

the WOMEN'S
FOUNDATION
of CALIFORNIA

2002-2003

ANNUAL REPORT

AGE



CLASS

SEXUALITY

CULTURE

RACE

ABILITY/DISABILITY



RELIGION



ETHNICITY

GENDER

COUNTRY OF ORIGIN

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A Message from the President and CEO

Welcome to the Women's Foundation of California. This past year has been a time of significant transformation as The Women's Foundation and the Los Angeles Women's Foundation united to become a new statewide organization, the Women's Foundation of California. Culminating a long history of collaboration, this new organization is supporting women and girls throughout California with increased resources, efficiency and strength.

Fueled by our passion to create a world where *all* women and girls can thrive, we are generating a new spirit of activism — bringing together financial and human resources, nonprofits, government and businesses to create equity and opportunity for women and girls.

What does this mean? It means we will increase funding to nonprofit organizations that are improving the lives of women and girls. It means we will continue on our 25-year path as a voice and advocate for women and girls throughout California, adding strength to women's efforts to impact local and state policy. It means we will partner with organizations working to create economic self-sufficiency and to remove institutional barriers to opportunity. It means we will inspire more donor activism and strategic philanthropy through education and partnership with individuals and institutions. It means greater impact in all aspects of our work.

The Women's Foundation of California takes risks. We bring together unlikely partners for collaboration and provide resources to groups working on issues that are not benefiting from the investment of mainstream philanthropy. We speak out against injustices facing women and girls wherever they persist.

We understand that transforming our society to one built on equity and opportunity means discovering new ways to expand the human rights dialogue — so we work to promote the understanding that injustice never exists in isolation. Regardless of ethnicity, gender or class, when any one group is denied human rights, each and every one of us suffers.

Likewise, when we invest in women and girls by developing their leadership, everyone benefits. Women use their leadership to advance the rights of families and communities, from environmental health to living wage campaigns, to fighting to end the breast cancer epidemic, to securing rights for homeless people, to changing the treatment of girls in the juvenile justice system. The women's and girls' organizations supported by the Women's Foundation of California are finding solutions.

When you support the Women's Foundation of California, you are partnering with thousands of individuals who know that investing in women and girls is an investment in a better future for all Californians. The dream of creating a world where *all* women and girls can thrive is powerful, the possibilities breathtaking. We all need to be part of this work. Now more than ever, our state needs it, our spirits need it.

We share the stories of our grantees, donors, volunteers and partner organizations with you to provide you with the inspiration we feel everyday. We hope you will join us in creating an environment where all women and girls can thrive.

Most sincerely,



Patti Chang
President and CEO
pattic@womensfoundca.org



Community Action Fund

The Community Action Fund is the largest and longest running fund of the Women's Foundation of California. In the next year, the Community Action Fund will increase grantmaking dollars, make larger awards and commit additional resources to impact organizational sustainability by investing in grantees and responding to statewide needs.

The Community Fund supports organizations working to:

- Cultivate the leadership of women, young women and girls as decisionmakers and activists about their rights, bodies, minds, families, cultures and communities.
- Promote the human rights of women and girls and their participation in all arenas of society — political, social, cultural, civil and economic.
- Impact key policy issues that uphold the human rights of women and girls, including economic, immigrant, gender, reproductive and sexual rights.
- Increase women's and girls' access to services and information that improve their health, mobility, safety and economic security.
- Support organizational development to build capacity and more effectively fulfill organizations' missions.



Each year, the Foundation recruits community leaders from diverse regions of the state to serve as the Community Action Fund's Grants Review Committee and submit their funding recommendations to our board of directors for approval (see page 41).

For more information, please contact Stephanie Yang at 415-837-1113, ext. 317 (stephaniey@womensfoundca.org).

Community Action Fund 2002/2003 Grantees

AMERICAN INDIAN WOMEN DOMESTIC VIOLENCE ASSISTANCE PROGRAM	\$7,500
Covelo. <i>To fund an educational conference for the Round Valley Indian Reservation tribal community on domestic violence awareness.</i>	
ASIAN AND PACIFIC ISLANDER LEGAL OUTREACH	\$12,500
San Francisco. <i>Funding to create the Bay Area Anti-Trafficking Center which will provide direct comprehensive assistance and advocacy for victims of human trafficking in Northern California.</i>	
ASIAN PACIFIC ENVIRONMENTAL NETWORK (APEN)	\$5,000
Oakland. <i>To support leadership development and organizing training programs which expand Asian Youth Advocates' membership to include multiple Asian and Pacific Islander ethnic groups in Contra Costa County.</i>	
BAY AREA LEGAL AID	\$10,000
Oakland. <i>Funding to support the Domestic Violence Pro Per Clinic which provides free legal assistance to low-income domestic violence survivors in Contra Costa County who are preparing to obtain restraining orders.</i>	
BERKELEY FOOD AND HOUSING PROJECT	\$10,000
Berkeley. <i>Funding to provide 416 additional case management hours, 1,000 additional nights of shelter and 1,000 additional meals for homeless women and their children.</i>	
CALIFORNIA PREVENTION AND EDUCATION PROJECT (CAL-PEP)	\$7,500
Oakland. <i>To support an outreach effort to young women sex workers ages 13–24 that entails social service and health care referrals, as well as conducting an assessment to determine the needs of these young women which will be published and distributed to Oakland City officials.</i>	
CALIFORNIA ASSOCIATION FOR MICROENTERPRISE OPPORTUNITY	\$10,000
Oakland. <i>Funding to serve more low-income women of color entrepreneurs with technical assistance programs in California's Central Valley.</i>	
CALIFORNIA WOMEN'S LAW CENTER	\$5,000
Los Angeles. <i>To support roundtable discussions in Northern and Central California to develop policy recommendations for improvements in the prevention, investigation, prosecution and the media's treatment of domestic violence homicide in California.</i>	
CENTER FOR GENDER AND REFUGEE STUDIES	\$10,000
San Francisco. <i>Funding to support amicus briefs in select cases in order to enhance the protection of women's rights and to provide technical assistance to attorneys representing women asylum seekers.</i>	
COMMUNITY ACTION BOARD OF SANTA CRUZ COUNTY, INC.	\$10,000
Santa Cruz. <i>To fund the Women Ventures Project, which provides non-traditional job training and placement assistance for low-income Central Coast women, with a special emphasis on limited English speaking and immigrant populations.</i>	
COMMUNITY RESOURCES FOR INDEPENDENT LIVING, INC.	\$10,000
Hayward. <i>To support health and wellness programs for women and adolescent girls with disabilities living in southern Alameda County by producing a directory of health practitioners and providing those practitioners with educational materials concerning health and disability issues.</i>	
EAST BAY ALLIANCE FOR A SUSTAINABLE ECONOMY (EBASE)	\$10,000
Oakland. <i>To develop the leadership capacity of Alameda County women in the low-wage workforce and funding a women's leadership apprenticeship as part of a Worker Education Leadership Development Program.</i>	
ELLA BAKER CENTER FOR HUMAN RIGHTS	\$10,000
San Francisco. <i>Funding to develop the leadership capacity of transgender women of color through weekly trainings on combatting prejudice as well as conducting educational workshops with San Francisco County social service agencies about the needs of transgender and transsexual (TG/TS) individuals.</i>	
EXHALE	\$10,000
Oakland. <i>To support outreach to agencies and organizations implementing Spanish language services, to expand local talk-line counseling services and referral network and increase weekend service hours.</i>	

Community Action Fund 2002/2003 Grantees *(continued)*

HOMELESS PRENATAL PROGRAM	\$10,000
San Francisco. <i>Funding to support the salary of a Family Advocate, as well as program costs for providing direct prenatal care to homeless women and outreach services in the form of drug rehabilitation, counseling and parent education classes.</i>	
HUMBOLDT COMMUNITY BREAST HEALTH PROJECT	\$10,000
Arcata. <i>Funding to conduct community outreach on the breast cancer health needs of Latina and Native American women in rural Humboldt, Del Norte and Trinity counties.</i>	
IMMIGRANT LEGAL RESOURCE CENTER	\$10,000
San Francisco. <i>Funding to support a domestic violence network that provides social services assistance to immigrant women and girls in escaping abusive relationships in Kern County.</i>	
LAS ISABELAS	\$10,000
San Jose. <i>Breast cancer health education, support services and overall advocacy for Spanish-speaking, underinsured and immigrant women in Santa Clara County.</i>	
LATINA CENTER, INC.	\$10,000
Richmond. <i>To support a family violence prevention and intervention program in Alameda and Contra Costa counties as a strategy to develop local support systems for Latina survivors of domestic violence and to build political and community support for ending family violence.</i>	
LEGAL SERVICES FOR PRISONERS WITH CHILDREN	\$10,000
San Francisco. <i>Funding to enroll formerly incarcerated women in community mother–infant programs in housing, jobs and child care and to help these women gain access to adequate medical care that addresses their specific health needs.</i>	
MARGIE CHERRY COMPLEMENTARY BREAST HEALTH CENTER	\$10,000
San Francisco. <i>To provide direct social services to breast cancer survivors within the Bayview Hunters Point, Visitacion Valley, Potrero Hill and Sunnysdale communities through volunteer outreach, education and training.</i>	
MIGRANT PHOTOGRAPHY PROJECT	\$1,000
Lindsay. <i>To support a photography exhibition that broadens awareness about the lives of immigrant farm workers and their families in California’s Central Valley.</i>	
OASIS	\$10,000
San Francisco. <i>To support Girlzup, a leadership building program for girls living in the South of Market district that provides workshops on economic equity, cultural identity and health safety, free self-defense classes and video equipment to explore self-esteem through filmmaking.</i>	
OPTIC (OPPORTUNITIES FOR TECHNOLOGY INFORMATION CAREERS)	\$10,000
Antioch. <i>Funding for computer-based “hard skills” training, job placement and long-term follow-up of 100 low-income Contra Costa County women.</i>	
REDWOOD JUSTICE FUND	\$7,500
Santa Rosa. <i>Funding to create informational packets for women’s rights attorneys and advocates in Sonoma County about ensuring law enforcement protection for victims of domestic violence.</i>	
SAFE PASSAGE FAMILY RESOURCE CENTER	\$10,000
Fort Bragg. <i>To address an emerging community need for skilled Spanish translators in rural Mendocino County by training local Latinas and developing a self-sustaining Latina-owned translating business.</i>	
SURVIVING THROUGH OUR NATURAL STRENGTHS	\$10,000
Quincy. <i>Funding to recruit and train survivors of domestic violence in rural Plumas County as peer advocates and outreach workers for domestic violence victims.</i>	

THIRD WORLD MAJORITY

\$10,000

Oakland. To support an extended workshop curriculum designed to promote awareness about the complexities of violence against women of color. The curriculum includes digital storytelling workshops for adolescent and adult women of color survivors of violence.

TULARE COUNTY LEAGUE OF MEXICAN AMERICAN WOMEN

\$5,000

Visalia. To fund leadership training and workshops for low-income emerging Spanish-speaking youth leaders and representatives from Latino/a nonprofit organizations.

VAQUERA PRODUCTIONS

\$10,000

Oakland. To fund the production and distribution of a video by pre-teen and teen girls about growing up in an urban setting, along with the creation of an accompanying study guide for teachers in conjunction with New Moon magazine.

