



WOMEN
CREATING
CHANGE

CIVICS *IN* ACTION

ANNUAL REPORT 2020

WOMEN & COVID-19 BY THE NUMBERS



IMPACT OF COVID-19 ON FEMALE HEALTHCARE WORKERS

Centers for Disease Control and Prevention found that women account for **73%** of the U.S. health care workers who have been infected since the COVID-19 outbreak began.¹



LOW-PAYING HEALTHCARE JOBS FOR WOMEN OF COLOR

Of the **5.8 million** people working healthcare jobs that pay less than **\$30,000** a year, half are nonwhite and **83%** are women.¹



ONSET OF PANDEMIC RESULTS IN JOB LOSS FOR WOMEN

Women accounted for **55%** of the **20.5 million** jobs lost due to COVID-19 in April 2020, raising the unemployment rate for adult women to **15%**. Women of color fared worse, with unemployment rates for Black women at **16.4%** and Hispanic women at **20.2%**.³

MOTHERS AND REDUCTION IN PAID WORK



More than half (**52%**) of women caring for children cut back on paid working hours, compared to only one in three (**34%**) men.¹

LACK OF PAID LEAVE FOR MOMS OF COLOR



Women of color were more likely than white women to have needed to take time off to care for a child (**36% to 29%, respectively**) and less likely to have paid leave available to them.¹

COVID-19's TRIPLE IMPACT ON UNDOCUMENTED WOMEN



Undocumented women are greatly impacted by the pandemic: as women; as primarily women of color; and as immigrants who lack legal status.²

¹ www.nytimes.com/2020/04/18/us/coronavirus-women-essential-workers.html

² www.nytimes.com/2020/05/09/us/unemployment-coronavirus-women.html

³ <https://fiscalpolicy.org/undocumented-women-in-nyc-are-particularly-hard-hit-by-the-covid-shutdown>

WELCOME LETTER



DEBORAH MARTIN OWENS



CAROLE J. WACEY

DEAR FRIENDS,

In March 2020, New York City and the world paused amid the devastating COVID-19 pandemic, bringing uncertainty that most had never experienced. We witnessed women and communities of color disproportionately carrying the burden of the economic and public health fallout from the pandemic. At the same time, social issues and unrest abounded. The murder of George Floyd—and deaths of other people of color at the hands of law enforcement—sparked national protests and demands for police reform.

It would be an understatement to say 2020 was challenging. New Yorkers and Women Creating Change (WCC) rose to the moment and worked for systemic change. We saw that civic engagement matters more than ever—particularly for those who historically have been excluded from civic life and are most affected by inequitable policies and lack of representation.

WCC's efforts embodied our vision for a more just and equitable city in which all women are civically engaged. We know that women are under-represented in all aspects of civic life—from the voting booth to City Hall. Women face barriers in the workplace. And, often women—particularly women of color from low-income, under-resourced neighborhoods—do not have equal access and opportunity to succeed.

Over this past year, we continued to find ways to amplify women's involvement: We launched our signature programmatic initiative, Civic Matters, and held our first Community Workshop. These workshops continue to provide learning opportunities, action-oriented tools, and advocacy practice. We were actively involved with the 2020 Census, voter registration campaigns, and voter rights efforts, among others.

By year's end, we saw that our work—and the work and voices of so many others—mattered: New York City's Census participation increased; we saw the first woman of color elected as Vice President; and, we watched as women's votes helped carry more women into elective office across our country. And by mid-2021, there are hopeful signs, like the projection of the first woman-identifying majority in the New York City Council's history.

We are continuing to explore how to expand women's civic engagement and in the pages ahead, you will learn how, even during this unprecedented period in history, WCC adapted and pivoted to meet the needs of women across New York City. Our work shifted online, we built critical partnerships, joined coalitions, and collaborated on impactful policies. We worked to develop a Blueprint to outline the importance of civic engagement for systemically excluded women, and assembled the building blocks for new programs that will support women in New York City.

This is what WCC stands for. That is why you should stand with us to support civic engagement for ALL New York City women, their families, and their communities.

Won't you join us?

