

ANNUAL REPORT

2025



Empowering Women, Strengthening Communities

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Letter From The CEO



This past year was both energizing and deeply affirming of why our work matters.

In 2025, New York City faced rising costs of living, deepening inequality, and continued challenges around childcare, housing, and workforce access. A new mayoral administration brought renewed opportunity to reimagine what a more equitable city could look like. The need to center women's voices has never been more urgent.

At WCC, we saw our mission come to life in powerful ways. Our Power of Participation report affirmed that women are a decisive force in our democracy, while exposing the barriers, from caregiving to systemic inequities, that still limit full participation.

That urgency carried through to our inaugural State of Women in NYC Conference, where more than 260 leaders came together to center lived experiences and shape solutions to the challenges facing women across the city. The insights gathered are informing a roadmap for policy and systems change.

We created pathways for engagement through our Civic Engagement Symposium and a Get-Out-The-Vote campaign that reached more than 7 million New Yorkers. We strengthened our foundation with a new Director of Communications, a comprehensive rebrand, and a new website. And we closed the year honoring the life and legacy of Susan Alt, whose commitment to social change continues to inspire our work.

None of this happens alone. It is made possible by you, our partners, supporters, and community.

Together, we are not only imagining a more equitable New York City. We are building it.

Thank you for your continued support.

Sincerely,

Sharon Sewell-Fairman, President & CEO &
Sabrina Stratton, Chair of the WCC Board*

Women are a decisive force in our democracy. WCC is building the civic infrastructure to ensure every woman can participate and lead.

*Sabrina Stratton served as Board Chair through December 2025

Who We Are

Women Creating Change (WCC), formerly known as the Women's City Club of New York, is a nonprofit, nonpartisan organization dedicated to promoting the rights of women and gender-expansive individuals, ensuring they have the power to shape the future of New York City.

Founded in 1915 by suffragettes committed to promoting responsive government and improving conditions for the women of New York City, WCC works to advance gender equity by equipping women of color, women experiencing financial hardship, and gender-expansive individuals with the knowledge, tools, and resources to advocate for the issues that matter most to them. WCC collaborates with partners, policymakers, and advocacy groups to drive real change in economic justice, education, health care and reproductive justice, and safety. Through our research, advocacy, and leadership development programs, we empower women to shape policy, strengthen communities, and transform systems.

We're committed to building a more equitable New York City together with women and gender-expansive people from underrepresented communities.



Vision

To empower women in New York City to lead, influence, and drive change in their communities.

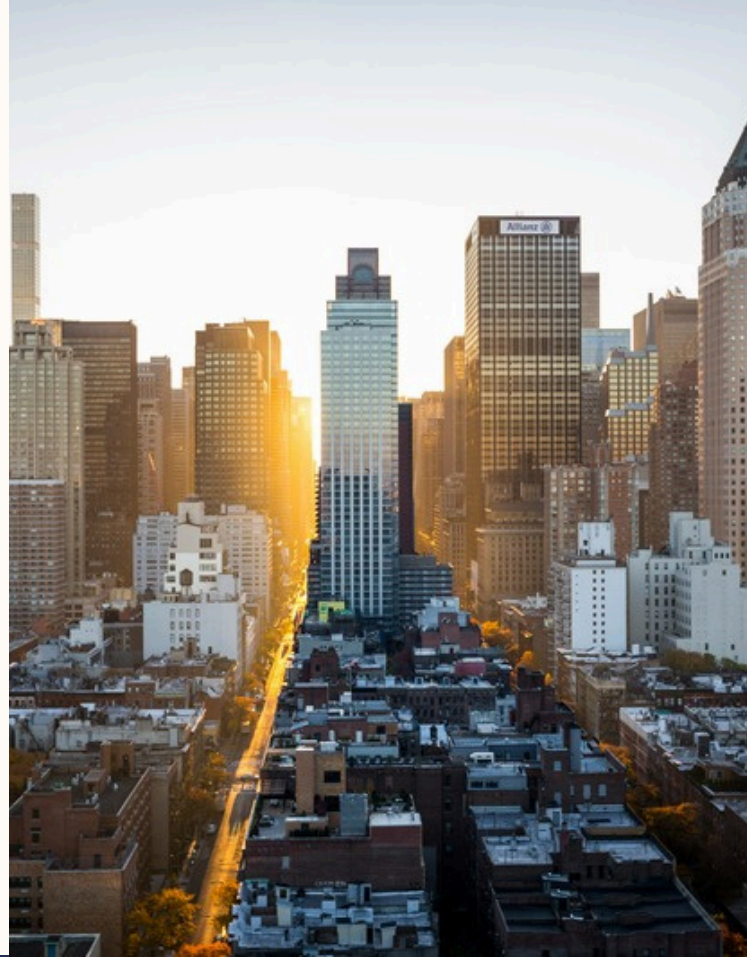
Mission

WCC empowers women to build just and inclusive communities by breaking down systemic barriers. Through research, education, and community involvement, we help women lead, take action, and connect with key organizations, elected officials, and each other to advance gender and racial equality in New York City.