WOMEN ORGANIZED TO RESPOND TO LIFE-THREATENING DISEASE (WORLD)

\$5,000

Oakland. To support confidential education retreats for HIV-positive women in Northern California. The retreats include social services support and health education workshops to help decrease social isolation among HIV-positive women and increasing their knowledge of treatment options and advocacy skills.

YOUTH GENDER PROJECT

\$5,000

Berkeley. To fund paid internship positions for young transgender and intersex women conducting outreach to transgender, transsexual, genderqueer, intersex and gender-questioning (TGIQ) youth in the community.



Initiatives Forum

In October 2003, the Women's Foundation of California released our fifth report through the Initiatives Forum, *Confronting Toxic Contamination in Our Communities: Women's Health and California's Future*. The report revealed that women are bearing the brunt of contamination from toxic chemicals. Foremost among the reasons for this is that the composition and metabolism biology of women's bodies allow more fat-soluble chemicals to be absorbed and to persist.

Women's health and the health of our loved ones are affected. "I wrote *Living Downstream: A Scientist's Personal Investigation of Cancer and the Environment* to remind us all that behind every data point is a human life," says author Sandra Steingraber, Ph.D., keynote speaker at the Foundation's Environmental Health and Justice Summit. "Our collective stories, along with the scientific evidence we amass, form the beginning of a human rights movement."

In releasing the report, the Foundation aims to increase community awareness of documented health and safety risks to California families from long-term, multiple chemical exposures. The report makes policy and regulatory recommendations using a "First Do No Harm" approach.



In partnership with The San Francisco Foundation, the Foundation also released a Bay Area supplement to the full report examining examples of environmental contamination in Bay Area communities and featuring local leaders and organizations working for environmental justice.

Sandra Meraz, a 62-year old grandmother from Alpaugh, a small town in rural Tulare County, speaks first-hand about her community's struggle to access clean water in a town where the water supply is contaminated with high levels of arsenic. "I've seen a lot of children get sick. The impact on families, rural women and mothers who are forced to use contaminated water because they can't afford to buy bottled water is devastating for all of us," says Meraz, an organizer for Committee for a Better Alpaugh, a group of women who are working to address the contaminated water supply.

Since the inception of the Initiatives Forum in 1999, the program has awarded nearly \$500,000 in grants averaging \$15,000. Grants support the efforts of organizations to increase economic security and opportunity in the low wage sectors that most heavily employ women and work to identify links between women's health and the environment. Grantees include grassroots organizations engaged in leadership development, community organizing and advocacy for policy change.

The Foundation will host convenings across the state to expand the dialogue on environmental health and justice and work to engage individuals, elected officials and businesses to secure a healthier future for all Californians.

For more information, please contact Tina Eshaghpour at 415-837-1113, ext. 304, or tinae@womensfoundca.org.

Initiatives Forum 2002/2003 Grantees

AMERICAN FRIENDS SERVICES COMMITTEE

\$15,000

Visalia. Funding to support training for a core group of women to produce a community-based radio program covering women's health issues, including an environmental organizing campaign on contaminated water in the San Joaquin Valley.

ASIAN IMMIGRANT WOMEN ADVOCATES (AIWA)

\$30,000

Oakland. To support the advocacy work of the High Tech Workers' Rights Initiative which addresses the problem of unequal compensation through community organizing, litigation and policy advocacy in partnership with Equal Rights Advocates (ERA) and Services Immigrant Rights and Education Network (SIREN).

ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW – LOS ANGELES (ACORN)

\$20,000

Los Angeles. Funding for the organizing effort of home-based child care providers to advocate for better wages, health benefits and policy-making leverage.

CENTER ON RACE, POVERTY AND THE ENVIRONMENT

\$30,000

Delano. Funding to assist women activists in the rural community of Alpaugh with researching solutions and implementing strategies to solve their contaminated drinking water crisis.

GREENACTION

\$5,000

San Francisco. To educate, empower and mobilize women and teenage girls from low-income, primarily Latina communities who are impacted by environmental health threats in Stanislaus County and the metro Modesto area.

INSTITUTO DE EDUCACION POPULAR DEL SUR DE CALIFORNIA (IDEPSCA)

\$20,000

Los Angeles. Funding to create a Domestic Workers Association that promotes economic equity for Latina immigrants, implements economic development strategies and advocates for immigrant rights.

LATINO ISSUES FORUM

\$10,000

San Francisco. To support the youth leadership program of the Latino Environmental Health Project, which increases awareness and policy knowledge on environmental health issues for high school students in the San Joaquin Valley.

LOS ANGELES ALLIANCE FOR A NEW ECONOMY (LAANE)

\$20,000

Los Angeles. Funding to develop a training model for the Living Wage Health Benefits Project, which trains workers on their compensation rights and policies.

MIGRANT PHOTOGRAPHY PROJECT

\$15,000

Lindsay. To support the development of educational, photographic and interview materials that highlight the relationship between industrial agribusiness and endocrine system disruption in women and their families.

SANTA CLARA CENTER FOR OCCUPATIONAL SAFETY & HEALTH

\$15,000

San Jose. Funding for the development of training materials that integrates technical information about work-related safety and health risks. It will include young women workers' tales about their identity, their concerns and what resources they have access to. The information will be compiled and edited into a book entitled My First Job.

WORKING PARTNERSHIPS USA

\$15,000

San Jose. To support the advocacy efforts of a community coalition that advances the equity of women in the region and builds economic capacity for working families in Silicon Valley.

Sisterhood Fund

Melissa lives on the Pomo Reservation in Northern California. After she lost her sister in an accident with a drunk driver, she was desperately looking for a place to get involved. Her mentor encouraged her to apply to the Sisterhood Fund, a program that trains young women to make grants to organizations that serve their peers. Through a series of retreats, Sisterhood participants learn about philanthropy, leadership, finances, identity, social and economic justice and human rights. They are trained to review grant proposals, conduct site visits and use consensus decision-making to allocate funds.

“What I learned through Sisterhood was how to work with people really different from me,” Melissa explained. “It was a diverse group with millions of opinions. We learned to stick together, to look deeper, to search out reasons why people think as they do and to respect their opinions.” According to Melissa, geography and culture made last year’s Sisterhood class diverse: the group of 15 young women ranged in age from 15 to 21 and came from different regions of the state. “I’m from a small reservation, some girls came from big cities and others came from the Central Valley where farming is the way of life. We all brought our different cultures, and we were all open to learning from each other’s experiences.”

Melissa also observed that while the group had significant differences they also shared similarities. “We were all very head-strong,” said Melissa, “and were all feminists who believe that women’s rights are human rights. Being with other young women who share my core values was an amazing experience.”

Melissa and her fellow Sisterhood participants identified three issues that they wanted to address. They focused grantmaking on organizations serving queer and transgender youth, young women affected by sex trafficking and exploitation and young women and girls in the juvenile justice system. The group awarded 12 grants ranging from \$3,800 to \$7,500 for a total of \$76,600.



This year, Melissa and five other Sisterhood alumnae from the San Francisco Bay Area will participate in a pilot second-year program to further develop their skills as donors and social change activists — and to increase their knowledge of the nonprofit and philanthropic sectors. In addition to allocating grants, Sisterhood participants will continue to raise money and increase their involvement with grantee programs that serve young women.

For more information, please contact Stephanie Yang at 415-837-1113, ext. 317, or stephaniey@womensfoundca.org.

Sisterhood Fund 2002/2003 Grantees

ASIAN PACIFIC ENVIRONMENTAL NETWORK (APEN)

\$7,500

Oakland. *For a leadership development and organizing training site for young Asian Pacific Islander women in West Contra Costa County.*

BAY AREA GIRLS CENTER

\$7,500

San Francisco. *To support a leadership development initiative that increases the pool of young women mentors and leaders from the organization's alumnae.*

CENTER FOR YOUNG WOMEN'S DEVELOPMENT

\$3,800

San Francisco. *To support community organizing and power building skills for low-income young women of color who have been involved in the juvenile justice system.*

CHARITABLE COUNCIL OF MONTEREY COUNTY

\$7,500

Salinas. *To provide girls entering high school with informational and leadership workshops that encourage them to make informed choices about education, health and relationships.*

CHRIST TEMPLE COMMUNITY DEVELOPMENT FOUNDATION

\$7,500

Yuba City. *To support the Young Women Mentoring Young Women project. The project entails peer counseling, vocational training, leadership development and community service opportunities for at-risk young women.*

LAVENDER YOUTH RECREATION AND INFORMATION CENTER (LYRIC)

\$5,000

San Francisco. *To support a Young Women's Program designed to promote healthy decision making, positive self-image and community involvement among lesbian, bisexual, transgender and questioning young women.*

MISSION NEIGHBORHOOD CENTERS, INC.

\$7,500

San Francisco. *To provide violence prevention education and leadership opportunities for young women ages 10–17 in the Mission district with the production of a Spanish-language video on violence against girls and teenage prostitution.*

NOVATO YOUTH CENTER

\$7,500

Novato. *To fund the Teen Life Connections project, a challenging outdoor experience that serves as a catalyst for strength, confidence and independence skill-building in young women.*

OASIS

\$4,000

San Francisco. *To support the Simple Strength of Femininity project, a resource booklet distributed to young women and girls throughout San Francisco neighborhoods and as they leave the Youth Guidance Center at Juvenile Hall.*

SOLUTIONS

\$3,800

San Francisco. *Support for a collaborative project between the organizations' participants and youth from Oakland's Mandela Art Center to co-produce three compact discs featuring spoken word, poetry, music and raps by currently incarcerated girls.*

WOMEN'S INSTITUTE FOR LEADERSHIP DEVELOPMENT (WILD) FOR HUMAN RIGHTS

\$7,500

San Francisco. *General operating expenses for a Young Women's Program to train young Bay Area women to become human rights advocates in their communities.*

YOUTH GENDER PROJECT

\$7,500

Berkeley. *To provide paid internships for transgender young women and intersex youth to work as peer counselors for TGIQ youth in the community.*

Smart Choices

Control over reproductive health and access to health services are basic human rights. The Smart Choices Initiative supports this belief by providing funding, opportunities to convene and technical assistance to reproductive health and rights groups in California as well as in Tijuana, Mexicali and La Paz, Mexico. Now in its fourth year, Smart Choices funding continues to support organizations that are changing the reproductive health and rights landscape.

Smart Choices is building a movement to support women-led organizations that provide education outreach, increase access to family planning services, help to reduce unintended pregnancies and the transmission of sexually transmitted diseases and impact key policy on women's and girls' reproductive rights. Smart Choices focuses on communities that typically face extreme barriers to securing reproductive rights — low-income women and girls, women and girls of color (particularly Latinas) and women and girls in rural communities.

The Smart Choices Advisory Board provides an opportunity to expand dialogue and promote collaboration — bringing groups to the table that broaden the reproductive rights debate and are committed to creating change in this area (see page 36).

Smart Choices grantee Planned Parenthood Shasta/Diablo in Concord, California has created a client advocacy project where front-line staffers are trained to interact with women about legislation that is impacting their access to reproductive health care services. The staff has collected thousands of letters and testimonials from clients that will be used by Planned Parenthood to make the case about how cuts in funding will impact access to health services.

With funding from Smart Choices, Clinica de La Raza, has established three teen-based health clinics — two in Oakland high schools and one in a San Lorenzo high school — to provide peer-to-peer outreach and adolescent health services.

