

civic city

BUILDING A COMMUNITY
OF CHANGEMAKERS

ViSiON

Women Creating Change (WCC) 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

Women Creating Change 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.

WELCOME MESSAGE



DEBORAH MARTIN OWENS



CAROLE J. WACEY

DEAR FRIENDS,

When we reflect on 2021, we recognize the myriad challenges our city and nation has faced—and continues to face—including public health crises, systemic racism, and tests to our democracy. These formidable challenges require collaboration, innovation, and action.

Community needs determine how Women Creating Change (WCC) can—and should—matter during uncertain times. Although the world today is significantly different from our founding days more than a century ago, we still hold the same desire for change to improve our lives and the lives of others.

In 2021, WCC continued to build a community of changemakers—through program, policy, and advocacy initiatives that promote a future in which all women, and in particular those in underserved communities, have the information, tools, network, and opportunities to be civically engaged.

This past year, we built upon our deep research into the civic engagement landscape of New York with a groundbreaking report, *A Blueprint for Women's Civic Engagement in New York City*.

This report identified the barriers that prevent women from civic participation and outlined how nonprofits, government, foundations, and the private sector can address these obstacles.

Civic Matters, our signature initiative, came to life via a series of Community Workshops where we collaborated with women to develop their civic voices. We also enlisted workshop participants to guide our programming through a new Workshop Design Team.

Together with our partners, WCC advanced a policy agenda to create broader, societal change. WCC worked as part of the Our City, Our Vote coalition and successfully advocated for a pivotal law that gives nearly one million immigrant New Yorkers the right to vote in municipal elections.

In 2022, we continue to shepherd greater connections and community. We are developing strategic partnerships to expand our workshop series and policy leadership. We also are excited to launch our Civic Hub, an innovative one-stop-shop for civic engagement resources. And, we will develop our Civic Matters Fellowship Program to provide leadership training for NYC women.

Join us—there is so much work to do and we need your partnership to address the civic opportunity gap.

In solidarity,

A handwritten signature in black ink that reads "Deborah Martin Owens".

Deborah Martin Owens
Chair, Board of Directors

A handwritten signature in black ink that reads "Carole J. Wacey".

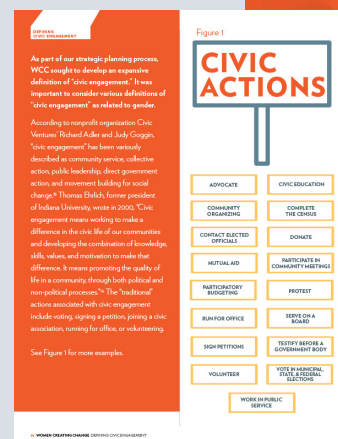
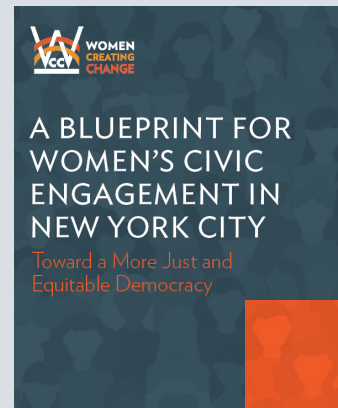
Carole J. Wacey
President and CEO

WCC RELEASES GROUNDBREAKING CIVIC ENGAGEMENT BLUEPRINT FOR ACTION

On the eve of New York City's primary election in June 2021, WCC released a timely new report, *A Blueprint for Women's Civic Engagement in New York City: Toward a More Just and Equitable Democracy.*

This seminal document is designed to define civic engagement; explain how social and economic inequities shape women's political participation; outline WCC's programmatic and policy priorities; and encourage partners in the nonprofit, public, and private sectors to join us in our mission to foster women's civic engagement and build a more equitable New York City.

