVING WAGE **\$15,000**

Santa Cruz. *To support their work linking up living wage campaign organizing with advocacy efforts in low-wage industries where women make up a majority of the workforce*

SWEATSHOP WATCH – OAKLAND **\$10,000**

Oakland. *Outreach, education, training, and coordination of legal counseling to Bay Area garment workers about their workplace rights*

WOMEN’S COLLECTIVE OF KVMR **\$10,000**

Nevada City. *Establishing a women’s desk as a center for women to organize for increased rural health care*

WOMEN’S COMMUNITY CLINIC **\$13,000**

San Francisco. *Funding to provide additional training for their lay volunteers*

WOMEN’S ECONOMIC AGENDA PROJECT (WEAP) **\$8,000**

Oakland. *Capacity building for this organization working for economic justice for low-income women and their families*

WOMEN’S INSTITUTE FOR LEADERSHIP DEVELOPMENT (WILD) FOR HUMAN RIGHTS **\$10,000**

San Francisco. *Leadership training for 25 activists who are women of color and the development of a strategic media plan to expand their advocacy work*

WOMEN’S SAFETY PROJECT **\$13,000**

San Francisco. *General operating support for providing high quality, affordable self-defense classes to women and girls*

YOUTH GENDER PROJECT **\$15,000**

Berkeley. *General operating support for this youth/adult partnership that uses a peer-based model to empower and support transgender, transsexual, gender-variant, intersex, and gender-questioning youth and young adults of all cultural, ethnic, and racial backgrounds*



INITIATIVE FOR WOMEN'S HEALTH LEADERSHIP

The INITIATIVE FOR WOMEN'S HEALTH LEADERSHIP (IWHL) completed its final round of funding this year.

IWHL was part of a three-year collaborative program designed to increase women's participation in creating and sustaining health programs for their communities. Utilizing a grant from The California Endowment, The Women's Foundation, the Los Angeles Women's Foundation, Women's Health Leadership, and Women's Health Collaborative worked together to strengthen community-based and community-initiated health programs by developing the leadership of the women leading them.

The Women's Foundation recognizes that girls, women with disabilities, and monolingual, refugee, rural, Native American, and lesbian women all have different and specific health needs. IWHL grants benefit communities and issues neglected in mainstream health programs.



2000–2001 IWHL Grantees

AFGHAN WOMEN'S INTERNATIONAL ASSOCIATION \$10,000

Fremont. *Training for volunteer educators to provide education for Afghan women and girls on health care issues and to help recently-arrived Afghan widows and their families navigate the health care system*

CAPACITAR, INC. \$12,000

Watsonville. *Workshops for immigrant, migrant, and refugee women in simple body-mind-spirit practices that enable people to heal and transform themselves, their families, and their communities*

CHARLOTTE MAXWELL COMPLEMENTARY CLINIC \$19,000

Oakland. *Post-treatment services for low-income women with cancer*

LAS ISABELAS \$15,000

San Jose. *Support groups for monolingual and bilingual Latinas with breast cancer*

LATINA COMMUNITY WOMEN'S HEALTH LEADERSHIP \$10,000

Richmond. *Training for emerging Latina health leaders in Alameda and Contra Costa Counties*

LYON-MARTIN WOMEN'S HEALTH SERVICES \$10,000

San Francisco. *Expansion of their Health Education and Leadership Project (HELP) providing health programs for women who have sex with women*

NATIVIDAD MEDICAL FOUNDATION \$15,000

Salinas. *A mentoring program for teenage women that encourages them to plan their education beyond high school*

ORGANIZACIÓN EN CALIFORNIA DE LIDERES CAMPESINAS \$5,000

Pomona. *Planning for a program to teach teenage girls about issues including sexual assault and teen pregnancy that the teens will bring back to their rural communities*

RALPH-JOHNIE AND ASSOCIATES \$14,000

Oakland. *Support for meeting the mental and physical health needs of formerly homeless women through the S.I.S.T.E.R. (Supportive, Intensive, System of Treatment, Empowerment, and Recovery) Program*