San Francisco's Women's Community Clinic's Street Outreach Program provides reproductive health services and information to homeless and marginally housed women and serves 50 or more uninsured women per week through their drop-in clinic. An anonymous client says, "They help lots of people who need help. They don't judge, they don't forget about anyone. They recognize the humanity of all the people who come here."



For more information, please contact Julie Davidson-Gómez at 415-837-1113, ext. 323, or juliedg@womensfoundca.org.

Smart Choices 2002/2003 Grantees

ADOLESCENT HEALTH WORKING GROUP	\$20,000
San Francisco. <i>To support a peer-led effort to train young women as peer educators about emergency contraception, youth-friendly sexual health services, minor consent policies and confidentiality rights.</i>	
ALAIDE FOPPA	\$12,500
Mexicali, Mexico. <i>Funding to sustain a project that analyzes legislation, educates policymakers and trains women and young women as advocates for reproductive health and rights at local and federal levels.</i>	
AMERICAN CIVIL LIBERTIES UNION (ACLU) FOUNDATION OF NORTHERN CALIFORNIA	\$20,000
San Francisco. <i>To support research, education and advocacy to ensure that California's public schools are using comprehensive and medically accurate sex education curricula.</i>	
ASIAN AND PACIFIC ISLANDERS FOR REPRODUCTIVE HEALTH	\$15,000
Oakland. <i>For general operating support of reproductive health advocacy efforts targeted to the Asian and Pacific Islander community in Contra Costa County.</i>	
CALIFORNIA COALITION FOR REPRODUCTIVE FREEDOM	\$20,000
San Francisco. <i>Support for organizational recruitment efforts and to expand membership into diverse constituencies.</i>	
CASA DE LA MUJER/GRUPO FACTOR X	\$12,500
Tijuana, Mexico. <i>Funding to sustain annual participation in organizing activities for national and international gender rights campaigns, and to reinforce the service areas that provide medical, legal, educational and psychological services to women maquiladora workers and their children.</i>	
CENTRO MUJERES	\$14,500
La Paz, Mexico. <i>Funding for workshops for young women and men on sexual health, reproductive rights and services. The workshops empower youth to exercise their rights in accessing services and preventing sexual violence, unintended pregnancies and STDs.</i>	
CLINICA DE LA RAZA	\$22,500
Oakland. <i>To support individual and peer health education services at the Health Centers of Fremont High School, Oakland Technical High School and San Lorenzo High School.</i>	
ECONOMIC OPPORTUNITY COMMISSION OF SAN LUIS OBISPO COUNTY	\$20,000
San Luis Obispo. <i>To support educational workshops for adolescent women about Human Papillomavirus (HPV) and increase access to screening and treatment services.</i>	
FRONTERAS UNIDAS PRO SALUD	\$10,000
Tijuana, Mexico. <i>Funding to sustain the Industrial Health Program which trains maquila-based health providers to become promotoras. Promotoras provide sexual and reproductive health services, information and birth control to young female maquila workers at several sites throughout Tijuana.</i>	
GIRLS AFTER SCHOOL ACADEMY – SAN FRANCISCO	\$5,000
San Francisco. <i>To expand the curriculum of a support group for middle school girls.</i>	
LATINO ISSUES FORUM	\$22,500
San Francisco. <i>To support the Reproductive Health Project, which provides education and increases legislative advocacy for community-based Latino organizations to participate in reproductive health policy issues.</i>	
NEVADA COUNTY CITIZENS FOR CHOICE, INC.	\$13,000
Grass Valley. <i>Funding for expanded telephone referral services, advertising, public outreach and a weekly drop-in program.</i>	
PLANNED PARENTHOOD OF SAN DIEGO AND RIVERSIDE COUNTIES	\$17,500
San Diego. <i>Funding to produce a youth-led radio program in collaboration with Radio Bilingue and the Universidad Autonoma de Baja California. This program increases access to basic reproductive and sexual health information by providing referrals to Spanish-speaking callers from the Imperial Valley.</i>	

Smart Choices 2002/2003 Grantees *(continued)*

PLANNED PARENTHOOD SHASTA – DIABLO COUNTY**\$17,500**

Concord. *To support the Client Advocacy Program which educates a broad coalition of young women and teens in Contra Costa County on their reproductive rights.*

POPULATION SERVICES INTERNATIONAL – WATSONVILLE**\$12,500**

Watsonville. *Funding to support a teen-led social action marketing campaign based on the Condom Vending Machine and Teen Advocates Initiative.*

WOMEN AND YOUTH SUPPORTING EACH OTHER**\$12,500**

Los Angeles. *General operating support of a mentoring program that pairs college women mentors with junior and high school girls of color.*

WOMEN'S CHOICE CLINIC**\$15,000**

Oakland. *Funding for operational expenses to provide healthworker training in phlebotomy, ultrasound and medical assisting and to advocate for access to healthcare for all women.*

WOMEN'S COMMUNITY CLINIC**\$20,000**

San Francisco. *To support the Street Outreach Project, which provides health education, health and wellness supplies and referrals to women living and working on the streets of the Mission District.*

WOMEN'S HEALTH RIGHTS COALITION**\$22,500**

Oakland. *For operating support of the ACCESS project, an English and Spanish telephone help hotline providing information, support and advocacy.*

YOUTH GENDER PROJECT**\$5,000**

Berkeley. *Funding to produce safer sex materials for transgender, transsexual and genderqueer youth on the MTF and FTM gender spectrums, with a focus on HIV prevention.*

Los Angeles Grantmaking

There are no obvious symptoms of cervical cancer, which is why it is imperative for all women to get screened annually. In an effort to make cervical cancer screening more accessible, the Los Angeles Women's Foundation (LAWF), now a part of the Women's Foundation of California, made 22 grants averaging \$40,000 to conduct outreach to communities in critical need of cervical cancer information and screenings.

The Torrance Mission Health Center received funding to partner with Korean churches in Long Beach and reach women in the South Bay communities of Los Angeles County. By encouraging regular Pap smears and cervical cancer screenings, the churches endorsed a beneficial health practice that was previously considered taboo in this community.

Through the Worksite Wellness Project, Los Angeles garment industry employers provided space and generous incentives to motivate women to stay after work to participate in educational programs about cervical cancer. Addressing this critical health issue provided an opportunity for workers to ask broader health questions and to seek referrals to local health providers. Other grantee organizations provided childcare, translation and other services enabling women to make and keep screening appointments.

The Cervical Cancer Outreach and Education Program was highly successful due to the personalized and culturally appropriate strategies used by grantees. Funding offered 102,000 low-income, uninsured women of color access to education about screenings. Sixteen percent of these women were screened, many for the first time in their lives, and more than half had abnormal Pap smears and were referred for further treatment.

For more information contact Patty Murar at 213-388-0485 or pattym@womensfoundca.org.



The Los Angeles Women's Foundation also invested in capacity building efforts: 11 organizations that had received seed funding in prior years were provided with additional support to strengthen infrastructure and sustainability. The Foundation was one of the first to support the Coalition to Abolish Slavery and Trafficking (CAST), with funds most recently to support organizational stability and strategic planning efforts.

Cervical Cancer Outreach and Education 2002 Grantees

ASIAN PACIFIC HEALTH CARE VENTURE, INC.	\$54,000
Los Angeles. Funding to provide linguistically appropriate cervical cancer outreach and to distribute information and referrals to over 2,000 Cambodian, Vietnamese and Thai women throughout Los Angeles County.	
BIENESTAR	\$40,000
Los Angeles. To support the cervical cancer outreach activities of Lesbian and Bisexual Latina peer leaders who will conduct workshops, provide referral services and publish 25,000 educational brochures.	
BLACK WOMEN FOR WELLNESS	\$40,000
Los Angeles. Funding to expand breast cancer prevention and education outreach curriculum to include cervical cancer information.	
CALIFORNIA BLACK WOMEN'S HEALTH PROJECT	\$50,000
Inglewood. To support the outreach activities of peer leaders conducting cervical cancer workshops and focus groups for African American women throughout Los Angeles County.	
CHINATOWN SERVICE CENTER	\$45,000
Los Angeles. Funding to conduct cervical cancer health information outreach to 1,500 Chinese and Vietnamese women at community events throughout Los Angeles county.	
CENTRO CHA/KHMER PARENT ASSOC.	\$80,000
Long Beach. Funding to train 154 Latina and Cambodian women as community outreach workers on cervical cancer awareness, prevention and treatment.	
COALITION OF MENTAL HEATH PROFESSIONALS	\$40,000
South-Central Los Angeles. Funding to provide cervical cancer screenings and education to 360 low-income African American and Latina survivors of domestic violence.	
FILIPINO AMERICAN SERVICE GROUP INC.	\$40,000
Los Angeles. Funding to create culturally and linguistically appropriate informational materials and to provide transportation and interpreters at cervical cancer health screenings.	
KOREAN HEALTH, EDUCATION, INFORMATION AND RESEARCH CENTER (KHEIR)	\$45,000
Los Angeles County. To support cervical cancer education activities at places of worship, health fairs, tenant associations, social service centers and adult day care centers for 2,000 Latinas and Korean women.	
PARTNERS IN CARE FOUNDATION	\$50,000
Antelope Valley. Funding to hire a Community Outreach Coordinator to develop and implement an outreach program providing cervical cancer information to Latinas and African American women.	
PLANNED PARENTHOOD LOS ANGELES	\$40,000
Los Angeles. To support cervical cancer education and outreach services to Latinas employed at factory worksites in the garment and fruit packing industries.	
PROVIDENCE HOLY CROSS MEDICAL CENTER FOUNDATION	\$50,000
San Fernando Valley. Funding for cervical cancer screenings and follow-up care, exam referrals and culturally sensitive outreach to 200 Latinas in the San Fernando Valley.	
S.C. YOUTH FAMILY CENTER	\$40,000
Inglewood. To support bilingual cervical cancer educational trainings, low-cost screenings and health referrals to 450 African American and Latina women in the South Bay.	
SAMOAN NATIONAL NURSES ASSOCIATION	\$40,000
Los Angeles. To support consultant nurses conducting cervical cancer outreach and education to 250 Samoan and Pacific Islander families, holding two community health forums and broadcasting three Pacific Islander radio programs about women's health.	
THAI COMMUNITY DEVELOPMENT CENTER	\$40,000
Los Angeles. Funding to support a cervical cancer community outreach and education campaign targeting 1,700 Thai women. The campaign includes ads in local Thai language media and conducting 60 cervical cancer workshops over six months.	