Our Values

WCC advances civic engagement through programs and policies that build on our legacy while expanding inclusivity across New York City. We see women's participation as a powerful strategy for removing barriers to a more just and equitable democracy.

Rooted in the belief that civic life must reflect our city's full diversity, we empower people of all racial and ethnic backgrounds. WCC is a space for those committed to challenging systemic inequities and acting on shared values of inclusion, participation, and justice.



Equity & Justice

We are dedicated to creating equal opportunities and driving systemic change through advocacy and representation to address historical inequalities, particularly for women of color, women experiencing financial hardship, and gender-expansive individuals.



Inclusivity & Intersectionality

We embrace diverse perspectives and prioritize underrepresented communities, ensuring our programs, policies, and partnerships reflect the needs of those we serve—driving positive growth through education and engagement.



Accountability & Integrity

We hold ourselves accountable to our community, stakeholders, and partners through transparency, respect, and ethical conduct. Our commitment to representation and diversity ensures we collaborate with those who share our values.



Learning & Innovation

We discover new ways to improve WCC by listening to the voices of the community members and partners we aim to serve. Ongoing reflection enables us to continuously integrate new insights to drive social impact.

Issue Pillars

WCC drives systemic change in New York City by anchoring our educational tools, leadership programs, and advocacy in research-based evidence. As we expand our initiatives and advocacy efforts, our work is centered around five strategic pillars, each vital to empowering women and dismantling structural inequities:



Health and Reproductive Justice

Ensuring bodily autonomy and equal access to comprehensive healthcare, including reproductive and maternal care.



Safety

Advancing policies and programs that protect individuals and communities from violence and harm.



Economic Justice

Working to close wage gaps, expand access to benefits, and advance policies that promote financial security and economic mobility for women.



Education

Promoting equitable access to quality education and lifelong learning for underrepresented communities.



Environmental Justice

Working to ensure safe, sustainable environments for communities disproportionately burdened by environmental harm.





Our Research

Power of Participation Report

As WCC celebrated 110 years of advancing women's civic and political participation, we released the third report in our research series: *The Power of Participation: Women's Voting and Civic Engagement in New York City*.

Building on the economic findings of *Closing the Gender Pay Gap* (2023) and *Unequal Ground* (2024), this report examines how economic barriers translate into civic barriers, exploring the full range of women's democratic participation, from voting to grassroots organizing, mutual aid, and community leadership. The report integrates quantitative data with qualitative insights from community leaders and advocacy organizations across New York City.

Women are a powerful force in NYC's democracy, but structural barriers persist. Among women, Black women had the highest voter turnout (77%), followed by white women (76%), with significant gaps among Latinas (58%) and Asian women (50%). Voting rates increased with household income, with the sharpest divide separating women in households earning less than \$50,000 from those earning above that threshold.

Caregiving remains a major barrier. 21% of women cited illness or care work as reasons for not voting, nearly twice the rate of men. Women in lower-income households were more likely to cast their ballots in person on Election Day (72%, compared with 61% of higher-income women), underscoring the importance of accessible, well-staffed polling locations for underrepresented communities. Women of color are more likely to register at polling places, schools, or hospitals, highlighting the critical role of trusted, community-based access points.

69%

of NYC women voted,
consistently outvoting
men since 1994.