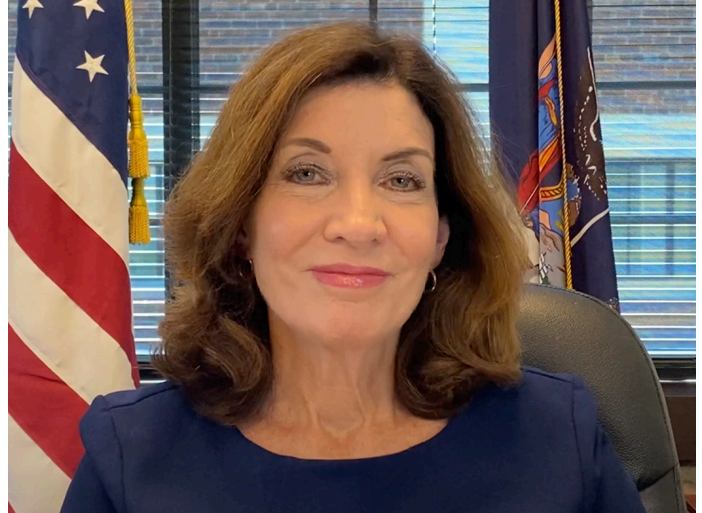
As stated in the Blueprint, "When more people participate in their communities, they challenge systems of power and inch closer toward a society that cares for equity, accountability, wellness, and justice for women and their families."



CIVIC ENGAGEMENT THOUGHT LEADERS JOIN WCC AT THE BLUEPRINT LAUNCH EVENT

WCC was honored to be joined by an esteemed panel of women changemakers as we unveiled our *Blueprint* on June 15th. Emmy Award-winning journalist Vivian Lee led a dynamic conversation about how all sectors can chart new pathways to increase women's civic engagement.

The event featured panelists Lurie Daniel Favors, Esq., Executive Director, Center for Law and Social Justice at CUNY Medgar Evers College; Ana L. Oliveira, President & CEO, The New York Women's Foundation; and Sarah Sayeed, Ph.D., Chair and Executive Director, New York City Civic Engagement Commission.



GOVERNOR KATHY HOCHUL

“As someone who has served at nearly all levels of government, I know the challenges and roadblocks that come with engaging in civic life and the difficulties women face when they run for office. With partners like Women Creating Change, New York State is working to support women and provide resources to encourage every New Yorker, especially historically underserved communities, to engage with civic life and make their voices heard.”

— (former) Lieutenant Governor Kathy Hochul
(remarks delivered via video at launch event)



VIVIAN LEE



LURIE DANIEL FAVORS, ESQ.



ANA L. OLIVEIRA



SARAH SAYEED, PH.D.

WCC PROMOTES CIVIC ENGAGEMENT AROUND FOUR KEY GOALS:

1. Center the needs of women who face the most oppression;
2. Partner with community-based organizations (CBOs) to offer resources, tools, networks, and educational support;
3. Create spaces for women to build and expand their networks and become more engaged; and
4. Advocate for policies that eliminate systemic barriers to civic participation that are guided by the needs of the communities most affected by those policies.

Women Creating Change defines civic engagement as the set of behaviors, attitudes, and actions related to participation in one's community in pursuit of equity, accountability, wellness, and justice. The outcome of improved civic engagement is a democracy that meets everyone's basic needs and ensures all community members have the power, tools, and skills to participate in collective decision-making.

WCC thanks the following thought leaders for reviewing and contributing feedback to the *Blueprint for Women's Civic Engagement*:

JACQUELINE M. EBANKS

Executive Director, Commission on Gender Equity,
Office of the Mayor of New York City



JACQUELINE M. EBANKS



LURIE DANIEL FAVORS, ESQ.

LURIE DANIEL FAVORS, ESQ.

Executive Director,
Center for Law and Social Justice,
Medgar Evers College, CUNY



KEI KAWASHIMA-GINSBERG,
PH.D.



JULIE PONCELET, PH.D.

KEI KAWASHIMA-GINSBERG, PH.D.

Newhouse Director, Jonathan M. Tisch College
of Civic Life at Tufts University

JULIE PONCELET, PH.D.

Co-Founder, Action Evaluation Collaborative
and Adjunct Professor at the Columbia University
School of International Public Affairs



SARAH SAYEED, PH.D.



JOANNE N. SMITH

SARAH SAYEED, PH.D.

Chair and Executive Director, Civic Engagement
Commission, Office of the Mayor of New York City

JOANNE N. SMITH

Founder and Executive Director, Girls for Gender Equity

ACTIVATING NYC CHANGEMAKERS THROUGH WORKSHOPS

BUILD COMMUNITY. TAKE ACTION. CREATE CHANGE.