TORRANCE MISSION HEALTH CENTER	\$40,000
Torrance. <i>To support increased cervical cancer testing and outreach to Korean women by expanding staff and hours of operation.</i>	
VENICE FAMILY CLINIC	\$50,000
Venice. <i>Funding to support cervical cancer outreach to low-income, uninsured Latinas throughout West Los Angeles County.</i>	
WHITE MEMORIAL MEDICAL CENTER CHARITABLE FOUNDATION	\$40,000
Los Angeles. <i>Funding to conduct cervical cancer education and outreach at health fairs, housing associations, church groups and schools in order to reach 5,500 Latinas throughout East Los Angeles.</i>	
WORKSITE WELLNESS PROJECT	\$45,504
Central Los Angeles. <i>Funding to provide Spanish language cervical cancer education and awareness to 1,020 Latina women working in small manufacturing businesses.</i>	
YWCA OF GLENDALE-ENCORE PLUS	\$45,000
Glendale. <i>Funding to expand access to breast and cervical cancer screenings at no cost to 1,000 Latina, Armenian, Filipina, Vietnamese, Chinese and Thai women.</i>	
YWCA OF THE HARBOR AREA	\$45,000
San Pedro. <i>Funding to create a cervical cancer education and screening program focused on 1,500 at-risk Latina, Cambodian, Vietnamese, Filipina, African American and Samoan women.</i>	

Seed Grant 2002 Grantees

CENTER FOR CHILDREN OF INCARCERATED PARENTS	\$10,000
Eagle Rock. <i>To support the development of marketing, public relations and fundraising activities.</i>	
COALITION TO ABOLISH SLAVERY AND TRAFFICKING (CAST)	\$10,000
Los Angeles. <i>Funding to support capacity building activities, including hiring an office administrator.</i>	
FILIPINO WORKERS CENTER OF SOUTHERN CALIFORNIA	\$10,000
Los Angeles. <i>To support hiring a full-time Vista Volunteer to craft an organizing strategy for low-wage Filipina home health care workers.</i>	
GARMENT WORKERS CENTER	\$10,000
Los Angeles. <i>Funding to implement a strategic planning process for the board of directors and staff.</i>	
LOS ANGELES INDIGENOUS PEOPLE'S ALLIANCE	\$5,000
Los Angeles. <i>Funding to train five volunteers providing health education to women of color throughout Los Angeles County.</i>	
RESTAURANT WORKERS ASSOCIATION OF KOREATOWN	\$10,000
Los Angeles. <i>To support a monthly labor law seminar that helps workers address grievances such as back wages, overtime, unjust terminations and blacklisting in the restaurant industry.</i>	
SAN PEDRO COMMUNITY LEGAL SERVICE	\$10,000
San Pedro. <i>Funding to provide free legal services to immigrant survivors of domestic violence.</i>	
SINGLE MOTHERS OUTREACH	\$10,000
Santa Clarita. <i>Funding to support operational expenses and the establishment of a transitional housing facility.</i>	
SISTERS BREAST CANCER SURVIVORS NETWORK	\$10,000
Los Angeles. <i>To support the planning and recruitment of a community advisory board, technical assistance for resource development activities and the provision of child care for volunteers.</i>	
WALTER LEE WILMORE FOUNDATION	\$5,000
Pasadena. <i>Funding to expand program capacity to serve more young women by collaborating with other social service agencies.</i>	
WOMEN AND YOUTH SUPPORTING EACH OTHER	\$10,000
Los Angeles. <i>Funding for operating expenses and to update educational curriculum and develop program evaluation techniques.</i>	

The Women of Silicon Valley Fund

The Women of Silicon Valley Fund is a unique partnership between the Women's Foundation of California and Community Foundation Silicon Valley, created to bring resources, tools and opportunities to women and girls in Santa Clara and southern San Mateo counties.

According to Peter Hero, President and CEO of Community Foundation Silicon Valley, "We explored a number of ways that we could work to improve the quality of life for women and girls in our region. It became clear to us that partnering with the Women's Foundation of California made the most sense, even though no other community foundation in the country has taken this approach. Collaboration, after all, is the Silicon Valley way."

The Women of Silicon Valley Fund is bringing together a diverse group of Silicon Valley community leaders and philanthropists to form an Advisory Council to raise money, educate the community about local women's and girls' issues and create new networks. The Advisory Board's co-chairs are Jing Lyman and Joan Barram, and members include, to date, Malini Alles, Sandra Bass, Carmen Castellano, Karyn Cilker, Caretha Coleman, Phaedra Ellis-Lamkin, Debra Engel, Jorge Glascock, Nancy Handel, Criss Marshall, Chi Nguyen, Sarah Rosendahl, Carol Rutlen, Myra Strober, Carol Tisson and Kim Walesh.

Silicon Valley is known throughout the world as a place where unique and innovative thinking creates solutions that were previously unimagined. This time we are applying our innovation not for chips and bytes but to respond to challenges and break down barriers for women and girls in our community.

For more information, please contact Lisa Breen Strickland at 408-278-2225 or lisa@wosv.org.



Fiscally Sponsored Projects

The worthiest of grassroots efforts often need an investment beyond financial assistance to get off the ground. The Women's Foundation of California has provided broad technical assistance to emerging community-based organizations that enables them to establish infrastructure and build their capacity to become self-sustaining organizations.

Mujeres Unidas y Activas (MUA) and La Cocina are two examples of projects the Foundation sponsors fiscally. In addition to funding, these organizations receive assistance with human resources administration, general administration, insurance and financial management over a period of several years.

Mujeres Unidas y Activas is a membership organization of over 250 Latina immigrant women working to address the root causes of oppression and domestic violence in immigrant communities. MUA's organizing efforts have helped save undocumented immigrant women's access to prenatal care in the state of California, helped to establish San Francisco as an immigrant safety zone and raised a unified community voice against anti-immigration legislation.

La Cocina ("The Kitchen") is a full-service, shared use commercial kitchen facility where start-up food businesses will have access to a licensed kitchen and receive technical support in product development, pricing, marketing and other classes designed to help grow their businesses.

With the goal to be fully operational by summer 2004, La Cocina will assist low-income women to develop and manage thriving food-related businesses. The community kitchen will house 12 start-up businesses at a time and will link these businesses to mentors and teachers from the food industry and to larger markets and suppliers. The goal of La Cocina is to assist these entrepreneurs in becoming economically self-sufficient.

For the Women's Foundation of California, being a fiscal sponsor means investing in emerging organizations that have the potential to impact social change. The Foundation provides these organizations the head start they need to be successful in expanding opportunities for women and girls.

For more information, please contact Andrew McFarland at 415-837-1113, ext. 318, or andrewm@womensfoundca.org.



Transportation Justice Initiative and Transportation Mobility Project

Like many programs at the Women's Foundation of California, the Transportation Justice Initiative was created to address an immediate problem while advocating for better public policy that will improve the lives of women and their families. In the late 1990s, our Step Ahead program, a public/private partnership with PG&E, led women transitioning off welfare through nine months of job training and placed them with Bay Area employers. We learned from program participants that one of the biggest barriers to low-income women's success in the workplace is lack of access to reliable transportation. Trainees regularly faced challenges in getting to work on time due to unreliable bus service and difficulties in coordinating child care drop-offs and pick-ups.

The transportation system does not adequately meet the complex needs of low-income women with families. Why? Transportation planning ignores gender as a factor. To help find solutions, foundation staff joined the Regional Welfare to Work Transportation Working Group led by the Metropolitan Transportation Commission and the Alameda County Welfare to Work Transportation Coordinating Committee. We made space for women at a table that has historically excluded an understanding of gender equity by advocating to include gender issues in the planning process.

After we served on these committees, Alameda County Social Services approached the Foundation to manage a project to remove barriers preventing CalWORKs recipients from using transportation resources effectively. We developed the Transportation Mobility Project with partners in the community, which helped women on welfare access transportation benefits for which they were eligible — but not utilizing. We developed a collaborative approach involving employers, employment counselors, community-based organizations and Social Service case workers to help women use the system.

Through Transportation Justice Initiative grantmaking, several organizations now provide low-interest guaranteed loans to single mothers for car purchase or repairs. These loans increase the women's ability to sustain gainful employment, adequately care for their family's needs and establish good credit. Other grantees are working on policy action.

The Foundation is currently compiling lessons learned through these two initiatives in a report that will make the case for transportation justice and a gender equity perspective in transportation planning.

For more information, please contact Stephanie Yang at 415-837-1113, ext. 317, or stephaniey@womensfoundca.org.



Transportation Justice Initiative 2002/2003 Grantees

FAMILY SERVICE AGENCY OF SAN MATEO COUNTY, INC.	\$20,000
San Mateo. <i>To support the Family Loan Program, a collaboration with community banks to provide low-interest loans and financial management skills to working parents and single low-income mothers.</i>	
JEWISH FAMILY AND CHILDREN'S SERVICES — SONOMA	\$20,000
Santa Rosa. <i>To support the Step to Work Family Loan Program, which provides low-interest loans for automobile purchase or repair, credit counseling and budgeting guidance for low-income women in Sonoma County.</i>	
ODYSSEY	\$25,000
Sacramento. <i>To support the development of a report on gender equity in statewide transportation policy decisionmaking.</i>	
ODYSSEY	\$20,000
Sacramento. <i>To build the capacity of low-income women to participate in transportation policy advocacy that will directly improve their lives.</i>	
SCHOOL BUS PASS PROJECT COALITION	\$20,000
Berkeley. <i>Funding to provide free bus passes for female junior and senior high school students in the Oakland Unified School District who are eligible for Title 1 free/reduced lunch benefits.</i>	
URBAN HABITAT	\$20,000
Oakland. <i>To support a Transportation Justice project that addresses the needs of low-income women and women of color in Contra Costa County.</i>	

Transportation Mobility Project 2002/2003 Grantees

FAMILY SERVICE AGENCY OF SAN MATEO COUNTY, INC.	\$20,000
San Mateo. <i>To support the Family Loan Program, a collaboration with community banks to provide low-interest loans and financial management skills to working parents and single low-income mothers.</i>	
COMMUNITY CHILD CARE COORDINATING COUNCIL OF ALAMEDA COUNTY	\$23,507
Hayward. <i>To provide transportation resources and information to CalWORKs participants in low-income families in the city of Oakland and southern Alameda County.</i>	
EDEN INFORMATION AND REFERRAL	\$50,533
Hayward. <i>Funding to support a subcommittee of CalWORKs student mothers who will develop transportation policy recommendations in collaboration with community-based organizations, service providers and social service agencies that work with low-income families.</i>	
LIFETIME	\$45,000
Oakland. <i>To support the coordination and implementation of a program evaluation process.</i>	
URBAN HABITAT	\$46,600
Oakland. <i>Funding to evaluate the Transportation Mobility Project, a coalition of environmental and social justice groups developing and implementing a community transportation plan for two low-income neighborhoods.</i>	
WEST CONTRA COSTA TRANSPORTATION ADVISORY COUNCIL	\$12,540
San Pablo. <i>Funding to edit and distribute the updated video in English and Spanish, Making Public Transit Work for You.</i>	

Central Valley Tech Up!

Studies show that Internet technology allows more and more people to enhance their quality of life and participate in the democratic process. However, because of their limited budgets, nonprofit community organizations — especially in California’s Central Valley — face a significant gap in access to telecommunications and information technology (IT). We worked to bridge this gap by making grants for hardware and software as well as technical assistance and training through Central Valley Tech Up!

Last year, Tech Up! funds supported training sessions on Internet and IT management for grantees in the Central Valley. Technology experts also visited grantees and provided one-on-one assistance in creating individualized, sustainable technology plans. Grants are being used to track direct services for rural families and to organize farm worker women for a statewide conference. In another instance, funds are being used for digital imaging and photographic equipment that helps migrant farm workers transcend language barriers and share information. Funds have also been used to publish a bimonthly newsletter on rural community issues.

Central Valley Tech Up! grantees report that our funding helped them gain access to new information as it became available and strengthened their communications in the public, private and nonprofit sectors. Organizations shared culturally sensitive and linguistically appropriate best practices with other groups working in their issue areas and were able to learn about other community groups with similar missions. Grantees also are working to increase their sustainability with access to increased dialogue with funders who might not otherwise be engaged.