In solidarity,

DEBORAH MARTIN OWENS
Chair, Board of Directors

CAROLE J. WACEY
President & CEO



Women's March on New York City – January 18, 2020

WCC RISING TO THE CHALLENGE

The foundation-building work that WCC accomplished in 2019—a developmental evaluation (listening tour, landscape analysis, focus group, nonprofit survey) that led to a new vision, new mission, and new name—put the organization in a strong position to hit the ground running in 2020.



WCC Board Member Dayanna Torres at the Women's March on New York City



At the Frances Perkins Documentary Screening and Discussion: (left to right) Helen Diana (Heidi) Reavis, Esq., Mick Caouette, Vivian Lee, Carole J. Wacey, and Tomlin Perkins Coggeshall.



Event Moderator Vivian Lee addresses the audience at the Frances Perkins Documentary Screening and Discussion.

KICKING OFF 2020 WITH CELEBRATIONS

The year was poised to be one full of exciting celebrations commemorating WCC's 105th anniversary and the 100th anniversary of the ratification of the 19th amendment. WCC and tens of thousands of New Yorkers took to the streets to advocate for gender equity and strengthen women's collective power as part of the Women's March on New York City (January 18).

That same month, WCC proudly celebrated the life of Frances Perkins—labor activist, first female Cabinet Secretary, and WCC founding member—by hosting a screening of the PBS documentary film Summoned: Frances Perkins and the General Welfare (January 22). Emmy Award-winning journalist Vivian Lee moderated a panel featuring director Mick Caouette, Perkins' grandson Tomlin Perkins Coggeshall, and historian, academic, and author Blanche Wiesen Cook.

WCC was invited to participate in the celebration of International Women's Day on the TODAY Show (March 6). TODAY Show's Kevin Schatell interviewed now-former Board Chair Helen Diana (Heidi) Reavis, Esq., and WCC President and CEO Carole J. Wacey about the importance of women's civic engagement to promote greater social justice.



International Women's Day Celebration with Karlie Kloss at the TODAY Show on the Rockefeller Center Plaza along with WCC staff, board, supporters and friends.

THE PANDEMIC ARRIVED: EXPOSING INEQUITIES IN OUR SYSTEM

On March 15th, New York declared a state of emergency as confirmed COVID-19 infections escalated in our country. The tragic impact of the pandemic was not felt evenly across all communities. COVID-19 illuminated and exacerbated many of our society's inherent structural challenges, including gender and economic inequality. One in three jobs held by women was considered "essential," increasing their risk for contracting COVID-19, and those who could work from home struggled to juggle paid work with caregiving and homeschooling responsibilities.

Even before the pandemic, we all knew that women—in particular, systemically excluded women, including Black, Indigenous, Asian, Hispanic, Latinx, low-income, immigrant, LGBTQ, disabled, incarcerated, primary caregivers, and wage workers, as well as gender non-conforming or non-binary individuals—experienced high levels of political exclusion alongside poverty, discrimination, and violence. COVID-19's disproportionate impact on these communities only underscored these disparities—and heightened the need for those most impacted by policy decisions to have a voice in the future of their communities and their city.



Jacqueline M. Ebanks

WCC pivoted to virtual events to connect with one another, and we welcomed many new members to our online community. WCC invited Jacqueline M. Ebanks, Executive Director of the Mayor's Commission on Gender Equity and former

Executive Director of WCC, to discuss the Impact of COVID-19 on Women (April 23). We focused on the challenges facing women, during and after the pandemic. We discussed high levels of unemployment; risks for essential workers; the dangers of domestic violence during quarantine; and the burden of increased caregiving responsibilities.

MEET (GRACE) ANGELA HENRY



We invited lifelong New Yorker, WCC Lifetime Member and NYC Civic Leader, (Grace) Angela Henry to serve as the Moderator of WCC's Table Talk Series. A changemaker herself, Angela

facilitates the substantive conversations with finesse and depth. We are grateful for her leadership.

In 2020, not only were we grappling with the pandemic, but the murder of George Floyd on May 25 launched a racial justice reckoning and shined a light on the devastating impact of police brutality in communities of color. WCC stands firmly in support and solidarity with the Black Lives Matter movement and commits to ongoing education, and advocacy efforts, including the push to Fund Social Services, Not the NYPD. The fall brought a highly divisive national election, with implications for future policies impacting women, immigrants, and people of color.