11

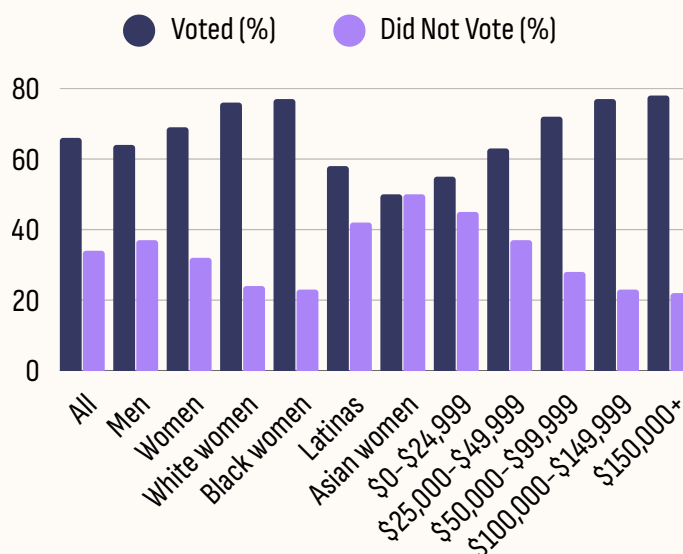
Policy
Recommendations



Nearly 40% of Black women who did not register said they had missed the registration deadline, while Latinas and Asian women were more likely to report confusion about where or how to register.

Beyond the ballot box, women lead in civic life. 14% of women participate in neighborhood, school, or community organizations, with Black women reporting the highest involvement (18%). Women are more likely than men to volunteer (20% vs. 17%) and to engage in consumer activism (15% vs. 10%). Yet formal civic leadership remains low, with only 5% of women reporting they have served as a leader in a local organization, and participation increasing sharply with income.

Voting Rates in New York City by Gender, Race/Ethnicity, and Household Income



*These dollar figures only refer to women's household income levels

U.S. Census Bureau's Current Population Survey (CPS), Voting and Registration Supplement, pooled 2018, 2020, and 2022 samples.

Policy Recommendations

Addressing Barriers and Expanding Women's Civic Participation

The report recommends aligning NYC local elections with federal-election years to boost turnout and reduce disparities. It calls for same-day voter registration with expanded multilingual outreach through trusted community organizations. The report urges direct investment in women through microgrants, greater investment in civic education and youth engagement, and family-friendly voting policies such as paid family leave, flexible schedules, and accessible early-voting options to address caregiving barriers. It also recommends restoring minimum-wage purchasing power and raising wages for home health workers.

Addressing Low Pay and Pay Inequity

The report calls for addressing pay inequities in the nonprofit human-services workforce, raising wages for childcare workers, restoring minimum-wage purchasing power, enhancing tax credits for low-income families, and raising unemployment-insurance benefits for low- and moderate-income workers.

Explore The Report

- * Economic justice and civic participation are deeply connected. [The Power of Participation](#) is a roadmap for action. Explore the full findings and recommendations to see how we can build a more inclusive democracy for all women in New York City.



Leadership Development

PowerUp Civic Leadership Initiative

WCC's PowerUp Civic Leadership Programs and Workshops build the knowledge, skills, confidence, and community needed for sustained civic participation and leadership. The civics curriculum guides participants along the full civic journey, from understanding how government works to engaging in policy development and advocacy.

Workshops are highly interactive and grounded in lived experience, equipping women and gender-expansive individuals with practical tools to develop and implement personal action plans that drive change in their communities. Training topics are participant-driven and focus on core competencies such as storytelling, advocacy strategy, coalition-building, and navigating government systems.

WCC delivers this work via in-person and virtual trainings, in partnership with community-based organizations. These partnerships expand reach, strengthen local capacity, and cultivate peer leaders who serve as ambassadors for civic engagement within their communities. Programs are co-designed with partners and continuously refined based on participant feedback, community insights, and research.

94%

of participants felt more confident taking action



100%

completed a personalized advocacy action plan



From Pilot to Proof

- * The inaugural PowerUp cohort with University Settlement concluded in mid 2025, completing a six-month program that equipped 20 participants, predominantly women of color, with advocacy skills and personalized civic action plans. The results validated the model and confirmed strong demand for civic leadership training among community-based organizations.

What Participants Said

“

Effective advocacy isn't about having all the answers. It's about building relationships, sharing real stories, and showing up consistently to push for change.

Cohort Participant

“

These workshops helped me find a community of advocates and helped me turn ideas into real plans.

Cohort Participant

“

I really enjoyed this enriching experience. Every session was full of significant knowledge, tools, encouraging real life stories, and empowerment.

Cohort Participant

Scaling What Works

- * Feedback and evaluation data from the pilot are informing program expansion. WCC is launching new community-based workshop sessions in Central Brooklyn, with curriculum and scheduling tailored based on community input to reduce barriers to participation. A 2026 alumnae initiative will sustain engagement through mentorship, ongoing training, and advocacy opportunities. WCC is also exploring the design of a youth civic leadership pipeline for girls and young women (ages 14 to 24) to strengthen intergenerational leadership and long-term civic participation.