SOR JUANA INÉS \$10,000

San Mateo. *Expansion of community outreach program aimed at ending violence in the lives of women and children*

WOMEN ORGANIZED TO RESPOND TO LIFE-THREATENING DISEASE (WORLD) \$15,000

Oakland. *Hiring a staff person to make telephone referrals and help clients access information in their resource library and computer database*

WOMEN'S HEALTH RIGHTS COALITION \$15,000

Oakland. *Increasing access to reproductive health care in various regions of California*

TRANSPORTATION JUSTICE INITIATIVE

Lack of reliable transportation can be a major barrier to low-income people's success. Many welfare-to-work mothers, for example, can find jobs, but they lack a reliable way to go to and from work. Attending school, pursuing job training, and accompanying children to day care and medical appointments can take hours on public transit. Low-income neighborhoods and communities of color are particularly under-served by public transportation.

The **TRANSPORTATION JUSTICE INITIATIVE** aims to fund direct service to women who need transportation assistance; impact transportation planning and policy to encourage investment in accessible public transportation for low-income women and girls; and develop the leadership of women to help them organize for transportation justice in their communities.

Last year, The Women's Foundation convened a meeting of Transportation Justice Initiative grantees. Attendees discussed strategies for applying the gender lens in public transportation planning and explored practical ways of assessing low-income women's transportation needs.

To advocate for low-income women's transportation needs and push for planners to consider gender in their work, The Women's Foundation works with two Bay Area coalitions — the Metropolitan Transportation Commission's Welfare to Work Transportation Working Group and the Alameda County Welfare to Work Transportation Coordinating Committee and its subcommittee on child care needs. By working on both the regional and county levels, we are providing advocacy and strategy advice to key public transportation decision makers.

2000–2001 Transportation Grantees

FAMILY SERVICES AGENCY OF SAN MATEO COUNTY **\$40,000 over two years**

Burlingame. *Administering low-interest loans for women to purchase or repair vehicles*

LIFETIME **\$20,000**

Oakland. *Leadership development and advocacy training in transportation justice for CalWORKS mothers*

NAPA VALLEY WORKFORCE INVESTMENT BOARD **\$20,000**

Napa. *Providing transportation solutions via loans for individual women seeking or training for employment*

OUTREACH AND ESCORT **\$20,000**

San Jose. *Expanding their Guaranteed Ride Home program to provide occasional safe transportation for low-income women in case of car trouble, unscheduled overtime, or family illness*

PEOPLE UNITED FOR A BETTER OAKLAND (PUEBLO) **\$19,849**

Oakland. *Developing a transportation justice campaign to influence the Metropolitan Transportation Commission's Welfare to Work project for the San Francisco Bay Area*

TRANSPORTATION CHOICES FORUM **\$40,000 over two years**

Oakland. *Helping planners, elected officials, and advocates better understand transportation barriers and become involved in creating solutions to meet the transportation needs of their communities*

URBAN HABITAT PROGRAM **\$40,000 over two years**

San Francisco. *Advocating for transportation justice with a Welfare-to-Work planning program and work on a Regional Transportation Plan for the Bay Area*

WORKING PARTNERSHIPS USA **\$20,000**

San Jose. *Supporting efforts to empower women in low-income communities to advocate for their transportation needs*

DONOR-ADVISED FUNDS

Setting up a donor-advised fund at The Women's Foundation offers a simple, effective way for donors to support the organizations or issues that are important to them. Donor-advisors have the opportunity to individualize their giving plans with the guidance and suggestions of our program staff, or to work in a more hands-on capacity by evaluating proposals, conducting site visits, and selecting grantees on their own.

Helping individuals, families, corporations, and private family foundations achieve their philanthropic goals is important. The Women's Foundation believes in working with committed donors in the most professional and flexible way to facilitate the support of issues and programs that address the needs of women and girls.

Becoming a donor-advisor offers a way for donors to express themselves through their giving and to make a positive impact on the world.