Women of color have long borne the brunt of the impacts of crises like these, as a direct result of historic exclusion from political processes. The COVID-19 crisis was no exception, which is why WCC's mission to expand opportunities for civic engagement among those most directly impacted by our government's policies is more important than ever.



ACTIVATING WOMEN'S CIVIC PARTICIPATION

WCC's focus on communities that have long been disenfranchised by exclusionary systems put the organization in a prime position to ensure that the voices of those who have been most impacted are central to decisions about the future.

WCC does our work in three primary ways:

1. Policies to address systemic issues that prevent equitable civic engagement;
2. Programs to provide education, tools, and skills to support civic participation; and
3. Partnerships with mission-aligned organizations.

TURNING OBSTACLES INTO OPPORTUNITIES FOR CHANGE

The pandemic made it impossible to ignore long-standing inequality and disparities in access to healthcare, education, jobs, and housing, among other areas. This period requires that we do not return to the way things were, but that we seek ways to create new, better, and more just systems that work for everyone.

POLICIES

In 2020, WCC identified unmet needs and opportunities for increased participation, and focused on three key policy priorities: Census, Voting Rights, and Voting Reforms.

1. **Census:** Since many women fall into historically undercounted groups that were further challenged amid the pandemic, the Census became a top priority for our policy and outreach efforts to ensure New York City secured the money and representation it is due. WCC educated New York City residents about the importance of the Census, partnered with City leaders to ensure a fair and accurate count, and engaged people to complete the Census.



2. **Voting Rights:** In our second area of focus, WCC sought to extend voting rights for more New Yorkers through coalitions like Our City, Our Vote (OCOv), which advocates for expanding municipal voting rights to nearly one million New Yorkers who legally live and work in New York City.

3. **Voting Reforms:** 2020 also was defined by a historic presidential election; therefore, voting reforms that included streamlining voter registration and access to the polls (through education about early voting and no-excuse absentee ballots) were cornerstones of WCC's work.

PROGRAMS

WCC's new signature initiative, Civic Matters, is an innovative program that identifies and breaks down systemic barriers to civic engagement for underserved women and creates opportunities for learning and increased and equitable civic participation.

WCC focused on launching the first in a series of Civic Matters Workshops that focused on voting (October 30). Led by WCC Facilitator Deneisha Thompson, the workshop touched on the history of voting, voting rights and barriers, and equipped participants with information about how to identify who is on a ballot and how to ensure their vote is counted. Participants, referred through WCC partner Grace Institute, left the workshop with a Voting Resource Toolkit on how to cast a ballot and guidance on how to create a personalized voting plan.

PARTNERSHIPS

In 2020, WCC partnered with a number of respected organizations with similar values and a commitment to make New York a more just and equitable city. WCC recognizes that the communities most affected by policy changes need to be meaningfully included in policy and program design, implementation, and oversight. WCC is incredibly proud to work alongside organizations with deep expertise and connections in the heart of New York's diverse communities to create the city we know is possible.

GETTING OUT THE COUNT: CENSUS 2020

Working with City agencies and nonprofit partners, WCC was a partner in NYC's success.



EVENTS

WCC hosted a Table Talk Lunch Discussion: Census 101 (February 27) at The Coffee House with Julie Menin, Director of the NYC Office of the Census. Julie educated attendees about the importance of the Census, shared resources, volunteer opportunities, and answered questions.

WCC supported NYC Census 2020's Text Out the Count Campaign (March 22) through promotion and texting New Yorkers.

WCC activated volunteers by hosting a Census Ambassador Training (June 16) with the New York Immigration Coalition, League of Women Voters of the City of New York, Census Counts, and NY Counts 2020.



Julie Menin; Lea Giddins, Carole J. Wacey, Meeta Anand, Mary Holloway, Phyllis Lusskin and Helen Diana (Heidi) Reavis, Esq.



ACHIEVEMENTS

Response Rate:

New York City registered a 61.9% self-response rate, outpacing the Census Bureau's pre-COVID-19 estimate of 58%.

Apportionment:

While New York was projected to lose two seats in the U.S. House of Representatives, the state will lose only one, thanks to New York's successful response rate of 63.8%.