Civic Matters Workshops are created by and for women. They are led by dynamic facilitators who have extensive community engagement experience and are equipped to deliver culturally competent programming. The workshops help to connect participants, who face barriers to participation, with information, education, and networks to spark and support their civic journeys.

Throughout 2021, New York City women joined these supportive, community-building spaces where they networked and learned about civic engagement topics, such as knowing your rights, finding your voice, the ins and outs of election season, ballot measures, and how to get started with civic engagement.

It is in these supportive and engaging spaces that women can develop skills and gain access to tools and opportunities so they can build collective power, take civic action, and create change in their lives and communities.

WORKSHOP DESIGN TEAM: CO-CREATING WITH OUR COMMUNITY

The Workshop Design Team, comprising previous and current Civic Matters Workshop participants, is charged with shaping the workshops, starting with the design and creation of an *Introduction to Civic Engagement Workshop*.



While the importance of participant advisory roles is known, WCC's approach to civic engagement and education is unique: women are making decisions about programs that affect them beyond solely advising.

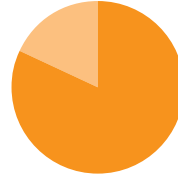
Research shows that 75% of nonprofits in the U.S. collect data, but only 6% feel they are using it effectively. Not only is WCC's work informed by participant feedback, but we are also moving beyond that, by ensuring substantive participant involvement in the development of the workshop series through the Workshop Design Team.

By co-creating workshops with the women who participate in them, we are affirming the value of individual experiences of women as we strive to ensure we are being responsive to the needs of New York's diverse communities.

WCC WORKSHOPS *BY THE NUMBERS*



100% OF WOMEN say they feel more familiar with civic engagement after attending WCC workshops.



82% OF PARTICIPANTS felt the workshops provided them with information they could use to take civic actions.



**Women rated
WCC's workshops
4.8 out of 5 stars.**

"This workshop was honest and informational, very interactive, a lot of hands on deck, and relatable."

"I left learning so much! I'm the super political friend in my friend groups, so everyone asks me questions about elections and voting and now I feel like I can better help them and answer their questions!"

"The moderators were awesome. I learned about the mail-in ballot process, the correct way to fill in a ballot, each candidate's role and voter rights."

BY AND FOR WOMEN



ARABHIS NICHOLSON
Civic Matters
Participant
& Workshop
Design Team Leader

“As a woman who is Black and Indigenous, it is important to advance

my intersectional needs and rights. With the skills I’ve gained from the Workshops, I want to continue to amplify my own voice—and give a platform to other BIPOC women.”



DENEISHA THOMPSON, MA, LMSW
Facilitator & Advisor

“We’re all fighting for a more just and equitable New York City. If we are going to get there, we will

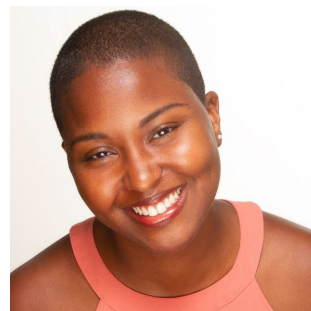
need to hear from more voices and learn from more lived experiences. We need everyone at the table helping to bring about meaningful change. We are bringing civic engagement workshops to the people because everyone’s voice matters.”



JULIE PONCELET, PH.D.
Evaluator

“WCC has deepened its organizational learning culture by collaboratively designing, with women, a welcoming and inclusive community where civic

engagement opportunities thrive and through ongoing reflective practice and thoughtful action-taking based on its learning.”



JASMINE WILSON
Presenter

“The smallest things can have a huge impact. You can live in a way that allows you to take action that is consistent with whatever your

lifestyle might be. There’s not one way to do civic engagement, so start where you are.”



REDA A. TALEB
Civic Matters
Participant
& Workshop
Design Team Leader

“As a Muslim Arab-American woman, my voice has historically been, and remains,

marginalized. Being a part of the Design Team was an inclusive experience, where the nuances of my lived experiences and the issues that impact my civic engagement were valued and celebrated.”

The Civic Matters Workshops are also supported by WCC staff members Lea Giddins (Senior Program and Policy Manager) and Haydon John (Program and Policy Fellow).