2000–2001 Grantees

AMERICAN CIVIL LIBERTIES UNION (ACLU) FOUNDATION OF NORTHERN CALIFORNIA	\$500
San Francisco, CA	
ASIAN PACIFIC LESBIAN BISEXUAL NETWORK	\$1,000
San Francisco, CA	
ASIAN PACIFIC WOMEN'S LEADERSHIP INSTITUTE	\$1,500
Denver, CO	
CAROL FRANC BUCK BREAST CARE CENTER	\$5,000
San Francisco, CA	
GAY AND LESBIAN ADVOCATES AND DEFENDERS	\$1,200
Boston, MA	
GAY, LESBIAN, AND STRAIGHT EDUCATION NETWORK (GLSEN)	\$1,000
New York, NY	
INTERNATIONAL MUSEUM OF WOMEN	\$1,000
San Francisco, CA	
INTERNATIONAL RIVERS NETWORK	\$1,000
Berkeley, CA	
I. ROSS MCDUGALL RESEARCH FUND	\$2,700
Santa Clara, CA	
PHILANTHROPIC VENTURES FOUNDATION	\$10,000
Alameda, CA	
SNITOW/KAUFMAN PRODUCTIONS	\$4,500
Berkeley, CA	
THAT MAN MAY SEE	\$2,775
San Francisco, CA	
US ISRAEL WOMEN TO WOMEN, INC.	\$5,000
New York, NY	
THE WOMEN'S BUILDING	\$30,000
San Francisco, CA	
WOMEN'S FUNDING NETWORK	\$3,000
San Francisco, CA	
WOMEN'S INSTITUTE FOR LEADERSHIP DEVELOPMENT (WILD) FOR HUMAN RIGHTS	\$2,500
San Francisco, CA	
THE WOMEN'S PHILHARMONIC	\$3,000
San Francisco, CA	

THE DRAGON FUND

THE DRAGON FUND is a donor circle jointly managed by The Women's Foundation and The 1990 Institute. This fund expands economic development and educational opportunities for women and girls in the rural western and central China provinces of Gansu and Shaanxi.

Five donor-advisors chose these three projects for the first round of funding:

- *The Women's and Children's Training Center in Zhang Xian, Gansu Province, to provide a place for women to learn reading, writing, animal husbandry, and crop cultivation.*
- *The Women's Greenhouse in Zhang Xian, Gansu Province, to expand agricultural opportunities for women. The construction of a modern greenhouse allows the women who operate it a way to grow mushrooms, medicinal herbs, and other plants. Women learn cultivation techniques along with marketing, distribution, and management skills.*
- *The Spring Bud Scholarship Program, Shaanxi Province, to provide tuition for 1,000 girls to enter the fourth grade. Few Shaanxi girls go to school, and most girls who do start school are forced to drop out after the third grade. Spring Bud scholarship recipients will be tracked and every effort will be made to ensure that these girls stay in school at least through the sixth grade.*

*"The Dragon Fund
is the realization of a
dream to build thriving
communities for women
and girls in China."*

— ADRIENNE PON,
DRAGON FUND
DONOR ADVISER



TECHNICAL ASSISTANCE

"The wonderful things happening in our community are often overlooked by funders.

The Women's Foundation's workshop on applying for funding, held here in Kern County, helped us write better descriptions of our programs and connect with other funding streams."

—ANN CERVANTES, SENIOR
OUTREACH SPECIALIST,
BLUE CROSS, BAKERSFIELD

As we build our capacity internally, we share our resources with the organizations we support. The Women's Foundation works to ensure that our grantees have the tools they need to do their work and to attract additional funding for their programs. Many of our grantees' efforts are focused on delivering direct services that fill needs or working to change conditions that impact communities. Often, time and resources for building organizational capacity and long-term stability fall short. By building trusting partnerships with our grantees, The Women's Foundation can often help organizations take the next steps toward sustainability.

We convened several Technical Assistance workshops in the past year:

- a meeting of Transportation Justice Initiative grantees to examine how a gender lens can be applied in the field of transportation and public transportation planning;
- two sessions for our health grantees where we helped organizations evaluate their current programs and build stronger ones;
- two workshops to teach skills and strategies for writing grant proposals.