Central Valley Tech Up! 2002/2003 Grantees

CENTRAL CALIFORNIA PRIDE NETWORK

\$6,000

Fresno. For the purchase and installation of two computer workstations to support a client database and the creation of an agency website.

ENCOURAGE TOMORROW

\$6,000

Oakland. To support the High Tech Workers' Rights Initiative which addresses the problem of unequal compensation through community organizing, litigation and policy advocacy. Collaborating partners for this project include Equal Rights Advocates (ERA) and SIREN.

MIGRANT PHOTOGRAPHY PROJECT

\$6,000

Lindsay. Funding to purchase digital photography hardware and software and to provide Spanish-language instruction in their use.

ORGANIZACIÓN EN CALIFORNIA DE LIDERES CAMPESINAS	\$6,000
<i>Pomona. Purchase of portable computer hardware, software and training needed to enhance the technology skills of staff and youth members. Funding also to support the creation of promotional materials.</i>	
OSA CENTER FOR INDIAN EDUCATION	\$6,000
<i>Fresno. Funding to upgrade computer systems and to increase the staff's technical knowledge through trainings.</i>	
REAL ALTERNATIVES FOR YOUTH ORGANIZATION	\$6,000
<i>Visalia. Support for acquiring computer hardware and software upgrades and trainings for staff and volunteers.</i>	
ROBERTSON ROAD HEALTHY START	\$5,000
<i>Modesto. Funding to acquire two workstations, hardware as needed and technology training for staff and volunteers.</i>	

President's Fund

Grants from the President's Fund go to organizations working on issues or needs that fall outside the umbrella of the Women's Foundation of California's other funding streams and grantmaking cycles.

President's Fund 2002/2003 Grantees

GARDNER FAMILY CARE CORPORATION	\$1,000
<i>San Jose</i>	
GIRL SCOUTS OF SAN FRANCISCO BAY AREA	\$500
<i>Oakland</i>	
PHILANTHROPIC VENTURES FOUNDATION	\$5,000
<i>Oakland</i>	
PLANNED PARENTHOOD GOLDEN GATE	\$1,500
<i>San Francisco</i>	
SAN FRANCISCO MAYOR'S SUMMIT FOR WOMEN	\$2,500
<i>San Francisco</i>	
SAN FRANCISCO STATE UNIVERSITY FOUNDATION, INC.	\$1,000
<i>San Francisco</i>	
THE GLOBAL FUND FOR WOMEN	\$1,500
<i>San Francisco</i>	
UNITED WAY OF THE BAY AREA – SAN FRANCISCO OFFICE	\$2,500
<i>San Francisco</i>	
WOMEN'S LEADERSHIP ALLIANCE	\$4,000
<i>San Francisco</i>	

Economic Development and Justice (EDJe) Fund

There is no such thing as a level playing field for women striving for economic security. According to Californians for Family Economic Self-Sufficiency, to live in San Francisco, a woman with one child has to earn a minimum hourly wage of \$20.92 in order to be self-sufficient. Working women leaving welfare earn, on average, below the minimum hourly wage of \$6.75. We know that a high school diploma reduces the likelihood of poverty by 25%, and a college degree reduces that likelihood by 80%, yet in California African American girls and Latinas continue to have the highest high school drop-out rates.

Numbers like these prompted the Women's Foundation of California to form the Economic Development and Justice (EDJe) Fund, a donor circle bringing together concerned individuals and foundations to learn about the complex economic challenges facing women and girls and to make grants using their combined resources for greater impact. Awareness of the current economic climate also sparked the interest of donor-activists to join the Foundation's effort to learn more about strategies to improve economic security and opportunities for women in the Bay Area.

Since its inception in 1999, donors to the EDJe Fund have granted more than \$1.3 million to organizations engaged in job creation and training, access to higher education, business start-ups, asset development and systematic economic and policy change.

Funding and support from the EDJe Fund assisted the San Francisco Living Wage Coalition in securing a \$10 per hour minimum wage for all workers — an increase of \$2 per hour or \$4,300 per year for 12,000 women. In the past few years, LIFETIME, also funded by EDJe, assisted over 500 women on welfare in Northern California gain access to higher education and successfully advocated for policy changes to allow better access to post-secondary education for women receiving welfare. As a result, LIFETIME helped five women graduate with Associate's degrees, four earned Bachelor's degrees, and one earned a law degree. Working Partnerships USA developed a living wage and benefits Code of Conduct for temporary service agencies, which was adopted by the Santa Clara County Board of Supervisors. The Santa Clara Valley Water District now pays health care costs for 1,000 temporary workers.

For more information, please contact Inger Brinck at 415-837-1113, ext. 322, or ingerb@womensfoundca.org.



Economic Development and Justice (EDJe) Fund

2002/2003 Grantees

BUILDING FUTURES WITH WOMEN AND CHILDREN	\$25,000
<i>San Leandro. Funding to develop and implement a life skills curriculum for homeless and battered women in shelters. The curriculum educates, supports and empowers women to move from economic crisis to economic stability and self-reliance.</i>	
CALIFORNIA BUDGET PROJECT	\$25,000
<i>Sacramento. To fund an assessment of how recent wage and income trends impact California women and to launch a public education effort to inform policy debates on issues that affect the social and economic well-being of families.</i>	
COLEMAN ADVOCATES FOR CHILDREN AND YOUTH	\$25,000
<i>San Francisco. To support training and skill building for 25 local leaders in child care to organize and lead advocacy campaigns.</i>	
CREATING ECONOMIC OPPORTUNITIES FOR WOMEN	\$10,000
<i>Oakland. To fund organizational capacity building activities including the creation of a strategic development plan and the completion of a training curriculum.</i>	
EQUAL RIGHTS ADVOCATES (ERA)	\$25,000
<i>San Francisco. Funding to support an equal opportunity public service campaign promoting the hiring, training, advancement and fair compensation of the retail industry's female workforce.</i>	
JUST ECONOMICS	\$5,000
<i>Berkeley. To support the publication and distribution of an economic education manual for economic justice activists.</i>	
LIFETIME (LOW INCOME FAMILIES' EMPOWERMENT THROUGH EDUCATION)	\$25,000
<i>Oakland. To fund Education Works!, a campaign to improve policies on access to post-secondary education for mothers on welfare.</i>	
NATIONAL ECONOMIC DEVELOPMENT LAW CENTER	\$25,000
<i>Oakland. To support educational workshops on collective bargaining and Living Wage campaign advocacy for local unions and labor representatives.</i>	
OPNET COMMUNITY VENTURES	\$25,000
<i>San Francisco. To support a program designed to increase the participation of young women in the technology industry through outreach, training and support services.</i>	
TRADESWOMEN, INC.	\$25,000
<i>Oakland. To support board development and organizational strategic planning.</i>	
WOMEN'S INITIATIVE FOR SELF EMPLOYMENT	\$25,000
<i>San Francisco. To fund workshops on business plan assessment and entrepreneurial readiness for women in San Francisco County.</i>	
WORKING PARTNERSHIPS USA	\$20,000
<i>San Jose. To support a women-centered research project that explores the recession's impact on women in Santa Clara County and to develop strategies to increase the representation of women in higher paying non-traditional jobs.</i>	

Race, Gender and Human Rights Donor Circle

The six donor-activists who make up the Race, Gender and Human Rights Donor Circle are working to gain a deeper understanding of how race, gender and human rights intersect to impact issues facing low-income women and girls and women and girls of color. Since the circle formed in July 2002, members have been engaged in an intensive learning process to explore the intersection of identity and human rights in the United States today.

Circle member Steve Phillips explains, “Our hope is to generate more critical mass within the philanthropic world among people who are talking about and dealing with racial justice and gender issues.”

In July 2003, the donor circle awarded its first round of grants — \$225,000 to 11 organizations addressing disparities in the arenas of economic justice and criminal justice with strategic communications and media projects. Grant recipients’ communications strategies are designed to shape public opinion to benefit low-income women and girls and women and girls of color. Circle member Susan Sandler remarks, “Generally, when people talk about race, they want to discuss race relations and dialogue, as opposed to how we change power relations and make meaningful change that touches people’s lives.”



“Being part of the Race, Gender and Human Rights Circle has deepened my relationship with the Women’s Foundation of California. I most appreciate being able to collaborate with other people about issues I care deeply about. This year, our focus is supporting organizations working to end the disproportionate impact of the criminal justice system on women and girls of color,” says circle member Jane Segal.

“This process gives me a better assessment of what’s happening in the state of California, particularly on the progressive side. Having that insight allows me to think more strategically as a donor,” Phillips adds.

This year, the donor circle will deepen its focus, looking more closely at how race, gender and human rights issues play out in the criminal justice system.

For more information, please contact Susan Freundlich at 415-837-1113, ext. 309, or susanf@womensfoundca.org.

Race, Gender and Human Rights Donor Circle

2002/2003 Grantees

BAY AREA VIDEO COALITION	\$15,000
San Francisco. To support the production of a video designed for policy makers working in the juvenile justice field based on the Girls' Justice Initiative report Girls on the Edge.	
CALIFORNIA PREVENTION AND EDUCATION PROJECT (CAL-PEP)	\$20,000
Oakland. To support a multimedia outreach campaign throughout Alameda County highlighting positive examples of women ex-offenders successfully turning their lives around with job training and social service support.	
CALIFORNIA COALITION FOR WOMEN PRISONERS	\$30,000
San Francisco. To produce an educational film in collaboration with Freedom Archives on the life and death of Charisse Shumate, a renowned prisoner-organizer who fought for human rights and medical services for women prisoners.	
CENTER FOR YOUNG WOMEN'S DEVELOPMENT	\$15,000
San Francisco. To support the distribution of the Know Justice handbook and related media training activities. The Know Justice handbook educates young women about racism, gender inequities and human rights violations within the criminal justice system.	
INDEPENDENT MEDIA INSTITUTE	\$15,000
San Francisco. To support the SPIN Project in providing training for all grantees of the Race, Gender and Human Rights Fund. Trainings will focus on comprehensive approaches to media work, shaping public opinion, influencing national debate and attracting beneficial media attention.	
JUSTICE NOW	\$15,000
Oakland. Funding to launch a national mass media and public education campaign challenging racism and human rights abuses in law enforcement and the prison system in the US.	
LA RAZA CENTRO LEGAL	\$15,000
San Francisco. Funding to expand the Women's Collective project of the Day Labor Program to include media and communications strategies that address women's economic security and employment rights.	
LIFETIME (LOW INCOME FAMILIES' EMPOWERMENT THROUGH EDUCATION)	\$30,000
Oakland. To support a collaboration between LIFETIME and Center for Third World Organizing (CTWO) on developing communication strategies to end discrimination against women of color and immigrants in welfare policies and practices.	
LOS ANGELES ALLIANCE FOR A NEW ECONOMY (LAANE)	\$25,000
Los Angeles. To support mass media and communications strategies that will reframe the debate on women, welfare and poverty in Los Angeles as a human rights perspective.	
NATIONAL RADIO PROJECT	\$15,000
Oakland. To support a public affairs radio series about women's economic security to be developed in partnership with the Women of Color Resource Center. The series will include topics such as employment rights, welfare policies, strategies for survival and the criminalization of poor women.	
SWEATSHOP WATCH	\$30,000
Oakland. Funding to develop educational kits for organizers and media trainings for workers that increase their communications capacity to influence policies that promote the economic security of low-income immigrant women of color.	