L To R: Lea Giddins, Ruth Acker, Carole J. Wacey, Assembly Member Catalina Cruz, Haydon John



Front Row Center: Council Member and Bill Sponsor Ydanis Rodriguez; Second Row Center: Council Member Brad Lander; Second Row Right: Council Member Jimmy Van Bramer; Third Row Right: Carole J. Wacey

WORKING IN COMMUNITY, WORKING FOR DEMOCRACY

Our programmatic work is complemented by our policy work, which helps ensure and create equitable access to democratic processes and continually hold institutions accountable for historical and present-day injustices. That work entails improving participation in civic spaces, protecting individual rights to civic engagement, and promoting policy to expand access to civic processes.

WCC’s policy work focused on expanding civic participation through Our City, Our Vote, a coalition led by our visionary partners at the New York Immigration Coalition (NYIC) and United Neighborhood Houses (UNH). After almost 20 years of advocacy—including this year’s City Council testimonies, social media posts, rallies, and press conferences—Intro. 1867 became law.

Starting in January 2023, this policy will permit lawfully present residents and those with work authorizations to vote in municipal elections, such as races for the offices of Mayor, Comptroller, Public Advocate, Borough President, and City Council, as well as ballot referenda. This law will go a long way to ensuring that our elected officials and local policies are reflective of our city’s diverse communities.

“At a time when municipalities across the country are actively attacking our cherished democratic and voting systems, Our City, Our Vote offers a hopeful example of what it looks like to successfully expand voting rights. WCC proudly stood alongside our partners to advocate for this groundbreaking legislation, which will help to bolster our democracy by ensuring over 900,000 New Yorkers have the opportunity to make their voices heard.”

— Carole J. Wacey,
President and CEO, Women Creating Change

PROGRAM AND POLICY PROGRESS TOWARD AN EQUITABLE FUTURE

WCC's program and policy work propelled us through 2021. We are proud of the work we are doing to make our city more equitable. Our priorities in 2021 spanned civic education and engagement; redistricting; and voter education and advocacy for voting rights, easier access to the polls, ranked choice voting, ballot proposals, and Board of Elections reform. We:

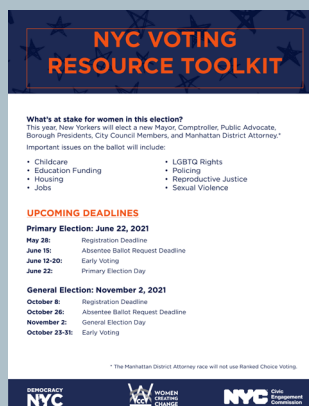
- Released WCC's [Values Statement](#) (March)
- Kicked off WCC's Spring [Civic Matters Workshop Series](#) (April)
- Convened [Local Elections: A Panel on How and Why to Vote](#) (April)
- Published [A Blueprint for Women's Civic Engagement in NYC](#) and hosted [WCC's Launch Event](#) (June)
- Issued the [NYC Mayoral Primary Election Civic Engagement Questionnaire](#) (June)
- Rallied with the [Our City, Our Vote Coalition](#) (June, September, November)
- Advocated for [Board of Elections Reform](#) (October)
- Hosted [Ballot Proposal Advocacy](#) events
- Premiered [Instagram Live Series](#) (October)

- Launched the [Civic Matters Workshop Design Team](#) (November)
- Partnered with [Force for Good](#) to start building WCC's [Civic Hub](#) (November)

WCC TOOLS PROMOTE CIVIC LITERACY

WCC produced a series of Toolkits to advance civic understanding among women in New York City, including:

- **[Where Do I Start?](#)**: Identifies opportunities for civic engagement
- **[Know Your Rights](#)**: Educates about key rights and resources to take action
- **[NYC Voting Resource Toolkit](#)** (developed in partnership with DemocracyNYC and the NYC Civic Engagement Commission): Guides New Yorkers through the June 2021 election process
- **[NYC Community Boards](#)**: Provides educational materials to help understand participation in Community Boards across New York City



COMMUNITY MAKES DEMOCRACY STRONGER ONE PARTNERSHIP AT A TIME

PARTNERS

WCC is proud to work alongside incredible partners that are committed to civic engagement and contribute to a New York City where all communities can thrive. Our partners include:

- Communities Speak
- Coro New York
- CUNY
- FPWA
- Grace Institute
- Hunter College
- ideas42
- JPMorgan Chase Tech for Social Good
- Leadership Conference on Civil and Human Rights
- League of Women Voters
- New York City Civic Engagement Commission
- New York City Commission on Gender Equity
- New York Immigration Coalition