We are proud to provide generous one-on-one technical assistance to all interested grantees, another factor that sets us apart from many other funders.

KNOWLEDGE SHARING



KNOWLEDGE SHARING

STRATEGIC PARTNERSHIP WITH THE UNITED WAY

The Women's Foundation is a Strategic Partner of the United Way of the Bay Area. The United Way supports our efforts to build community through the Women's Leadership Alliance (WLA) and our donor-education events.

Women's Leadership Alliance (WLA) convenes the leaders of 19 women's organizations based in the Bay Area to work on cutting-edge issues critical in the lives of women and girls. The WLA was co-founded in 1998 by Foundation President and CEO Patti Chang and Foundation Board member Sandy Sohcot.

Currently co-chaired by Belle Taylor McGhee and Beth Parker, the WLA recommends new policies and programs that enable women and men to share responsibility for taking care of their families and their communities. The goal of the Women's Leadership Alliance is for all women to be able to participate more fully in political, social, cultural, civil, and economic activities. Recent activities include producing position papers on various topics and hosting a symposium, *Expanding the Conversation on Choice*, which brought together 20 "influence leaders" to discuss how the conversation on choice can be directed strategically in order to reach more people.

The Women's Foundation hosts events each year to keep our donors updated on the issues that affect women's and girls' lives. Along with our regular slate of events, the Foundation co-sponsored *Lesbians, Money & Giving*, a series of talks on the intersection of philanthropic and social issues of particular interest to lesbians and their friends.

The Women's Leadership

Alliance's goal is for all

women to be able to

participate more fully in

all political, social,

cultural, civil, and

economic activities.

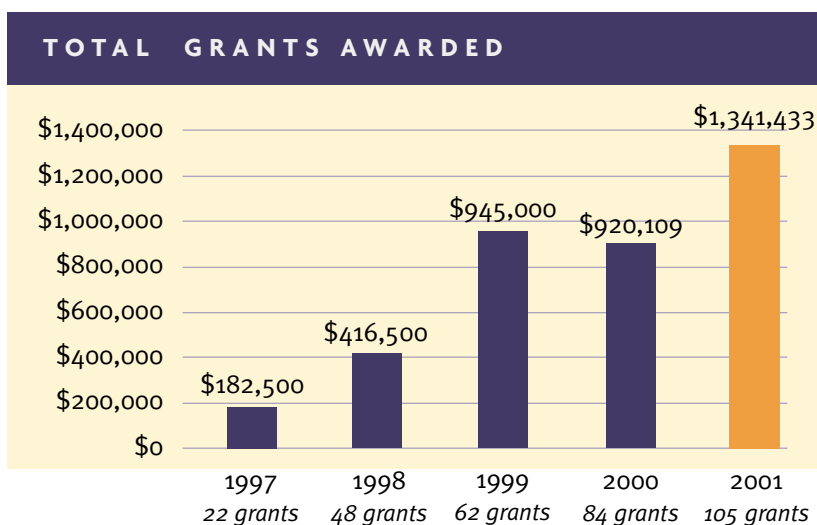


STATEMENT OF FINANCIAL POSITION

June 30, 2001



	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
ASSETS				
Cash and cash equivalents	\$ 514,664	\$ 816,007	\$	\$ 1,330,671
Marketable securities	1,822,860	1,300,364	417,877	3,541,101
Accounts receivable	3,197	250,000		253,197
Prepaid expenses and deposits	4,333			4,333
Property and equipment, net	95,382			95,382
TOTAL ASSETS	\$ 2,440,436	\$ 2,366,371	\$ 417,877	\$ 5,224,684
LIABILITIES				
Accounts payable	\$ 11,174	\$	\$	\$ 11,174
Grants payable		407,000		407,000
Accrued vacation	12,022			12,022
TOTAL LIABILITIES	23,196	407,000		430,196
NET ASSETS				
Unrestricted	2,417,240			2,417,240
Temporarily restricted		1,959,371		1,959,371
Permanently restricted			417,877	417,877
TOTAL NET ASSETS	2,417,240	1,959,371	417,877	4,794,488
TOTAL LIABILITIES AND NET ASSETS	\$ 2,440,436	\$ 2,366,371	\$ 417,877	\$ 5,224,684