Los Angeles Donor Circle

With the goal of raising \$1 million from 100 women to support economic education and financial literacy programs for young women and girls, Patty DeDominic launched the Los Angeles Donor Circle. An entrepreneur and donor-activist, DeDominic was the first woman to chair the Los Angeles Chamber of Commerce.

“We want the circle to serve as a model for other philanthropists and to generate more interest in women’s economic self-sufficiency through financial literacy programs,” DeDominic says. Funds raised collectively by the circle will infuse existing programs with new resources — both human and financial — and bring visibility to community-based organizations.

“The founding members of the circle are women who have learned the hard way about money, overcoming personal and professional obstacles in order to build successful lives and careers. The 40 women who have stepped up so far are extraordinary. All are accomplished executives in entertainment, law, finance, insurance, human services and public service, and all are experienced philanthropists,” explained DeDominic.



Attorney Marilyn Barrett leads the circle’s grants review committee. She believes there is an urgent need for women to gain greater economic security. “Financial security is more important than ever for women with the high rate of divorce, today’s economy and the high cost of raising children. There is still a disparity between women’s and men’s incomes, and we hope to contribute to diminishing of that disparity,” she explains. “I want the circle to support young women’s financial literacy so they can be successful at whatever they choose to do.”

DeDominic shares in her colleague’s sentiment. “There is a lot of money out there and we need to offer donors wise places to invest. There is a pervasive undercurrent that keeps people in a cycle of charity. This donor circle is not about charity. It is about inspiration, encouragement and support for young women and girls. It is about making investments in people and programs that will produce a return in the future.”

The Los Angeles Donor Circle makes its first grants in December 2003 and continues to recruit new members. If you are interested in learning more about the Los Angeles Donor Circle, please contact Patty Murar at 213-388-0485 or pattym@womensfoundca.org.

Girls Matter: A Partnership with United Way of the Bay Area

After nearly two years of planning, the Women's Foundation of California is launching a new donor circle in partnership with United Way of the Bay Area: girls matter.

With a focus on financial education, violence prevention and educational equity, the circle will join resources and contributors from both organizations to benefit girls and young women in the Bay Area. After learning about these issues and effective strategies employed by local organizations to address them, members of the circle will choose one issue and make grants in that area to Bay Area organizations that are making a difference in the lives of young women.

Membership in this exciting partnership is still open.

For more information, please contact Cathy Schreiber at 415-837-1113, ext. 301, or cathys@womensfoundca.org.



Donor Advised Funds

Donor advised funds established at the Women's Foundation of California connect donors' passions with our 25 years' experience in social justice grantmaking. Since 1991, the Foundation has provided this uniquely effective tool to assist donors in reaching their philanthropic goals with tax-deductible giving opportunities. A practical and personal process, donor advised funds afford a wide range of options for involvement.

Donor advised funds provide an alternative to direct giving or setting up a private foundation. As a donor-advisor, you contribute cash, securities or other property to your fund and recommend grants to organizations of your choice. In accordance with IRS regulations, ultimate grant approval remains with our board of directors. Donor-advisors receive a charitable deduction for their gifts.

To match your areas of interest, Foundation staff will tailor an individualized giving plan that designates grantmaking criteria and identifies a pool of organizations doing effective and innovative work. Some donors may choose to be less hands-on, while others may want to be more directly involved, reviewing grant applications and conducting site visits.

Donors-advisors have sought to establish funds with the Foundation not only because of our track record of advocacy, grantmaking and technical assistance to donor-advisors and community-based organizations, but also because of the accountability standards set by our guidelines and reporting procedures.



Donor Advised Funds 2002/2003 Grantees

ACCESS INSTITUTE San Francisco	\$500
ASIAN PACIFIC AMERICAN WOMEN'S LEADERSHIP INSTITUTE Waianae, Hawai'i	\$1,000
ASTRAEA NATIONAL LESBIAN ACTION FOUNDATION New York, N.Y.	\$2,000
BREAST CANCER ACTION San Francisco	\$500
CAROL FRANC BUCK BREAST CARE CENTER San Francisco	\$1,000
EARNED ASSETS RESOURCE NETWORK San Francisco	\$500
GAY AND LESBIAN ADVOCATES AND DEFENDERS (GLAD) Boston, Mass.	\$1,200
GENDERPAC Washington, D.C.	\$500
GENITOURINARY ONCOLOGY PROGRAM UNIVERSITY OF CALIFORNIA SAN FRANCISCO San Francisco	\$2,000
THE GLOBAL FUND FOR WOMEN San Francisco	\$5,000
HARM REDUCTION THERAPY CENTER San Francisco	\$500
INTERNATIONAL GAY & LESBIAN HUMAN RIGHTS COMMISSION San Francisco	\$1,000
INTERNATIONAL RIVERS NETWORK Berkeley	\$500
KQED San Francisco	\$1,000
LYON-MARTIN WOMEN'S HEALTH SERVICES San Francisco	\$500
NATIONAL CENTER FOR LESBIAN RIGHTS San Francisco	\$1,200
NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY Washington, D.C.	\$500
NORTHERN CALIFORNIA COMMUNITY LOAN FUND San Francisco	\$1,000
PACIFIC VASCULAR RESEARCH FOUNDATION San Francisco	\$2,000

Donor Advised Funds 2002/2003 Grantees *(continued)*

PUBLIC CONVERSATIONS PROJECT Watertown, Mass.	\$500
PUNAHOU SCHOOL Honolulu, Hawai'i	\$1,000
RAILS TO TRAILS CONSERVANCY Washington, D.C.	\$1,000
RAINBOW ADULT COMMUNITY HOUSING San Francisco	\$500
REHABILITATION HOSPITAL OF THE PACIFIC FOUNDATION Honolulu, Hawai'i	\$3,000
SAN FRANCISCO MIME TROUPE San Francisco	\$1,000
SOUTHERN POVERTY LAW CENTER Montgomery, Ala.	\$1,000
THIRD WAVE FOUNDATION New York, N.Y.	\$225
TIBETAN NUNS PROJECT Berkeley	\$360
VANGUARD PUBLIC FOUNDATION San Francisco	\$1,000
WOMAN VISION San Francisco	\$2,000
WOMEN'S EDUCATIONAL MEDIA San Francisco	\$1,000
WOMEN'S FUNDING NETWORK San Francisco	\$2,000
WOMEN'S INSTITUTE FOR LEADERSHIP DEVELOPMENT (WILD) FOR HUMAN RIGHTS San Francisco	\$7,500

Ruth McGuire Society

Freddy Sirott-Engelman was the second of five children born and raised in New York. She was devoted to her family, often playing the role of caregiver and advisor. Freddy loved to read and write poetry and discuss current events. She earned a Master's degree in school psychology and served as a Red Cross Gray Lady during World War II.

In 2003, Mrs. Sirott-Engelman passed away at the age of 96. She remembered the Los Angeles Women's Foundation — now part of the Women's Foundation of California — with a very generous bequest.

After working in New York and finishing graduate school, Freddy settled in Los Angeles with her husband of more than 50 years, Harry. She wrote Harry a poem for each of his birthdays and other special occasions. Toward the end of his life, she bound the poems into a book called *Days of Our Years*. According to Mrs. Sirott-Engelman's sister-in-law, Joanne Sirott, Freddy was a natural born caregiver and was truly admired for that.

A woman of great determination and resolve, Mrs. Sirott-Engelman was always interested in the rights of women. After the death of her husband, Freddy found her philanthropic voice, supporting a number of women's organizations. "Freddy had very definite feelings about women's rights. She was ahead of her time in that respect," Mrs. Sirott observed.

Mrs. Sirott-Engelman's legacy lives on through the work of the Women's Foundation of California. As a statewide organization, the Foundation will continue to support the kind of work that moved Freddy, including women's health and economic justice.

For more information, please contact Susan Freundlich at 415-837-1113, ext. 309, or susanf@womensfoundca.org.



Ruth McGuire Society Members

29 Anonymous Donors
Robert Acker
Sandra Adamski
Jaqi Thompson Asghedom
Suzanne Badenhoop
Dr. Carol Banquer
Sharleen Beckwith
Kaye Beth
Denise Biernes
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
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Sheila M. Gradison
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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
Léonie Walker
Marcia Watson
Ann Weinstone
Kate Wilson
Dorothy Woodworth
Sonni Zambino

Women's Policy Institute

"I want to have a serious impact! I would like to be able to affect policy that will benefit women, people of color and youth who don't have strong legislative lobbies," says Camilla Chavez of the Dolores Huerta Foundation in Bakersfield.

Chavez's sentiment is the motivating force behind the Women's Policy Institute, a new project of the Women's Foundation of California. Twenty-four women, including Chavez, make up the inaugural class of the Institute, an intensive advocacy and policy school.

The Institute's first class brings together women from all regions of the state with varied backgrounds and the shared desire to advance public policies that benefit women and girls. Participants were chosen for their organizational roles, prior experience and deep connections to grassroots communities. We are matching Institute students with the legislators who represent their communities and constituencies in Sacramento, a level of partnership uncommon in the Capitol. In this sense, with the Policy Institute, we are working with legislators to create a real civic democracy.



The Women's Policy Institute consists of three four-day retreats, monthly teleconferences and other activities designed to provide a "learning while doing" experience. The program curriculum covers a range of essential policy lessons, including sessions on how the state budget is developed, how to move a bill through the legislature, how to conduct e-advocacy campaigns and how to facilitate dialogue in diverse communities. Participants are also mentored by some of California's most accomplished women's policy advocates.

A non-partisan effort, the Women's Policy Institute offers an environment that allows women to remain active in their local communities by applying their new skills and knowledge to specific projects in their communities. Over time, the Institute will produce a cadre of women who will be the architects of future policies that will benefit California's women and girls.

For more information, please contact Inger Brinck at 415-837-1113, ext. 322, or ingerb@womensfoundca.org.

Blue Ribbon Task Force on Older Women Workers

The average pension for a woman is \$25,000, about half of the average for men — and just barely above the self-sufficiency standard for a single adult in San Francisco. Because women are less likely than men to have any pension at all, many older women are kissing their dreams of retirement goodbye and re-entering the workforce. The Women’s Foundation of California, in conjunction with Jenny Erwin, Regional Director of the Women’s Bureau of the Department of Labor and representatives from other agencies, have created a Blue Ribbon Task Force to collaborate on issues facing older women workers.

The Task Force has made a number of recommendations, including suggesting that employers create set-asides for older workers through the Workforce Investment Act (WIA). These additional funds can provide an opportunity to help older women employees, many of whom interrupted their careers mid-stream to raise children, to learn about important recent technological developments. A public relations campaign will help older women workers return to the workforce by publicizing their value, and education for employers can help them abide by rules on hiring older workers and encourage them to take on these valuable members of society.

For more information, please contact Inger Brinck at 415-837-1113, ext. 322, or ingerb@womensfoundca.org.



Fund for Afghan Women and Girls: Sister Schools Program

When the Taliban took over Afghanistan in 1996, girls were banned from school and women disappeared behind long stretches of fabric that covered them from head to toe. When girls were finally able to return to school last year, many found their classrooms inside UNICEF tents and crumbling buildings.

In response to the dire need to rebuild schools for girls, the Foundation, with the vision of donor-activist Virginia King, established the Fund for Afghan Women and Girls. Through this fund, the Foundation granted \$135,000 to RAWA, the Revolutionary Association of the Women of Afghanistan, for their work in schools, health clinics and engaging women and men in the political process.