Policy & Advocacy

In 2025, WCC connected its research to action, using findings from the Power of Participation report and pay equity research series to shape coalition strategy and strengthen its advocacy at City Hall, in Albany, and across the five boroughs. It was a year in which WCC moved from publishing evidence to helping secure legislative change.

Events

* WCC hosted two signature convenings in 2025. In April, The Power of Participation Symposium, hosted in partnership with FPWA and featuring a keynote by Maya Wiley, released the findings of WCC's latest research report on women's civic engagement. In October, the inaugural State of NYC Women Conference brought together more than 260 leaders at Civic Hall for a day of panels, strategy sessions, and action planning. [See pg. 11 for full conference coverage.]

WCC co-hosted Lilly's Legacy: Continuing the Fight for Equal Pay Today with PowHer New York at the FPWA Conference Center, featuring filmmaker Rachel Feldman and an expert panel on pay transparency and accountability.

Present across the city and nationally, Sharon Sewell-Fairman served as a panelist at Grace Institute's Moving Women Forward Mini Conference and at Nonprofit New York's Annual Conference on nonprofit board governance. Laura Edidin represented WCC at the World Without Exploitation Conference in Washington, D.C. WCC also joined the PowHer-led coalition at the Equal Pay Day Rally at City Hall.

Media & Recognition

* WCC's research and advocacy generated significant media visibility in 2025. Sharon Sewell-Fairman and Kai Rosenthal of the League of Women Voters appeared on NY1's In Focus with Cheryl Wills, where Sharon cited WCC research on women's voting trends and barriers to the ballot. Sharon authored an op-ed in the New York Daily News ahead of the June primary and was interviewed on The Babblery Podcast on civic engagement and leadership. Following the December pay equity veto override, the Queens Chronicle cited WCC data on racial and gender wage gaps in its coverage of Int. 982-A and Int. 984-A. WCC also issued press releases for the Power of Participation report and its mayoral budget response.

Coalitions and Campaigns:



- PowHer NY Equal Pay Campaign Steering Committee
- New Yorkers United for Childcare (partner) / 2-Care Coalition (free childcare for NYC 2-year-olds)
- ALIGN / \$30 for Our City campaign steering committee (advancing \$30/hour minimum wage by 2030)
- Raise Up New York Coalition (fair wages and economic security statewide)
- New Yorkers for the Equality Model (shifting criminal accountability away from survivors toward sex buyers and exploiters)

Highlights from 2025

Expanding Voting Access

WCC joined the New York BIPOC Democracy Table in 2025, and CEO Sharon Sewell-Fairman participated in its inaugural Advocacy Day in Albany on May 6. Drawing directly on recommendations from the Power of Participation report, WCC advocated for legislation to align New York City local elections with federal elections (S5851/A7369) and for enhanced automatic voter registration (S88/A6772). Sharon joined advocates from the League of Women Voters, Citizen Action of New York, and the Brennan Center for Justice to meet directly with state legislators and build support for these reforms. During a press conference at the State Capitol, Erica Smitka, Executive Director of the NYS League of Women Voters, referenced WCC's report to underscore the urgency of expanding equitable civic participation across New York State.

Advancing Gender Pay Equity

WCC continued its work on the PowHer New York Equal Pay Campaign Steering Committee, contributed a short video for Black Women's Equal Pay Day using data from our research, and participated in the Equal Pay rally at City Hall alongside coalition partners. On December 4, 2025, sustained collective advocacy led by PowHer New York, Legal Momentum, and partner organizations including WCC resulted in a major policy victory. The NYC Council voted 40-7 to override a mayoral veto and pass Int. 982-A and Int. 984-A, requiring private employers with more than 200 NYC employees to annually report pay and demographic data and mandating a citywide pay equity study.

Building Momentum for a \$30 Minimum Wage

WCC's research highlighted how rising costs in housing, childcare, and healthcare, combined with stagnant wages, disproportionately impact women of color and low-wage workers. WCC joined the steering committee for the \$30 for Our City campaign, launched by ALIGN as part of the Raise Up New York coalition, to advocate for a phased increase of New York City's minimum wage to \$30 by 2030. Coalition organizing and strategy-building began in 2025, with full campaign advocacy launching in 2026.