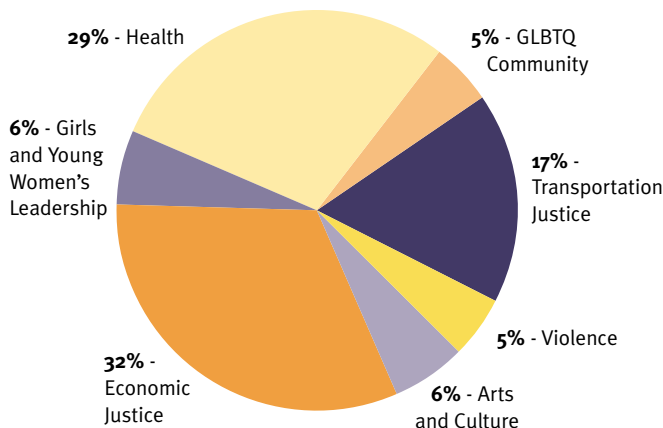
STATEMENT OF ACTIVITIES

For the year ended June 30, 2001

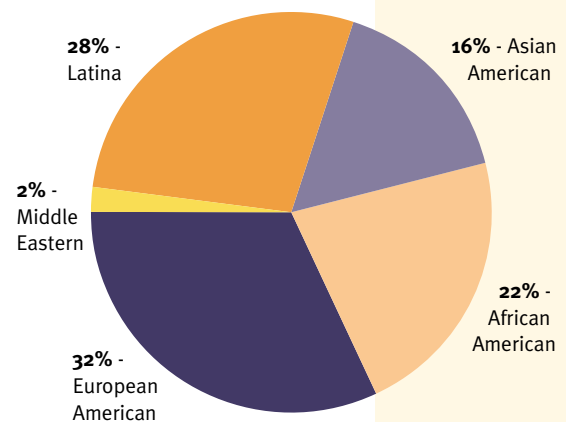
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
REVENUES, GAINS AND OTHER SUPPORT				
Contributions, grants and support	\$ 503,345	\$ 1,629,977	\$	\$ 2,133,322
Interest and dividends	125,381	134,963		260,344
Net unrealized and realized gains (losses) on investments	623	(184,425)		(183,802)
Special event	177,372			177,372
Other income	86,246			86,246
Net assets released from restrictions:				
Restrictions satisfied by payments	1,986,257	(1,986,257)		
TOTAL REVENUES, GAINS AND OTHER SUPPORT	2,879,224	(405,742)		2,473,482
EXPENSES				
Program	2,418,318			2,418,318
Management and general	225,674			225,674
Fundraising	411,010			411,010
TOTAL EXPENSES	3,055,002			3,055,002
CHANGES IN NET ASSETS	(175,778)	(405,742)		(581,520)
NET ASSETS, BEGINNING OF YEAR	2,593,018	2,365,113	417,877	5,376,008
NET ASSETS, END OF YEAR	\$ 2,417,240	\$ 1,959,371	\$ 417,877	\$ 4,794,488

The financial information reported is derived from the audited financial statement prepared by Claridad & Crowe, Certified Public Accountants, a copy of which may be obtained by contacting The Women's Foundation.

GRANTEES BY ISSUE AREA



GRANTS BY ETHNICITY



RUTH MCGUIRE PLANNED GIVING SOCIETY

"Even with all the strides women have made, it's important to me to be sure that women's programs will always be supported by our community foundation."

— SUZANNE IRWIN-WELLS,
RUTH MCGUIRE SOCIETY
MEMBER

Ruth McGuire was one of The Women's Foundation's visionary co-founders. Ruth left the Foundation a financial legacy as well as a spiritual one with her gift of a commercial building as a provision in her will.

We have established the Ruth McGuire Planned Giving Society for all of our donors who include a bequest or other planned gift to The Women's Foundation in their will or estate plan. These deferred gifts help ensure that The Women's Foundation can continue our work promoting and protecting the human rights of women and girls.