The fund also made grants to San Francisco-based Global Exchange's Sister Schools program, which sets up partnerships to help rebuild Afghan schools, and to several Afghan women's groups in the Bay Area.

Despite rebuilding and peacekeeping efforts by the international community, the threat of the Taliban remains. In the past year, fundamentalists have burned down 30 girls' schools, several as recently as September 2003.

Third grader Vida, an Afghan girl at the Qala-e-Murad Beg School expresses her appreciation for the support from her U.S. school friends through the Global Exchange program. "When I see my school in rubble, it hurts," says Vida. "When I see my school reconstructed, I will feel joy and happiness. Whoever helps rebuild my school is the light of my eye."

For more information, please contact Inger Brinck at 415-837-1113, ext. 322, or ingerb@womensfoundca.org.



Fund for Afghan Women and Girls 2002/2003 Grantee

REVOLUTIONARY ASSOCIATION OF THE WOMEN OF AFGHANISTAN (RAWA)

\$52,000

Funding to establish schools and hospitals for women and girls, support crisis relief projects and advance women's human rights.

Smart Choices Advisory Board

The Smart Choices Initiative is supported by a statewide advisory board of exceptional policy advocates, health care providers and other professionals focused on reproductive health and rights and adolescent sexuality education.

With the leadership and facilitation of the Women’s Foundation of California, this board has a rare opportunity to examine the breadth and depth of key issues in the reproductive health and rights movement today and — at the same time — not lose sight of the unique concerns confronting millions of women making decisions about their reproductive health.

The Advisory Board guides grantmaking and policy advocacy with a deep understanding of the political and social implications of reproductive health and rights issues and plays a crucial role in building new relationships and partnerships — as well as strengthening existing collaborations.

Rocio Cordoba is a member of the Smart Choices Advisory Board. “I can’t express what a joy it is to collaborate with colleagues whose work I respect and value and to think about ways we can leverage our impact, especially by working together,” says Cordoba. “Many of us have found new ways to further a common vision of inclusion by framing reproductive health in a broader social justice context, particularly for women of color and low-income women,” she explains.

This common vision is informed by emerging leaders like Eveline Shen of Asians and Pacific Islanders for Reproductive Freedom and Jennifer Parker of the Women’s Health Rights Coalition ACCESS Project. Shen and Parker both strive to amplify the voices and experiences of young women and women of color in their programs, expanding the reproductive rights message beyond a single-issue focus on abortion. Kathy Kneer, President of Planned Parenthood Affiliates of California, provides regular updates on the state’s political landscape and engages members in lively dialogue on how to tackle the multiple threats to women’s health and rights.

Members whose experience spans a decade or more also appreciate the alliances and mentoring relationships they have forged with younger women on the board. In the words of Cordoba, “Serving on the Advisory Board has allowed us to see the Women’s Foundation of California as a forum for providing capacity building and engaging in long-term strategic thinking about the future of the women’s rights movement. This experience has been extremely powerful and has allowed me to see the potential of funders truly serving as partners for social change — a relationship that can reach far beyond the reality of obtaining financial support. The Women’s Foundation of California is a model of what this kind of partnership can really be like.”

For more information, please contact Julie Davidson-Gómez at 415-837-1113, ext. 323, or juliedg@womensfoundca.org.



Smart Choices for Health at the Border: Youth to Youth *Promotoras* and *Promotores*

A California legislator decides to vote against MediCal funding cuts. A young woman in La Paz, Mexico gains the confidence to insist that her partner join her in measures to prevent disease and unplanned pregnancy. Nine adolescent advocates on California's Central Coast reach 120 teens with information about pregnancy prevention. All of these stories grew from the Women's Foundation of California's Smart Choices Initiative. Smart Choices addresses bi-national reproductive health issues in California and Mexico, with a major focus on border health, increasing access to sexual and reproductive health education and services to low-income youth on both sides of the border. This initiative is dedicated to impacting the lives of Latinas and women and adolescents living in rural areas.

One of the most exciting elements of this initiative has been the convening of Listening Sessions with community activists dedicated to improving the quality of life of women and youth living in the border region. During these sessions, community activists evaluate their service models for effectiveness in reaching the populations they serve. Participants also receive technical assistance on applying the knowledge gained from these sessions to everyday operations.

Over the past two years, 32 grant recipients in California and five in Mexico have received funding through this program. These organizations, in turn, have provided youth and women with the tools they need to make healthy life choices.

For more information, please contact Julie Davidson-Gómez at 415-837-1113, ext. 323, or juliedg@womensfoundca.org.



YOUTH TAKING CHARGE

Community projects using a Youth-to-Youth *Promotoras/Promotores* model have been able to influence a particularly large population. The *Promotora* model involves recruiting and training youth to present important health information to their peers in schools and neighborhoods. At two California high schools, 10 young women and men provided 375 students with information on sexually transmitted infections, HIV, contraception and health care services. Meanwhile, an organization in Mexico has trained youth to join in promoting reproductive rights through community outreach.

One teen advocate in Watsonville shares, "I got involved in advocacy not just because I wanted to make a difference in our community, but because a lot of my friends and cousins have gotten pregnant before they turned 18. Out of ten cousins, all but four got pregnant as teens, and a lot of them dropped out of school. The four who have not gotten pregnant are still going to school and plan to graduate. Those four are all part of the advocacy program."

Board of Directors

The 37 outstanding individuals who served on The Women's Foundation (San Francisco) and the Los Angeles Women's Foundation boards of directors are a team of dedicated, passionate champions for women and girls. In the spring, both boards voluntarily disbanded as part of the process of merging the two organizations into the new, statewide Women's Foundation of California. Five members from each organization are leading a transitional board of directors, responsible for leading the foundation until a new governing board is elected in January 2004.

The vision, leadership and oversight of the two outgoing boards made the joining of two organizations possible. The members' backgrounds and areas of expertise enabled both foundations to find powerful and creative ways to serve women and girls across the state through grants, opportunities for convening and research.

Members from each board will continue to provide leadership and counsel for the Women's Foundation of California. Four additional former board members from each organization served on a nominating committee, which identified and recruited candidates for the new board, which was seated in January 2004. Other former board members will continue to serve on leadership councils, grants review committees and in other roles to support the work of the foundation to benefit women and girls across the state. For details, see www.womensfoundca.org.

The following individuals serve on the transition board of directors.

Eunice J. Azzani, former chair of The Women's Foundation board of directors, is managing director in the San Francisco office of Korn/Ferry International. She serves on many boards, including those of the City College Foundation, the National Board of the Girl Scouts USA, the Needle Exchange for the San Francisco AIDS Foundation and United Way of the Bay Area. Eunice was the 1999 chair of the San Francisco Chamber of Commerce.

Elmy Bermejo works for John Burton, President pro Tempore of the California State Senate and is chair of the State Commission on the Status of Women. Bermejo was appointed by former Governor Gray Davis to the California Complete Count Committee for Census 2000. She is president of HOPE (Hispañás Organized for Political Equality).

Laura Chick was elected City Controller in 2001, becoming the first woman elected to citywide office in Los Angeles. She is the chief auditor and chief accountant for the City, protecting taxpayer dollars, eliminating waste and fraud, improving city services and opening up the city's books to public scrutiny. Laura served on the Los Angeles City Council from 1993-2001 and was the first woman to head the Council's Public Safety Committee.

Geetanjali Dhillon is an attorney, mother of two young children and founder of Pomegranate, an organization dedicated to helping women realize their highest potential. With over 10 years' experience, Dhillon expresses her passion for empowering women through advocacy, civil rights litigation, personal coaching and workshops.

Kathryn Downing is the executive director of the Center for Education Systems Design at the National Center on Education and the Economy. In January 2002, Downing was named a fellow in the Broad Foundation's Urban Superintendent Academy. Kathryn led the Leadership and Organization Redesign team for New York City public schools Chancellor Joel Klein in his Children First strategic planning initiative. She is former publisher, president and CEO of the *Los Angeles Times*.

Susan Graf Marineau is vice chair of the transition board of directors. She has served on the board of the Chicago Foundation for Women, was vice chair of the Women's Funding Network and is a new member of the board of overseers of the McCarthy Center at the University of San Francisco. Marineau has worked as an advertising copywriter, buyer and marketing and strategy consultant to women-owned companies. Sue has studied drawing and painting for the past six years and now has a studio in San Francisco.

Frank Quevedo is the chair of the transition board. Quevedo is vice president of Equal Opportunity for Southern California Edison. He has served as chairman of the board of the Mexican American Legal Defense and Educational Fund for three terms. Frank was an appointee of former President Nixon as well as former Governor Jerry Brown and served in Washington, D.C., in the Reagan administration in 1982 as chief of staff to Commissioner Tony Gallegos at the U.S. Equal Employment Opportunity Commission.

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. 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.

Belinda Smith Walker is Chair of the Advisory Board for Girls & Gangs, A Project of Community Partners. Girls and Gangs provides life skills and personal development workshops for girls in Los Angeles County probation camps and mentoring, which continues after the girls return to the community. Her work with Girls & Gangs continues her service to the special needs of women and girls in L.A.

The following are former members of the board of directors of The Women's Foundation:

Julz Chavez, is an inventor, conceptual designer and developer with 15 years' experience in the toy industry.

Shira Frank is a 19-year-old activist, actress and passionate idealist who participated in the Sisterhood Fund program in 2001. She attends Smith College in Northampton, Massachusetts.

Maria T. Giuriato is a Salinas City Council member and Management Analyst with the Monterey County Department of Social Services Community Action Agency.

Leonade Jones is a private investor and independent financial consultant. She is co-founder and former CFO of VentureThink LLC and Versura Inc. Jones recently relocated to Washington, D.C.

Mary Rosas is a public affairs liaison for Eli Lilly and Company and has been appointed to serve on a community advisory commission for the City of Pittsburg.

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.

Claudia Soría-Delgado is a program manager for Latino Issues Forum in Fresno. She is also a board member at Fresno Barrios Unidos and a trainer for the Fresno County "kNOw More" Youth Relationship Violence Prevention Peer Education Project.

Mabel Teng was elected San Francisco Assessor-Recorder in 2002. Teng became the first Chinese American woman to serve on the San Francisco board of supervisors when she was elected in 1994.

The following are former members of the board of directors of Los Angeles Women's Foundation:

Karen Allen worked as a nurse case manager for Homeless Health Care Los Angeles and was a member of the 1995 class of the Women's Health Leadership Program.

Karen Bass is the founder of L.A.'s Community Coalition, a grassroots community-based organization committed to re-framing crime, violence and poverty as public health issues.

Board of Directors *(continued)*

Elmy Bermejo (See page 38.)

Janice Burrill is senior vice president and national director of the Wells Fargo Charitable Management Group, which specializes in trust and investment management services for charitable organizations and philanthropic individuals.

Debra Esparza is founder and owner of Esparza & Associates and has worked for more than 20 years with entrepreneurs and small businesses. Her experience includes commercial banking, community economic development, academia and entrepreneurship.

Victoria Erteszek Foote is owner of Windwood Ventures and a member of the board of directors of the California Science Center.

Judith Mann Gertler served as secretary of the Los Angeles Women's Foundation board. She is the founder of Chronicles, dedicated to preserving and transmitting oral histories of families, communities and businesses.