Census and Women:

WCC focused on the importance of the Census for women (and members of their households who make up part of historically undercounted populations—single-family households, survivors of domestic violence, young children, and women experiencing poverty and homelessness). The results of the Census impact the allocation of nearly \$1 trillion in federal spending toward programs that are important to women and their families, including grants for the prevention of gender-based violence and family violence, as well as funding for childcare and school lunch programs.

Census Resources:

WCC shared Census resources with more than 30 organizations, texted thousands of New Yorkers to complete the Census (part of the 7 million total texts sent by NYC Census), trained supporters to do Census outreach, and reached thousands of other individuals and groups through social media, email outreach, events, and flyers.



IN THE NEWS

Letter to the Editor:

"Cutting Census Short Threatens Progress"
(*Staten Island Advance*, August 2020)

Opinion:

"The importance of the 2020 Census cannot be overstated. Extend the deadline."
(*Queens Daily Eagle*, August 2020)

Letter to the Editor:

"Answer the Census"
(*Queens Chronicle*, October 2020)

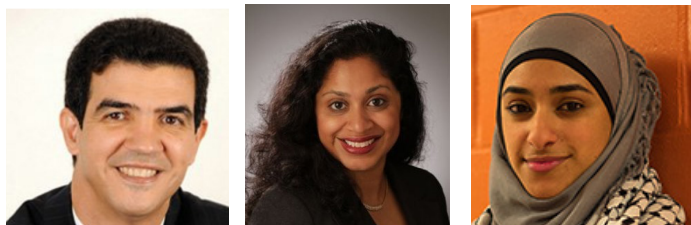
EXPANDING DEMOCRACY: VOTING RIGHTS, ACCESS, AND EDUCATION

WCC worked tirelessly to educate and equip voters to cast their ballots in November 2020, resulting in an increased NYC voter turnout compared to 2016.



EVENTS

WCC hosted an Our City, Our Vote (OCOV) Table Talk (July 29) to discuss the urgency of expanding voting rights to the 900,000 New Yorkers living legally in the city but unable to vote because of their citizenship status. For this discussion, WCC convened the legislative sponsor of Intro. 1867, City Council Member Ydanis Rodriguez, and OCOV coalition members Theresa Thanjan of the New York Immigration Coalition, and Yafa Dias of the Arab American Association of NY.



Honorable Ydanis Rodriguez; Theresa Thanjan; Yafa Dias

WCC held a Finish the Fight: Rewriting the Women's Suffrage Movement Table Talk (August 26) with playwright Ming Peiffer and director Whitney White. They participated in a discussion about their play, Finish the Fight, regarding the forgotten women of the Suffrage movement.



Ming Peiffer; Whitney White

In partnership with the Grace Institute, WCC held its first Civic Matters Voting Workshop (October 30) that focused on voting ahead of the general election. Participants learned about the importance of voting, how to identify voter suppression, and how to vote in 2020 and beyond.

WCC held a special Get Out the Vote (GOTV) Phone Bank Table Talk (November 2) on the eve of the Election Day, with WNBA and New York Liberty legend Kym Hampton. After the discussion, the New York Immigration Coalition led a phone banking training, and participants made calls to eligible voters in New York to ensure they were prepared to cast their ballots.



Kym Hampton



WCC actively participated in two Social Media Days of Action (September 16 and December 16) in support of municipal voting rights for immigrant New Yorkers as part of the OCOV Coalition.

EXPANDING DEMOCRACY: VOTING RIGHTS, ACCESS, AND EDUCATION (continued)

ACHIEVEMENTS

Voter Turnout:

In 2020, voter turnout in New York City increased by 7.5% from 2016.⁴

Voting Rights and Access:

WCC mobilized supporters to contact elected officials about Intro. 1867 and advocated for other policies to expand voting access.

Get Out the Vote (GOTV):

The organization facilitated more than 2,500 calls to eligible voters in New York City, encouraging them to vote in the general election.

Voting Resources:

WCC also created and shared numerous resources about voting and the 2020 elections.