COALITIONS

WCC is part of the following coalitions that are 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
- Nonprofit New York
- Our City, Our Vote
- PowHerNY
- RiseOut

STATEMENTS

WCC issued the following statements:

- Denouncing the Insurrection of January 6th (January)
- Response to the Derek Chauvin Verdict (April)
- On the Anniversary of George Floyd's Murder (May)

WCC signed on in support of the following statements:

- Make the Road NY and Community Organizations Across the State, Urging Voters to Vote YES on Voting Rights and Redistricting Ballot Questions (July)
- Nonprofit New York's Campaign, A Place at the Table, Endorsing Int. 2148-2020 (November)



Our City, Our Vote Rally at Corona Plaza, Queens (June 17)

EVENT SPEAKERS

WCC was proud to include the following leaders in events we convened:

Roshni Ahmed, Advocacy and Outreach Coordinator, Women for Afghan Women

Meeta Anand, Senior Director, Census & Data Equity, The Leadership Conference on Civil and Human Rights

Sidney Cherubin, Director of Legal Services, Brooklyn Volunteer Lawyers Project

Aarati Cohly, Director of Operations & Strategic Planning, DemocracyNYC

Dr. Hazel N. Dukes, President, NAACP New York State Conference

Lurie Daniel Favors, Esq., Executive Director, Center for Law and Social Justice, Medgar Evers College, CUNY

DeNora Getachew, CEO, DoSomething.org

Cheryl K. Jones, Volunteer and Team Leader, New York Cares

Honorable Liz Krueger, New York State Senator, District 28

Chisun Lee, Deputy Director, Election Reform Program, Brennan Center for Justice

Vivian Lee, Emmy Award-winning journalist

Thahitun Mariam, Founder, Bronx Mutual Aid Network

Melva M. Miller, CEO, ABNY

Bitta Mostofi, Former Commissioner, Mayor's Office of Immigrant Affairs

Ana L. Oliveira, President & CEO, New York Women's Foundation

Xamayla Rose, Deputy Public Advocate for Civic and Community Empowerment, Office of the New York City Public Advocate

Honorable Nily Rozic, New York State Assemblymember, District 25

Dr. Sarah Sayeed, Chair and Executive Director, New York City Civic Engagement Commission

Maritza Silva-Farrell, Executive Director, ALIGN

Fulvia Vargas-De León, Associate Counsel, LatinoJustice

Honorable Marjorie Velázquez, New York City Council Member, District 13

INTRODUCING OUR NEWEST BOARD MEMBER

WE ARE PLEASED TO WELCOME NEW WCC BOARD MEMBER, **ANNA WARD**.

Anna's passion for creating connections among women, enthusiasm for WCC's mission, and combination of project management and cross-product digital strategy experience are invaluable, and we look forward to working with her for years to come.

"To me, civic engagement is about connecting my personal efforts to those of my community and building collective power to achieve more than we could alone. Especially within New York City, where our lives are so intertwined with others', I believe we all have a duty to be active, engaged members of our communities and provide support where we can. I am thrilled to have the opportunity to take part in WCC's work and become a more effective advocate for underserved women and communities in New York City."



ANNA WARD
Director, Digital Experience
Transformation, American Express

RECOGNIZING OUR SUPPORTERS

\$150,000+

Untermeyer Fund for Women and Girls

\$25,000–\$149,999

JPMorgan Chase

Deborah Martin Owens

Ekta Sahni

Sabrina Stratton

U.S. Small Business Administration¹

Weil, Gotshal & Manges LLP

\$2,000–\$24,999

Amalgamated Bank

Julia Kagan Baumann

Margaret A. Caspler

Betty Jones

Phyllis Lusskin

Amy Oshinsky

Helen Diana (Heidi) Reavis, Esq.