Asha Joshi is a managing principal at Payden & Rygel and serves as one of the firm's senior portfolio managers, responsible for both domestic and international clients, including health care organizations, public plans, universities and endowments.

Martha Tapias Mansfield has served as the director of strategic and Latino initiatives at the *Los Angeles Times*.

Terry Ogawa is director of the Los Angeles Commission for Children, Youth and their Families.

Anna Ouroumian is president of the Academy of Business Leadership, an organization that educates high school students about entrepreneurship and the value of education.

Jeanne Segal is an author, educator and trainer who has worked extensively to make practical emotional tools accessible to individuals and organizations.

Lois Slavkin has over 20 years' experience leading result-oriented initiatives and organizations. Lois was a founder of the Washington Area Women's Foundation.

Aaron Snyder is the director of market development and general manager, Los Angeles district, for American Express Establishment Services.

Barbara Wagner is head of the Marlborough School, an independent, urban day school for young women grades 7 through 12.

Diane Wayne is a former Los Angeles Superior Court judge. She is a principal with JAMS Endispute, which provides dispute resolution services. Wayne serves on the nominating committee for the board of the Women's Foundation of California.

Diane Wittenberg is the president of the California Climate Action Registry, which helps organizations inventory and reduce their greenhouse emissions. Wittenberg serves on the nominating committee for the board of the Women's Foundation of California.

Cathy Unger is a public affairs consultant.

Grants Review Committee

The Women's Foundation of California ensures that funding decisions integrate the knowledge and experience of diverse communities and movements by placing decision making in the hands of community members. Volunteers are recruited throughout California and trained to review grant proposals and make funding recommendations.

For Vanessa George, serving on the Grants Review Committee was an opportunity to fuel her passion for her community in a tangible way. "Serving on the Grants Review Committee was a phenomenal experience," says George. "It gave me an inside view of the intricacies of grantmaking and the significant challenges and opportunities facing non profits today. We had to make difficult decisions about funding, but in the end I was deeply gratified to know that we were making a real difference in the lives of women and girls." George will serve as co-chair of the Committee in 2004 along with Melissa Martinez, a Sisterhood Fund alumna.

As the diversity of the organizations we fund expands, so does the expertise of those who serve on the Grants Review Committee. Volunteers participate from all regions of the state, bringing a wealth of experience and expertise to the table. We are now incorporating young women who have previously served on the Sisterhood Fund Grants Review Committee as members of this committee, recognizing that intergenerational decision making is key to meeting the diversity of needs that emerge with each generation.



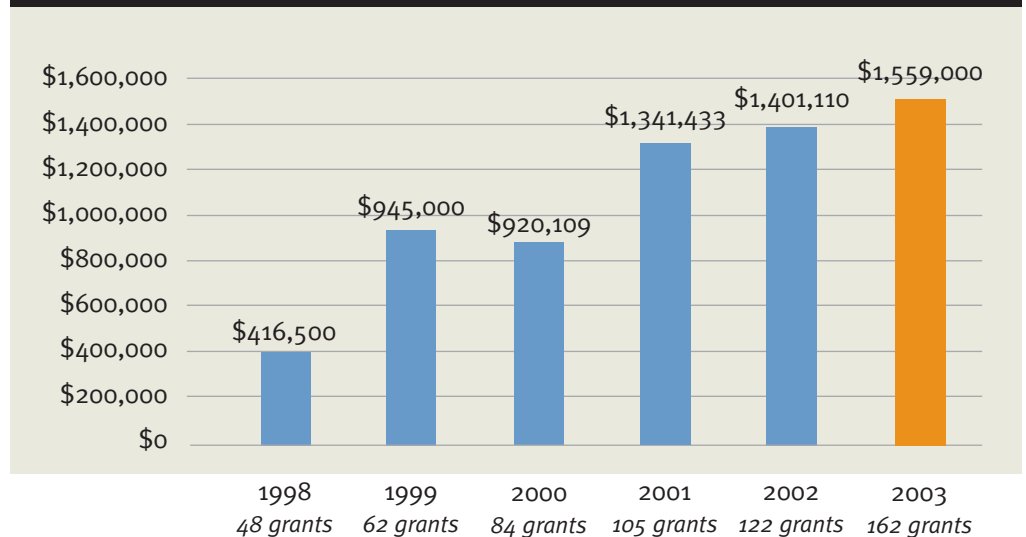
STATEMENT OF FINANCIAL POSITION

June 30, 2003



	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
ASSETS				
Cash and cash equivalents	\$ 161,300	\$ 772,603	\$	\$ 933,903
Marketable securities	588,786	2,285,403	417,877	3,292,066
Grants and accounts receivable	289,115	575,000		864,115
Prepaid expenses and deposits	15,051			15,051
Property and equipment, net	63,139	226,234		289,373
TOTAL ASSETS	1,117,391	3,859,240	417,877	5,394,508
LIABILITIES				
Accounts payable	40,822			40,822
Grants payable		320,791		320,791
Accrued vacation	42,578			42,578
TOTAL LIABILITIES	83,400	320,791		404,191
NET ASSETS				
Unrestricted	1,033,991			1,033,991
Temporarily restricted		3,538,449		3,538,449
Permanently restricted			417,877	417,877
TOTAL NET ASSETS	1,033,991	3,538,449	417,877	4,990,317
TOTAL LIABILITIES AND NET ASSETS	\$ 1,117,391	\$ 3,859,240	\$ 417,877	\$ 5,394,508

TOTAL GRANTS AWARDED



STATEMENT OF ACTIVITIES

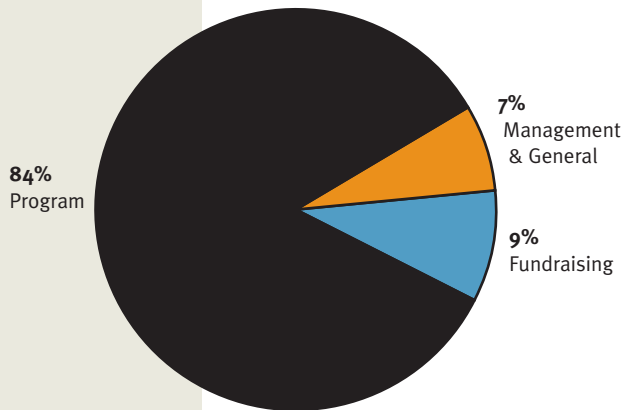
For the year ended June 30, 2003

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

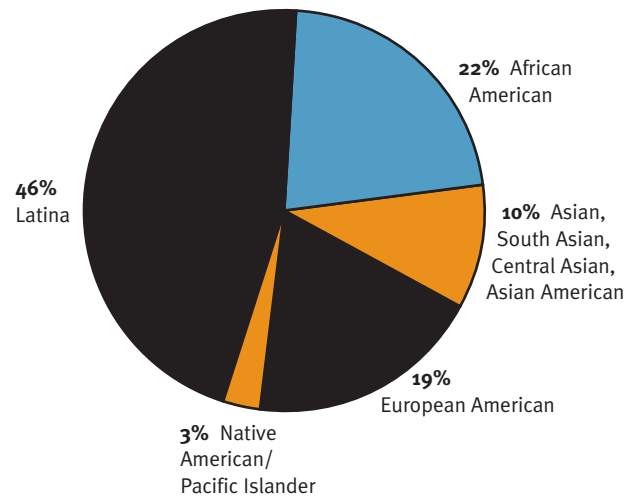
These statements reflect the financial position of The Women's Foundation (San Francisco) prior to our merger with the Los Angeles Women's Foundation on August 7, 2003.

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
REVENUES, GAINS, AND OTHER SUPPORT				
Contributions, grants, and support	\$ 1,319,489	\$ 2,349,534	\$	\$ 3,669,023
Interest and dividends	5,499	87,512		93,011
Net unrealized and realized gains on investments		17,999		17,999
Other income	42,929			42,929
Net assets released from restrictions:				
Restrictions satisfied by payments	1,906,473	(1,906,473)		
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	3,274,390	548,572		3,822,962
EXPENSES				
Program	3,128,074			3,128,074
Management and general	258,589			258,589
Fundraising	338,715			338,715
TOTAL EXPENSES	3,725,378			3,725,378
CHANGES IN NET ASSETS	(450,988)	548,572		97,584
NET ASSETS, BEGINNING OF YEAR	1,484,979	2,989,877	417,877	4,892,733
NET ASSETS, END OF YEAR	\$ 1,033,991	\$ 3,538,449	\$ 417,877	\$ 4,990,317

EXPENSES BY DEPARTMENT



GRANTEES BY ETHNIC POPULATIONS SERVED



Donors

The following lists date from the period preceding the merger of The Women's Foundation (San Francisco) and the Los Angeles Women's Foundation. Because we were two separate organizations when these gifts were made, we have kept the lists separate.

THE WOMEN'S FOUNDATION (SAN FRANCISCO) 2002–2003 DONORS

\$100,000 and above

Anonymous (2 donors) • Alameda County Department of Social Services • The California Endowment • The California Wellness Foundation • Quinn Delaney and Wayne Jordan • The Ford Foundation • FullBloom Baking Co., Inc. • The William and Flora Hewlett Foundation • Kaiser Foundation Health Plan, Inc. • The David and Lucille Packard Foundation

\$50,000 to \$99,999

Patricia L. Chang • Levi Strauss Foundation • The San Francisco Foundation

\$25,000 to \$49,999

California Consumer Protection Foundation • eBay Foundation • Friedman Family Foundation • Arlene and Neal Mayerson • Susan Sandler and Steve Phillips • Women's Funding Network

\$10,000 to \$24,999

Anonymous in honor of Quinn Delaney • Patricia W. Chang • Cochran Family Fund • John Follain and Rita Cristofari • Deborah Drysdale • Jane Gottesman • Emily Honig • Paul Kivel and Mary Luckey • Sue and Phil Marineau • Pacific Gas & Electric Co. • Emily Rosenberg • Ruth O. Sherer • U.S. Bancorp Corporate Giving

\$5,000 to \$9,999

Capital Group Companies • Community Foundation Silicon Valley • Lynn Gordon • Shirley Hort Fund • Virginia H. King • Levi Strauss & Co. • Pacific Asian American Women Bay Area Coalition • Quigley/ Hiltner Fund • Lee and Perry Smith Fund • Bess Stephens, Hewlett-Packard

\$2,500 to \$4,999

Anonymous • Marjorie A. Bennett • Mina Choo • Hella Fluss • Walter S. Johnson Foundation • Deborah Jones • Leonade Jones • Kerruish Fund • Alison Sirkus • Morgan Stanley • Sandra E. Sohcot • Susan L. Swan

\$1,000 to \$2,499

Anonymous • Joni Anderson and Yvonne King • Autodesk, Inc. • Jane Baker • Joan Barram • Katherine Chappellear • Gant Family Foundation • Margo George and Catherine Karrass • Barbara Harison • John and Diana Harrington • James Hormel and Timothy Wu • Rayona Sharpnack, Institute for Women's Leadership • Ginny Silva Jaquith • Marilyn Jensen • Carolyn Johnson • Judith Kramer • Wendy Lichtman and Jeffrey Mandel • Ann W. Merrill • Gale Mondry • Name Finders Lists, Inc. • Raquel H. Newman Fund • Virginia Olesen • Alison Seevak • Maureen Sullivan • Suzie S. Thorn • Carol Tisson • Women's Foundation of Genesee Valley • Jody Zaitlin

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