IN THE NEWS

Opinion:

“Let all New Yorkers vote in every election.”
(Queens Daily Eagle, April 2020)

Opinion:

“Voting in the time of COVID”
(AM New York, April 2020)

Opinion:

“Nearly a million immigrants deserve a voice, and a vote, in NYC.” (New York Daily News, October 2020)

Opinion:

“Your Votes. Your Voices. They Mattered.”
(Queens Daily Eagle, November 2020)

Article:

“Keep up the momentum, advocates urge voters.”
(Chelsea News, November 2020)

“We live in a nation that spent centuries denying the right to vote to the poor, to women, and to people of color.”— Stacey Abrams

⁴ <https://www.gothamgazette.com/city/9907-voter-turnout-new-york-city-increased-7-5-percent-2016-to-2020>

STAYING ENGAGED: CIVIC PARTICIPATION BEYOND THE BALLOT

WCC kept an eye towards the future by sharing and creating resources to help women stay engaged beyond the ballot.



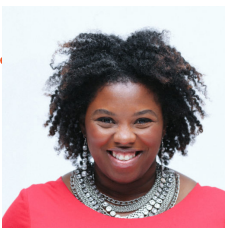
EVENTS

Dr. Sarah Sayeed, Chair and Executive Director of the NYC Civic Engagement Commission, joined WCC for a Table Talk Online: Civic Engagement During and After COVID-19 conversation (May 21).

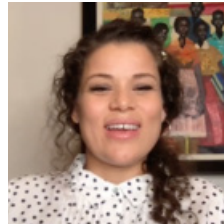


Dr. Sarah Sayeed

Amid a milestone election, WCC hosted an online Table Talk, An Election is One Day, but Civic Engagement is Every Day (November 12). The conversation included the Brennan Center for Justice's Wendy Weiser and activist and political strategist L. Joy Williams, discussing opportunities for engagement and how to hold elected officials accountable—beyond the voting booth.



L. Joy Williams; Wendy R. Weiser



Spirit Tawfiq

WCC explored the history of women's activism, holding a Table Talk Online: Celebrating Women's Activism Conversation (December 10) with Spirit Tawfiq about the power of storytelling and Women's Activism.NYC's goal to collect 20,000 stories to honor the anniversary of women winning the right to vote.



ACHIEVEMENTS

Civic Engagement Resources:

WCC shared and created resources about civic engagement during the pandemic, including opportunities to get involved.

WCC galvanized supporters to submit stories about women activists to WomensActivism.NYC's archive.

IN THE NEWS



Opinion:

"Nonprofit Talk: Women Creating Change expands civic engagement during lockdown."
(*Queens Daily Eagle*, June 2020)

Interview:

"The Bronx Social Justice and Anti-Violence Forum | Women Creating Change"
(*BronxNet*, October 2020)

SHAPING A MORE INCLUSIVE CIVIC FUTURE

In 2021 and beyond, WCC's impact will grow through our Civic Matters program, policy work, and partnerships.

Throughout 2020, WCC developed *A Blueprint for Women's Civic Engagement in New York City: Toward a More Just and Equitable Democracy*. This Blueprint (which was released in 2021) is the culmination of two years of a comprehensive effort that includes key findings from WCC's strategic planning process (listening tour, landscape analysis, and literature review) and developmental evaluation (nonprofit survey and focus groups).



The Blueprint examines the landscape of women's civic engagement in New York City—focusing on those who have been systemically excluded from civic processes. The report defines civic engagement; identifies the barriers and drivers of civic participation; and highlights recommendations for nonprofits, government, foundations, and the private sector.

WCC's multi-tiered programmatic initiative, *Civic Matters*, is underway. In 2021, WCC is building on the success of our first community-based workshop and increasing our outreach to ensure we are reaching as many women as possible with resources to become civically engaged so that they are able to improve their lives, the lives of their families, and positively impact their communities.

Women in New York City who want to become civically engaged often ask the question: Where do I start? We think the answer is *with WCC!* We are building a Civic Hub, which will break down barriers to civic engagement by offering comprehensive, accessible resources, and opportunities in one convenient online location. Women from historically underserved communities can use the Hub to access information, tools, and opportunities to make their voices heard. The action-based website and app platform will curate information, resources, and opportunities from across New York City.

At a moment when the future is uncertain, one thing has been certain: WCC's work over this past year has set us on solid footing to leverage our policy initiatives and programs to reimagine civic engagement and create pathways for more women to create change.

We can't do it alone! We need the support, guidance, and expertise of community members, coalition members, and partners, to help us build the city we know is possible.