Leaving a planned gift can help ensure The Women's Foundation's future and help you make the most of tax and legal advantages for your heirs.

28 Anonymous Donors
Robert Acker
Sandra Adamski
Jaqi Thompson Asghedom
Suzanne Badenhoop
Dr. Carol Banquer
Sharleen Beckwith
Kaye Beth
Denise Biernes
Julia Bloomfield

Shelley Bond
Beatrice Bowles
Claire Carter
Dotte Crowder
Virginia Crowder
Joan Cummerton
Sarah Davis
Lucy Dilworth
Cindy Ewing
Hella Fluss

Diane Gale
Tracy DuVivier Gary
Linda Gebroe
Maria Manuela Gonzales
Sheila M. Gradison
Suzanne D. Greene
Andrea Gunderson
Sally A. Hershey
Paula Ho-Wolper
Shirley Hort
Lee Hunt
Suzanne Irwin-Wells
Emily Jarosz
Burke Keegan
Debra Kent
Ruby Kueffer
Marilyn Leigh
Jane Lewenthal
Sidne Long
Sudie Pollock
Pamela Reitman
Barbara Rolph
Elizabeth D. Ross
Diana Sanborn
Mady Shumofsky
Jane Stone
Leonie Walker
Marcia Watson
Ann Weinstone
Kate Wilson
Dorothy Woodworth
Sonni Zambino



DONORS

\$100,000 AND ABOVE

Anonymous (2 donors)
The California Endowment
The California Wellness Foundation
Quinn Delaney & Wayne Jordan
William and Flora Hewlett
Foundation

\$50,000 – \$99,999

Anonymous
Patricia L. Chang
United Way of the Bay Area

\$25,000 – \$49,999

The 1990 Institute
Friedman Family Foundation
Wallace Alexander Gerbode
Foundation
Shirley Hort
Paul Kivel & Mary Luckey
Levi Strauss Foundation
Pacific Bell/SBC Foundation
Pacific Gas & Electric Co.
San Francisco Foundation
Wells Fargo Bank
Evelyn White

\$10,000 – \$24,999

Jane Gottesman
Lisa Long
McKay Foundation
Ruth O. Sherer
FullBloom Baking Company

\$5,000 – \$9,999

Anonymous (2 donors)
Isabel Allende Foundation
Jane Arrendell
Lindley Chang
Chevron
Lynn Gordon
Lara Hedberg
Kaiser Permanente
Kristina Kiehl & Robert Friedman
Rosalynd Koo
Susan & Philip Marineau
McKesson Foundation
Lee & Perry Smith
Sung-Kwok Foundation
Tara Fund of the Tides Foundation
in honor of Kelley, Kim,
and Kristin Burnett
Susie Tompkins Buell Fund
Elizabeth Tsai

\$2,500 – \$4,999

Anonymous (2 donors)
100 Lesbians and
our Friends
Autodesk, Inc.
Eunice J. Azzani
Carol Banquer
Carolyn Cavalier
Rosenberg
Mina Choo
Hella Fluss
Harrington
Investments
HMS Associates
Walter S. Johnson
Foundation
KSPM Fund
Macy's West
Marin Community
Foundation
Nancy Milliken
Diane Mosbacher
& Nanette K. Gartrell
Name Finders Lists, Inc.
Betty Pan
Fran Ravel in honor of
Cristelle Baskins and Jeff,
Gabriel, and Bruce Ravel
Karen Robbins
Charles Schwab Corporation
Foundation
Seven Springs Foundation
Underdog Fund of the Tides
Foundation
US Bancorp/Piper Jaffray
Working Assets
Matilda Young