State of Women in NYC Conference

WCC hosted the inaugural State of Women in NYC Conference on October 14 at Civic Hall in Manhattan, the largest gathering in the organization's 110-year history. Taking place just weeks before the critical New York City general election, the day-long convening connected more than 260 leaders from across communities, sectors, and lived experiences to advance equity and civic engagement, centering women facing systemic barriers to participation.

The conference featured panels, keynotes, and strategy sessions addressing gender equity, economic justice, safety, education, reproductive justice, and civic participation. Attendees gathered to think through both long and short-term actions they can take to improve their communities and step into their power as changemakers.

Highlights

Visionary keynotes were provided by Priscilla Sims Brown, President & CEO of Amalgamated Bank, and Keechant Sewell, Former NYC Police Commissioner. Opening remarks were delivered by Sharon Sewell-Fairman, Council Member Gale Brewer, and Board Chair Sabrina Stratton.

The conference featured appearances by Council Members Farah N. Louis and Carmen De La Rosa; Sideya Sherman, NYC Chief Equity Officer; Denise M. Miranda, Commissioner of the NYS Division of Human Rights; and Camille Joseph Varlack, Deputy Mayor for Administration.

Panels explored reproductive rights, gender-based safety, economic justice, democracy, and the future of women's leadership. A funding roundtable brought together leaders from The New York Women's Foundation, North Star Fund, Brooklyn Org, and Amplify Her Foundation to explore strategies for sustaining investment in women-led change.

“

What an incredible experience at the State of NYC Women 2025 Conference! The event was thoughtfully curated [...] What stood out most were the amazing women in the room.

Jennifer Cabrera

5 Boroughs
Represented

110 Years of advancing
women's rights

260+ Leaders, advocates
& community
members

What We Heard

Attendees participated in real-time polls throughout the day, providing a pulse check on how women are thinking about the critical issues of our time:

- Greatest impact on health justice: universal reproductive and maternal care
- Most urgent system reform for women's safety: criminal legal system and housing access
- Biggest barrier to economic security: wage inequality
- Biggest barriers to civic participation: time, caregiving, and political gatekeeping
- Greatest opportunity for the next generation: building cross-movement coalitions

What Attendees Are Saying

“

WCC produced a catalytic conference that provided powerful information, deepened awareness, inspired leaders, and served as a turning point for accelerated civic engagement.

Dayvonne Anderson

“

This conference was absolutely amazing! To be in the presence of so many strong and intelligent women felt so powerful, especially in this moment of crisis for NYC.

Emma Kossoy

“

Attending WCC's event was a powerful reminder of the strength and resilience that women bring [...] I walked away deeply inspired, more connected and empowered to embrace my passion and serve my community as an Afro-Latina agent of change.

Jisbel Barada



Supported by:

Amplify Her Foundation,
Amalgamated Bank, PwC, JP Morgan
Chase, Adams & Company, Lyft, The
New York Women's Foundation, and
Reavis, Page, Jump, LLP.

Voting PSAs Reach Millions Across NYC



WCC launched voting PSAs ahead of both the June primary and November mayoral elections, reaching more than 7 million New Yorkers with messages about the barriers women face in exercising their right to vote. The campaigns were grounded in findings from our Power of Participation report, which identified caregiving responsibilities, demanding schedules, limited polling access, and language hurdles as key obstacles to women's civic participation.

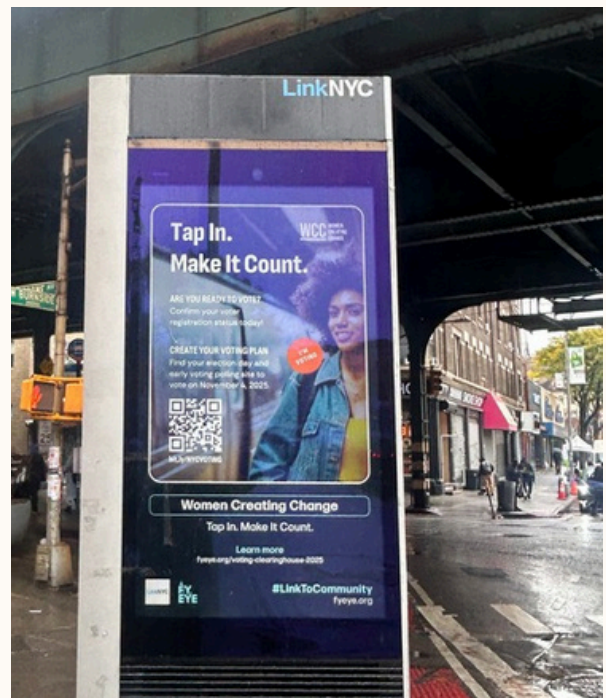
Through a partnership with F.Y. Eye and their Voter Education PSA Clearinghouse, WCC secured donated placements across three networks:

1. Captivate network in office and residential buildings citywide, generating 5,293,701 impressions ahead of the June primary.