Shoshana Rosenfield

Felice Shea

Tracey Salmon-Smith

Sy Syms Foundation

Carole J. Wacey

\$1,000–\$1,999

Ruth Acker

Barbara Allen

Dikran Barsamian

Nicole Barsamian

Theresa Bertrand

Tracey-Lee Brown

Guardian Life Insurance

Sruthi Lanka

Mastercard

Mary Murphree

Diana Vagelos

Laura Wolff

\$500–\$999

Mary Ann Arisman

Lianne de Serres

Jacqueline Ebanks

Julia Esposito

Marjorie Ives

Debbie Meyer

Kate Moriarty

William Roberts

Margaret Waldock

<\$500

Susan Alt

Amazon

Meeta Anand

Cheryl Auguste

Crystal Bai

Beard Of'Knowledge

Anya Berdan

Joan Berry

Gordon & Judith Bertrand

Sue Bertrand

Helen Birenbaum

Samantha Brody

Bill Buice

Stanley & Lita Cohen

Andrew Craig

Samara Daly

Juan Danzilo

Marcia Davis

Deneen Donnley

Arden Down

Joanne Frasene

Julie Gause

Jessica Goldfarb

Esther Gowrie

Philip Grausman

Deborah Halper

Olivia Haverson

(Grace) Angela Henry

Dawson Horn

Ifeoma Ike

Ingrid Johnson

Virginia Kassel

Anne Marie Kennedy

Jesse Kline

Carol Krinsky

Rose Lansbury

Chad Latz

Blanche Lawton

Katherine Lobach

Norman Lyttle

Vivian McCain

Betsey McGee

Jerry Miller

Beverly Neufeld

Gloria Neuwirth

Robert Osmond

Barbara Caviness Owens

Ipshita Pal

Christianna Pally

Diana Pultorak-Boucher

Laura Quigg

Elizabeth Quint

Reines-Bornstein Family

Mickey Revenaugh

Denise Roberts

Trish Roberts

Mary Ellen Rudolph

Mark Salmon

Tommy Schaedel

Elizabeth Scheines

Janet Schmidt

Amy Schwartz

Rebecca Schwartz

Susan Schwartz

Jeffrey Simmons

Carol Smith

Shai Tertner

Dayanna Torres

Michael Valente

Peter Vincent

Sara Whitehair

Steven Wick

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

FINANCIALS

	2021	2020	% Change
Total Assets	\$13,192,793	\$12,000,124	10%
Total Liabilities	\$55,175 ²	\$115,820	(52%)
Net Assets	\$13,137,618	\$11,884,304	11%

² Includes a U.S. Small Business Administration PPP Loan (\$63,300) that was forgiven in FY21 and this liability was converted to revenue.

WCC TEAM

BOARD OFFICERS

Carole J. Wacey
President and CEO

Deborah Martin Owens
Chair

Margaret A. Caspler
Vice Chair

Sabrina Stratton
Treasurer

Sruthi Lanka
Secretary

WCC COUNSEL

Helen Diana (Heidi) Reavis, Esq.*
[Reavis Page Jump LLP](#)

[Weil, Gotshal & Manges LLP](#)

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Shoshana Rosenfield

Ekta Sahni

Tracey Salmon-Smith

Dayanna Torres

Anna Ward

Laura Wolff

STAFF

Anya Berdan
Senior Manager,
External Relations

Segen Dirar
U.S. Department
of State Fellow

Lea Giddins
Senior Program and
Policy Manager

Haydon John
Program and Policy Fellow

Anita Kwok
Communications Intern

Anita Mathew
Operations Manager

Vayne Ong
Program and Policy Fellow

Carole J. Wacey
President and CEO

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[Anat Gerstein, Inc.](#)

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[Schall & Ashenfarb CPAs, LLC](#)

[Deneisha Thompson, MA, LMSW](#)

[Trillium Asset Management](#)

[WCA Technologies](#)

[Jasmine Wilson](#)

* Past President/Chair



**WOMEN
CREATING
CHANGE**

110 West 40th Street
Suite 2207
New York, NY 10018

212.353.8070
info@wccny.org

wccny.org

WCC supports women to be civically engaged, and specifically aims to reach adult women and gender expansive individuals over 18 years old in New York City who face high levels of systemic exclusion, poverty, discrimination, and violence.

This group is disproportionately Black, Indigenous, Asian, Pacific Islander, Hispanic, Latinx, low-income, immigrant, LGBTQ+, disabled, incarcerated, primary caregivers, and wage workers.

Follow WCC on Social Media

-  Twitter @WCChange
-  Instagram @wcchange
-  Facebook @WomenCreatingChangeNY
-  Women Creating Change
-  Women Creating Change