INSPIRING WOMEN'S CIVIC ENGAGEMENT TOGETHER

COALITIONS

WCC is part of the following coalitions of organizations committed to an inclusive New York City for all:

- Advocacy Institute
- Census Counts Campaign Coalition
- Civic Engagement Collaborative
- Coalition to Advance Nonprofits
- DemocracyReady NY
- Let NY Vote
- New York Immigration Coalition
- Nonprofit New York
- Our City, Our Vote
- PowHerNY
- RiseOut

STATEMENTS

WCC was honored to sign on to the following letters of support:

- Nonprofit Letter to NY City Council: Nonprofits Must Be Included in Economic Recovery Plan (April)
- Black Lives Matter (June)
- Fund Social Services, Not the NYPD (June)
- DACA Upheld by the Supreme Court: Dreamers Can Stay in the U.S. (June)
- A Roadmap to Create Inclusive Gender Justice in New York/Signatories (September)

PARTNERSHIPS

WCC is proud to have partnerships with the following aligned organizations and we look forward to building new partnerships:

- Amalgamated Bank
- Census Counts 2020
- Coro NY
- CUNY
- Democracy NYC
- FPWA
- Grace Institute
- Hunter College
- League of Women Voters of the City of New York
- Manhattan Complete Count Committee
- New York City Civic Engagement Commission
- New York City Commission on Gender Equity
- New York Counts 2020
- New York Immigration Coalition
- Office of the Manhattan Borough President
- Reavis Page Jump LLP
- Trillium Asset Management
- United Neighborhood Houses
- Weil Gotshal & Manges LLP
- Winthrop Group
- WNBA

RECOGNIZING OUR SUPPORTERS

\$150,000+

Untermeyer Fund for Women and Girls

\$15,000 – \$149,999

Deborah Martin Owens
Sy Syms Foundation
U.S. Small Business Administration¹
Weil, Gotshal & Manges LLP

\$2,000 – \$14,999

Amalgamated Bank
Margaret Caspler Cianci
Federal Home Loan Bank of New York
JPMorgan Chase & Co.
Nancy Mah
Amy Oshinsky
Helen Diana (Heidi) Reavis, Esq.
Shoshana Rosenfield
Ekta Sahni
Felice Shea
Joanne H. Siegmund²
Sabrina Stratton
Carole Wacey

\$1,000 – \$1,999

Ruth Acker
Barbara Allen
Julia Kagan Baumann
John Beranbaum
Barbara Cohn Berman

Theresa Bertrand
Stephanie Blumenkranz
Florence Frucher
Guardian
Betty Jones
Mastercard
Debbie Meyer
Mary C. Murphree
Tracey Salmon-Smith
Diana Vagelos
Laura Wolff

\$500 – \$999

Gregory Alsip and Joseph Guevara
Marjorie Ives
Virginia Kassel
Sruthi Lanka
Phyllis Lusskin
William and Cynthia Roberts
Sara Schupf
UBS

<\$500

Susan Alt
Meeta Anand
Marta Baez
Irene Baldwin
Nicole Barsamian
The Barsamian-Dadourian Family Fund
Jenifer Bennett
Anya Berdan

Helen Birenbaum
Susan Brennan
Lauren Brody
Tracey-Lee Brown
Jean Bucaria
Bill Buice
Roberta Burkan
Jane Carmody
Maggie Castro
Sharon Chan
Stanley & Lita Cohen
Zena Cohn-Krash
Ruth Cowan
Samara Daly
Lisa Dunham
Clarice Feinman
Lynn Feldman
Maria Ferguson
Mary Louise Flood
Diana Florence
Anat Gerstein
Samantha Giordano
Esther Gowrie
Philip Grausman
Deborah Halper
Nyisha Howell
Idelle Howitt
Ifeoma Ike
Francoise Jacobsohn
Ingrid Johnson
Anne Marie Kennedy
Susan Kirk

Ethan Krasnoo
Valyrie Laedlein
Carol Leimas
David Lichtenberg
Elizabeth Lubetkin Lipton
Mary Luke
Elizabeth Lusskin
Giselle Martin-Kniep
Alisa McCoy
Kate Moriarty
Gloria Neuwirth
Laurie Norris
Amanda O'Donnell
Ipshita Pal
Reshma Patel
Laura Quigg
Cynthia Reddrick
Amber Renaye
Juana Roberts-Currie
Desi K. Robinson
Mary Ellen Rudolph
Lee Samson
Rhoda Schlamm
Amy Schwartz
Judith Shapiro
Wendy Swift
Denise Tahara
Dayanna Torres
Nicole White
Sarah Williams
June Winters
Richard Young

¹ Paycheck Protection Program Loan, which was forgiven in FY21.