2. LinkNYC screens across the city from October 25 to November 4.
3. PSA Network screens in the Bronx from late September through Election Day, generating 1,921,207 impressions.

All placements were donated, representing approximately \$83,959 in media value. The Bronx campaign contributed to increased awareness during early voting, including a notable rise in early voting turnout in the borough, demonstrating the power of targeted outreach in underrepresented communities.



PSAs

3

Donated Media Value

\$83,959

Total Impressions

7+ million

The Year in Review

Q1: January - March

WCC opened the year by publishing responses to both Governor Hochul's State of the State and Mayor Adams' State of the City addresses, evaluating key proposals through the lens of gender equity. WCC highlighted new maternal health initiatives including paid prenatal leave, WIC and child tax credit expansions, and universal free school meals, while drawing attention to persistent economic disparities including disproportionately high unemployment rates for Black and Hispanic women.

We honored the legacy of civil rights leader Dr. Hazel Dukes and urged readers to take action through the Civic Matters Hub, including sharing reproductive health stories with Planned Parenthood and volunteering with Sanctuary for Families. The quarter closed with the release of *The Power of Participation: Women's Voting and Civic Engagement in NYC*.

Q3: July - September

WCC participated in the Moving Women Forward Mini Conference and Laura Edidin represented WCC at the World Without Exploitation conference in Washington, D.C.

WCC issued a press release commending mayoral budget investments in education and human services and celebrated legislative wins including the passage of the NYS Immunity Bill for trafficking victims and new reproductive justice funding in the state budget. The quarter marked WCC's 110th anniversary with the launch of the #110YearsofWCC campaign, a refreshed visual identity, new logo, and website redesign. The Communities Speak partnership with Columbia University collected 1,495 responses on issues including food insecurity, housing, daycare, and education. WCC also supported the Charter Revision Commission proposal to align local elections with federal election years.

Q2: April - June

WCC hosted *The Power of Participation* symposium in partnership with FPWA, featuring keynote speaker Maya Wiley and panelists from the League of Women Voters, Diversity Includes Disability, Generation Vote, and New Yorkers United for Child Care. Key findings highlighted that women in NYC consistently outvote men, with Black women leading at 77% turnout, while 21% of women cited caregiving or illness as reasons for not voting.

We celebrated the successful completion of our first PowerUp Civic Leadership Cohort with University Settlement and launched the Communities Speak survey in partnership with Columbia University. With the June 24 primary approaching, we prepared readers with resources on ranked-choice voting and voter registration.

WCC championed even-year local elections and enhanced automatic voter registration at Advocacy Day in Albany.

Q4: October - December

The inaugural State of Women in NYC Conference convened more than 260 leaders at Civic Hall, with keynotes from Priscilla Sims Brown and Keechant Sewell. WCC joined the 2-Care Coalition and Raise Up New York Coalition, expanding advocacy around childcare affordability, wage equity, and Black maternal health. Additional voting PSAs ran on LinkNYC and PSA Network screens ahead of the November mayoral election.

WCC urged readers to vote, support domestic workers' rights, and advocate for free childcare. The redesigned WCC website launched, positioning the organization to connect more deeply with communities across the city.



Your Support Matters

Answer the call to invest in historically underrepresented communities, empower leadership, and create lasting change. Become a supporter and help turn vision into action:

- **Advance Critical Research & Policy Impact** – Support initiatives and policies that advance gender equity, economic justice, safety, education, the environment, and reproductive justice for women.
- **Invest in Community Leadership** – Equip emerging leaders from historically underrepresented communities with the skills, tools, and platforms to drive change.
- **Demonstrate Strategic Impact** – Position yourself as a champion of equity, civic engagement, and community empowerment



Funding Partner

Funding partners power long-term impact. Their sustained investment fuels strategic initiatives, scales proven solutions, and drives systemic change that uplifts women across New York City and beyond.

Event Sponsor

Event sponsors make bold moments possible. Their support brings people together, amplifies key messages, and supports community action when it matters most.

Individual Donor

Individual donors are the heart of our movement. Every gift, large or small, helps expand access, elevate voices, and advance equity for women and families in our city.