\$1,000 – \$2,499

Anonymous
Joni Anderson & Yvonne King
B.C.W. Trust II
Capitol Network
Committee on Jobs
Community Bank of the Bay
Beth Doolittle
Deborah Drysdale
Carol Fine & Howard Fine
Margo George & Catherine Karrass
Gill Foundation
Global Fund for Women
Goldman Sachs
Hispanics in Philanthropy
Horizons Foundation
International Museum of Women
Carolyn Johnson
Barbara & Ronald Kaufman
Dorka Keehn
Jennifer Kim & Scott Whitten
Elizabeth Larson in honor
of Susan Beyrle
Lesley Levine & Na'Ama Firestone
Wendy Lichtman & Jeffrey Mandel



Carol Malnick/
Nelson Capital Management
Barbara Meislin in honor of Tracy
Gary and Leonie Walker
Paulette Meyer & David Friedman
Arminda Montoya & B. J. Baker
Morris Family Foundation
Ms. Foundation for Women
Raquel Newman
Darlene Ruiz/Hunter Ruiz
Alison Seevak
Maryann Simpson
& Cynthia Asproditas
Sandy Sohcot
Elizabeth Stage
The Sunshine Foundation
Susan L. Swan
Three Guineas Fund
Tenny Tsai-Eng
Vanguard Public Foundation
Chantel Walker & Anna Yee
Patricia Winter
Women and Children's
Family Services
Women's Educational Media
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EUNICE J. AZZANI

Eunice J. Azzani is a Managing Director in the San Francisco office of Korn/Ferry International. Azzani is a seasoned consultant with over 21 years' experience in professional service organizations. She serves on the boards of lifeprint, Planned Parenthood Golden Gate, the Needle Exchange Board for the San Francisco AIDS Foundation, Women's Forum West, and the YMCA. In 1997, she was awarded the *Eleanor Reynolds Award* from the Association for Executive Search Consultants for combining excellence in search with commitment to volunteerism. In 1995, she also received the *Women Who Make A Difference Award* from the San Francisco Commission on the Status of Women.

ELMY BERMEJO

Elmy Bermejo is currently based in San Francisco and works for John Burton, President pro Tempore of the California State Senate. Bermejo was recently elected Chair of the State Commission on the Status of Women. She was appointed by Governor Gray Davis to the California Complete Count Committee for Census 2000. As a board member of HOPE (Hispanas Organized for Political Equality), this year Bermejo will chair Latina Action Day in Sacramento which will convene more than 700 Latinas for a state-wide conference focusing on the Latina agenda.

PATTI CHANG

Patti Chang is President and CEO of The Women's Foundation. She is active in workshop trainings on fundraising and structuring development plans. Chang also acts as a spokesperson to other grantmakers about gender, human rights, and the role of foundations. Chang's volunteer work encompasses a wide range of political, social and philanthropic causes. She is a past Commissioner with the San Francisco Commission on the Environment; past President of the San Francisco Commission on the Status of Women; and an Advisory Board member of Women's Institute For Leadership Development (WILD) for Human Rights. Chang sits on the Boards of Directors of the Women's Funding Network, Asian Pacific American Women's Leadership Institute, National Committee for Responsive Philanthropy, International Rivers Network, and the International Museum of Women.

SHIRA FRANK

Shira Frank is a 16 year old activist, actress, and passionate idealist. She participated in The Women's Foundation's Sisterhood Fund in 2001. Shira's volunteer work includes educating high school teachers and administrators on issues of homophobia and heterosexism and performing skits to educate high school students about birth control, healthy relationships, and sexually transmitted disease. She also performed in the Arcata production of *The Vagina Monologues*. In August 2001, Frank began as a full time student at Humboldt State University where she majors in political science and theatre.

LEONADE JONES

Leonade Jones is co-founder and former CFO of VentureThink LLC and Versura Inc. She is a director of several American Funds mutual funds and a member of Albertson's Retirement Investment Subcommittee and the Investment Advisory Committee of New York Teachers' Retirement System. Before relocation, she served as treasurer of The Washington Post Company. Jones earned a J.D./M.B.A. from Stanford University and a B.A. with distinction from Simmons College. She is a member of the California and DC Bars.