² Legacy bequest.

FINANCIALS

	2020	2019	% Change
Total Assets	\$12,000,124	\$11,057,036	9%
Total Liabilities	\$115,820 ³	\$38,843	198%
Net Assets	\$11,884,304	\$11,018,493	8%

³ Includes a U.S. Small Business Administration PPP Loan (\$63,300) that was forgiven in FY21 and this liability will become revenue.

WCC TEAM

BOARD OFFICERS

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President & CEO

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Deborah Martin Owens***
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Margaret Caspler Cianci***
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* Past President

** Until August 2020

*** August 2020–Present

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UBS Financial Services Inc.
WCA Technologies

WELCOME NEW BOARD MEMBERS



THERESA BERTRAND

Senior Vice President of Strategy, BCW

"I am truly honored to be part of the WCC Board of Directors and join its mission to help influence real change in civic policies systemically stacked against women, especially women of color, and make a more equitable New

York City. In my personal life and career, I have always focused on doing work that matters, especially for women's issues, including the fight for women's equality and the Equal Rights Amendment. To me, civic engagement means everyone having a voice, because I truly believe that when we all win, we all win."

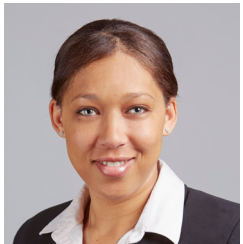


SHOSHANA ROSENFELD

Senior Vice President, Mastercard

"I am deeply honored to be a part of WCC and help drive forward their vision and partner with organizations who are committed to accelerating positive changes in New York City. As we come out of a tumultuous year, it is

critical that we all step forward to ensure opportunities exist for women from all backgrounds. By working together we will help empower women and their families to make a difference in their communities."



TRACEY-LEE BROWN

Senior Manager, PwC

"To me, civic engagement means communities coming together to build a better society at large. This means communities and individuals working together to try and fix issues impacting their community. That is

why I am so happy to join WCC as a Board member. WCC's mission is to help empower women to get involved in civic engagement, especially those in underserved communities, to make that difference."

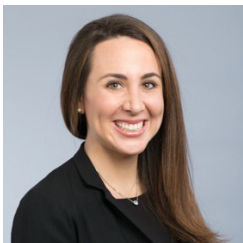


EKTA SAHNI

Managing Director of Data Management, JP Morgan Chase & Co.

"Before being a part of WCC, civic engagement to me only meant exercising my own voting right or encouraging family and friends to

vote. WCC gave me a broader platform to make an impact and be on the frontlines for NYC civic engagement. I am humbled and proud to be a part of the Board of Directors and help drive the mission and impact where it counts."



KATE MORIARTY

Human Resources Business Partner, Ernst and Young

"I am proud to serve on the Board of WCC, an organization that is committed to offering women the resources and educational support to be more actively engaged in local civic

life. Civic engagement means fairness and empowerment. It means equal opportunity to participate and provide input into the decisions that impact the quality of our daily lives, no matter how big or small. Active engagement is crucial for a progressive future for all our communities."

On behalf of the entire Women Creating Change Board of Directors, I am thrilled to welcome the newest class of Board members to the leadership of the organization. These women bring energy, enthusiasm, and expertise to our work, and we could not be more excited to work with them to create meaningful change in New York.

DEBORAH MARTIN OWENS
Chair, WCC Board of Directors



VISION

Women Creating Change envisions a more just and equitable New York City where all women are civically engaged.

MISSION

Women Creating Change is an inclusive community that partners with organizations and with New York City women who have been systemically excluded from civic processes to develop programs and influence policies that result in more equitable civic engagement.

VALUES STATEMENT

Women Creating Change (WCC) is committed to program and policy work that builds upon our history of civic engagement and broadens our reach to be more inclusive in New York City. Read our full [values statement](#).



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