A Word From Our Partners

"In partnership with a statewide coalition, CATW pushed for two anti-trafficking bills modernizing New York's approach to the sex trade, prioritizing human rights, public safety, and survivor support. Advocating for meaningful policy change requires patience and collaboration with partners like WCC. We're grateful to the advocates and survivors who joined us in this work."

— **Taina Bien-Aimé, Executive Director,**
Coalition Against Trafficking in Women

"PowHer New York is grateful for our strong partnership with Women Creating Change, especially on our New York Equal Pay Campaign. WCC's research has added depth to the public discourse and engaged leaders citywide. It is this spirit of collaboration that creates the change we can achieve together."

— **Beverly Cooper Neufeld, President,**
PowHer New York

2025 Financials*

9,430,904

Total Assets

196,914

Total Liabilities

9,233,990

Net Assets

**Preliminary and Unaudited*



Our Supporters

We deeply thank our sponsors, funders, and partners. Your generous support and commitment drive our work and strengthen our vision for inclusive civic engagement every day.

\$25,000-\$150,000

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\$2,000-\$24,999

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Kimberly Thomas
Jessica Toledano
Carrie Torres
Dana Trimboli
John Twomey
Jasmine Uribe
Deborah Velazquez
Kristy Wallace
Melissa Wallace
Amy Weber
Karen Weiner
Robert Westwater
Denice Williams
Dr. Darlene Williams
Laura Wolff



Meet Our Team

Sharon Sewell-Fairman
President & CEO

Laura Edidin
Senior Vice President of Programs and Partnerships

Anita Mathew
Senior Manager of Operations

Charlotte van Lanschot
Director of Communications

Kunsang Dolma
Marketing & Communications Intern

Alaina DiSalvo
Program & Partnerships Intern

Kemi Aliyu
Marketing & Communications Intern

Emma Sharon
Marketing & Communications Intern

Consultants

- Acceum
- Action Evaluation Collaborative
- Amalgamated Bank
- Anat Gerstein, Inc.
- Barsamian Communication
- Brand K Partners
- Deneisha Thompson
- *Futur Perfekt
- Kristy Wallace
- Miller & Twitchell
- SAX LLP
- Stephanie Nilva
- The Office of Gonzamar
- Trillium Asset Management
- WCA Technologies
- Wingo
- Withum
- Wrkt Digital

WCC Board Members

Chair: Sabrina Stratton (stepped down as Chair, December 2025; remains on Board), Senior Vice President, Northeast Regional Director, Amalgamated Bank

Vice Chair: Sruthi Lanka, Chief Financial Officer, Public.com

Treasurer: Ekta Sahni, Managing Director, Accenture

Secretary: Leslie Kawano, Director of Customer Success, S&P Global Market Intelligence

Board Members (without portfolio):

Theresa Bertrand

Executive Vice President of Strategy and Planning,
Zeno Group

Tracey-Lee Brown

Director, Governance Insights Center, PwC

Penny Cagan (appointed Chair, January 2026)

Senior Risk Advisor, PwC

Cindy Chiu

Senior Director in Global Regulatory Affairs and
Clinical Safety Group, Merck

Denise M. Miranda (joined May 2025)

Commissioner, NYS Division of Human Rights

Dr. Kangela Moore

Assistant Director of Law Enforcement, Teamster
Local 237

Janine Scott

Operations Manager, York College of the City
University of New York

Jyoti Rai

Senior Vice President Chief Talent Officer,
NewYork-Presbyterian

Lori Rodney

Head of Global Communications, Shutterstock

Debbie Roman

Managing Director, Per Scholas New York

Kristine Okolita

Director of Ads Marketing Operations, Google

Min Yuan (joined July 2025)

Director, Media & Out-of-Home Investment
Banking, Royal Bank of Canada

Sharon Sewell-Fairman

President & CEO, WCC

Margaret Caspler (departed July 2025)

Consultant, M. A. Caspler Consulting

Deborah Martin Owens (departed July 2025)

Director of Diversity & Inclusion, Cravath, Swaine &
Moore LLP

Tracey Salmon-Smith (departed July 2025)

Partner, Faegre Drinker

Dayanna Torres (departed July 2025)