JENNIFER KIM

Jennifer Kim is the Director of Family Foundation and Corporate Resources for Peninsula Community Foundation (PCF). Before joining PCF she was a Deputy Director of Development for The Nature Conservancy of California, having previously served as a development officer for The San Francisco Foundation. Her nonprofit experience also includes working on capital campaigns for Berkeley Repertory Theatre, the San Francisco Main Library, and Yerba Buena Center for the Arts, as well as consulting in prospect research.

JUDY KUANG

Judy Kuang is a freshman at UC Davis and a graduate of Galileo Academy of Science and Technology in San Francisco. Judy became involved with The Women's Foundation through the Sisterhood program. She also volunteered as an intern in The Foundation's office. Kuang spent a year on the Board of the American Red Cross Bay Area Chapter and participated in many extracurricular activities in school.

SUSAN MARINEAU

Susan Marineau moved to San Francisco in 1999. She was born and raised in Chicago, where she served on the Board of the Chicago Foundation for Women for six years and was Chair of the Board there. Marineau's professional background is in advertising and marketing. She has worked as an advertising copywriter, merchandise comparison shopper, associate buyer, and marketing consultant. She serves as Vice-Chair of the Board of the Women's Funding Network and on the V-Day steering committee.

MARY ROSAS

Mary Rosas is the Community Relations Senior Specialist for Kaiser Permanente. In this capacity, she is responsible for community outreach and public relations for all of Kaiser Permanente in Northern California. Since coming to the Bay Area in 1985, she has been actively involved in a variety of community and human service activities and currently serves as Vice Chair for the Latino Leadership Council of Contra Costa. Rosas was recently appointed to serve on the Community Advisory Commission.

DARLENE E. RUIZ

Darlene E. Ruiz is an attorney and public policy consultant with a practice in Sacramento. She entered the private sector after serving seven years as Vice Chair of the California State Water Resources Control Board, the entity responsible for overseeing all water rights and water quality issues in the state. Ruiz has served on numerous regulatory advisory committees including the Department of Toxic Substances Control, the California Environmental Protection Agency, Trade and Commerce Agency, Department of Housing and Community Development, and the Governor's Office.

SANDRA E. SOHCOT

Sandra E. Sohcot is Principal of Sohcot Consulting, a business management consulting service established in 1984. She is also the Executive Director of the Rex Foundation. In 1995, she was elected Northern California Delegate to the White House Conference on Small Business and served as Delegation Issue Co-Chair on Capital Formation. She has served as President of the San Francisco Bay Area Chapter of the National Association of Women Business Owners and is a co-founder, with Patti Chang, of the Women's Leadership Alliance. In July 1999, the San Francisco Commission on the Status of Women honored Sohcot with their *Women Who Make a Difference* Award.

CLAUDIA SORIA-DELGADO

Claudia Soria-Delgado is a Central California native and a mother of two children, Reyes (10) and Macui-Xochitl (6). She has been married for 8 years to Richard, a loving gourmet cook. She is employed with Catholic Charities as a Program Manager, overseeing Community Building and Youth Services Projects. As a board member of Fresno Barrios Unidos and a trainer for the Fresno County 'kNOw More' Youth Relationship Violence Prevention Peer Education Project, she has demonstrated her commitment to youth non-violence efforts.

MABEL TENG

Mabel Teng became the first Chinese American woman to serve on the San Francisco Board of Supervisors when she was elected in 1994. Teng's legislative priorities while on the Board included immigrant and language rights, early childhood education, and traffic and pedestrian safety. Teng is familiar to The Women's Foundation as a recipient of our *Ground Breaker – Dream Maker* award in 1995. She is now Director of Development and Planning at San Francisco State University, where she also teaches in the Ethnic Studies department.

CHANTEL L. WALKER

Chantel L. Walker is the Marin Community Foundation's Program Officer in Community Development. The Foundation's Community Development program includes grantmaking in excess of \$8 million annually and focuses on community economic development, housing, civic engagement, family self-sufficiency, and leadership. She is the former Chief Programs and Administrative Officer at PowerUP: Bridging the Digital Divide, a national foundation and forum for America Online and other technology companies to provide the resources needed for young people in underserved communities to access the digital age. Walker is an active volunteer with several organizations.

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