Vice President, Ares Management Corporation



Future Outlook

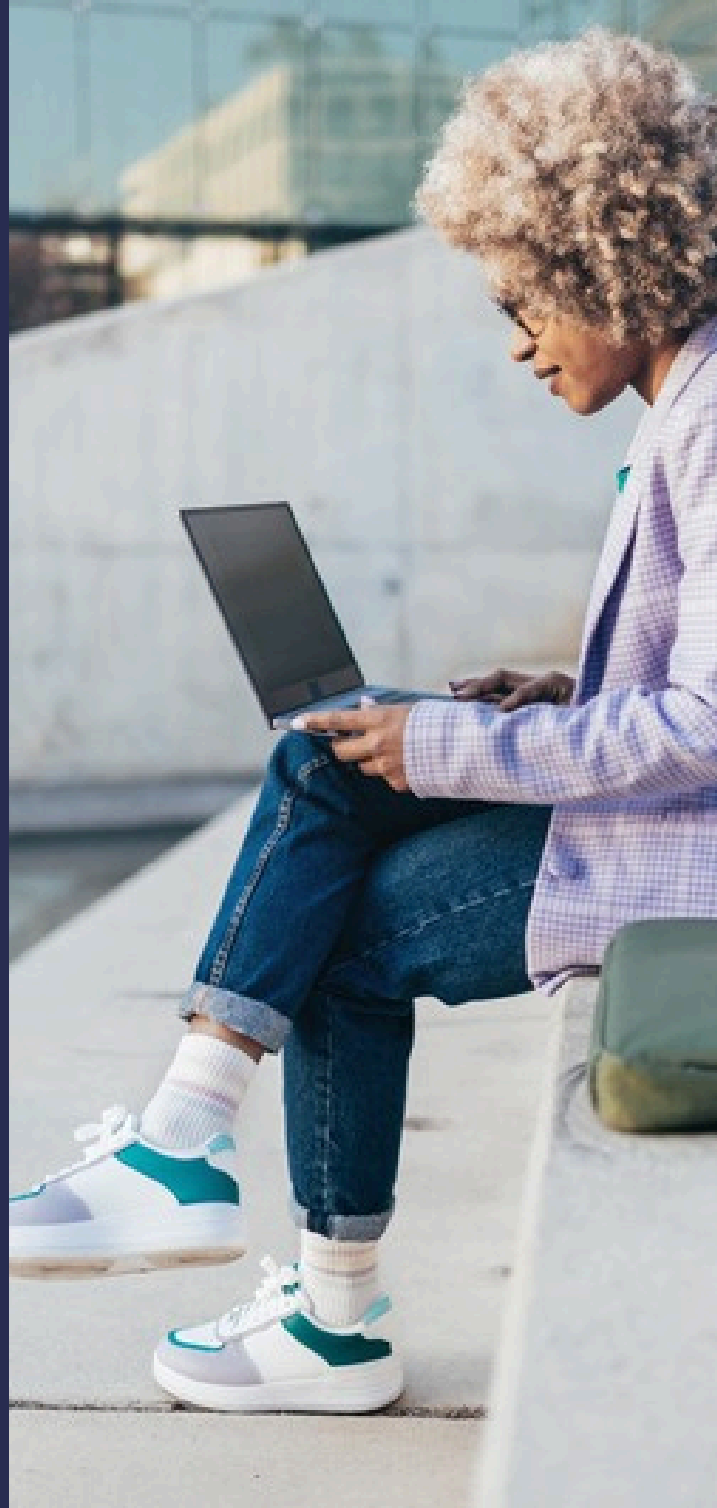
WCC is going deeper, reaching further, and taking bolder action to advance women's economic and social well-being across New York City.

Targeted symposiums on economic justice and health access will move beyond awareness to solution-building, grounded in what women and communities are telling us matters most. The State of Women in NYC Conference will return, bringing together an even wider coalition to strengthen collaboration and drive systems change.

Our Civic Leadership Program is expanding, equipping more women and gender-expansive individuals with the tools to advocate and shape the decisions that affect their lives. On the policy front, WCC is strengthening its work around childcare affordability and wage equity to ensure women can thrive economically.

Research remains at the heart of our work. The State of Women in NYC Report, informed by insights from the inaugural conference, turns lived experience and data into a clear roadmap for action. That approach will continue through public reports, community-informed recommendations, and direct engagement with policymakers.

With a refreshed brand and a broad community of partners and supporters, WCC is reaching more people and building the foundation to sustain this work for years to come.



The momentum is building. With stronger research, deeper partnerships, and a growing movement of women ready to lead, the best of WCC's work is still ahead.

ANNUAL REPORT 2025

Learn more about WCC and our vision to empower women in New York City to lead, influence, and drive change in their communities.

FOR MORE INFORMATION



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