

Forward

Together



wccny.org





# Dear Friends,

In 2023, WCC launched an ambitious plan to empower 100,000 women to lead and raise their civic voices over the next decade. Building on the work of past WCC leaders, we identified five key pillars critical to women's civic participation: Economic Justice, Health & Reproductive Justice, Education, Safety, and Environmental Justice. We also strengthened our capacity by welcoming seven new Board members, smoothly transitioning Board leadership, and hiring key staff with vast and deep experience to move WCC forward into a remarkable future.

This foundational work led to significant strides: releasing the first of three reports on the gender pay gap; launching the Civic Matters Hub, an online resource; engaging with key New York City leaders; sharing our thought leadership at citywide events; and forging partnerships to advance economic justice. We also expanded our Civic Matters Workshop program through our Workshop Design Team, empowering women to advocate for themselves and their communities.

Looking forward, 2024 and beyond promise even more: robust programs, meaningful partnerships, critical research, and impactful advocacy. WCC remains at the forefront of advancing gender equity by raising awareness, providing education, and equipping women and gender expansive individuals with tools they need to lead.

Our goal is clear: to cultivate a community of informed, civically engaged women and gender expansive individuals who champion gender and racial equity. By staying true to our legacy and our vision of a more just and equitable New York City where all women are civically engaged, we will build a hopeful future for our communities. With your support and engagement, we can transform New York City into a fairer and more harmonious place for all.

**Let's move Forward Together.**

Sincerely,

**Sharon Sewell-Fairman**  
President & CEO  
Women Creating Change

**Sabrina Stratton**  
Chair of the Board  
Women Creating Change



A woman with dark hair tied back, wearing denim overalls over a patterned shirt, is shown in profile from the chest up. She is gesturing with her right hand towards a train and a bridge. In the background, a silver train with the number '7' on its front is on tracks. Behind the train, a large stone bridge is under construction, with extensive scaffolding and blue safety netting. The scene is set against a clear blue sky. The overall image has a blue color cast.

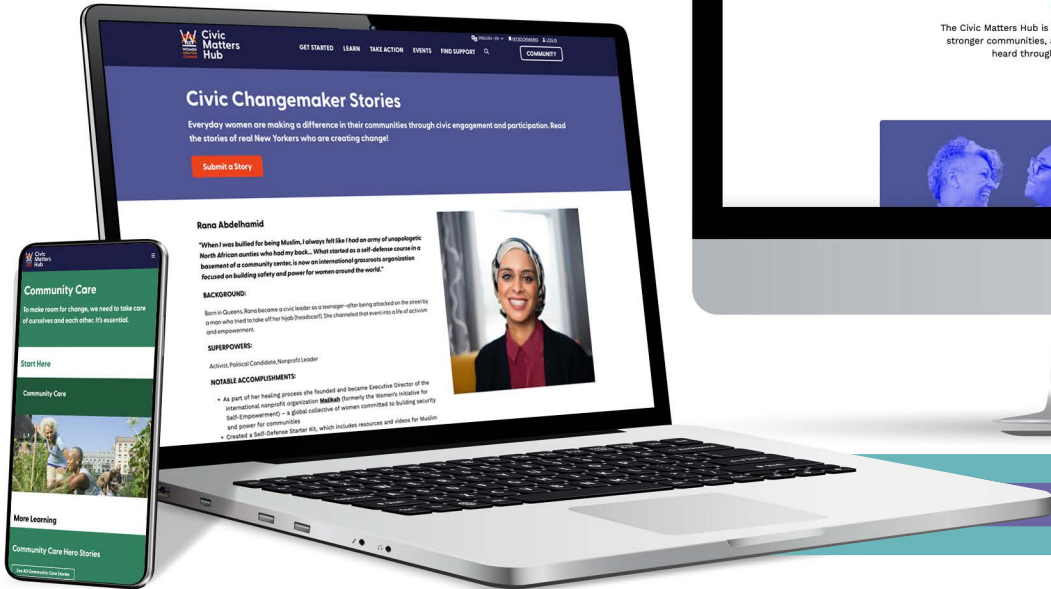
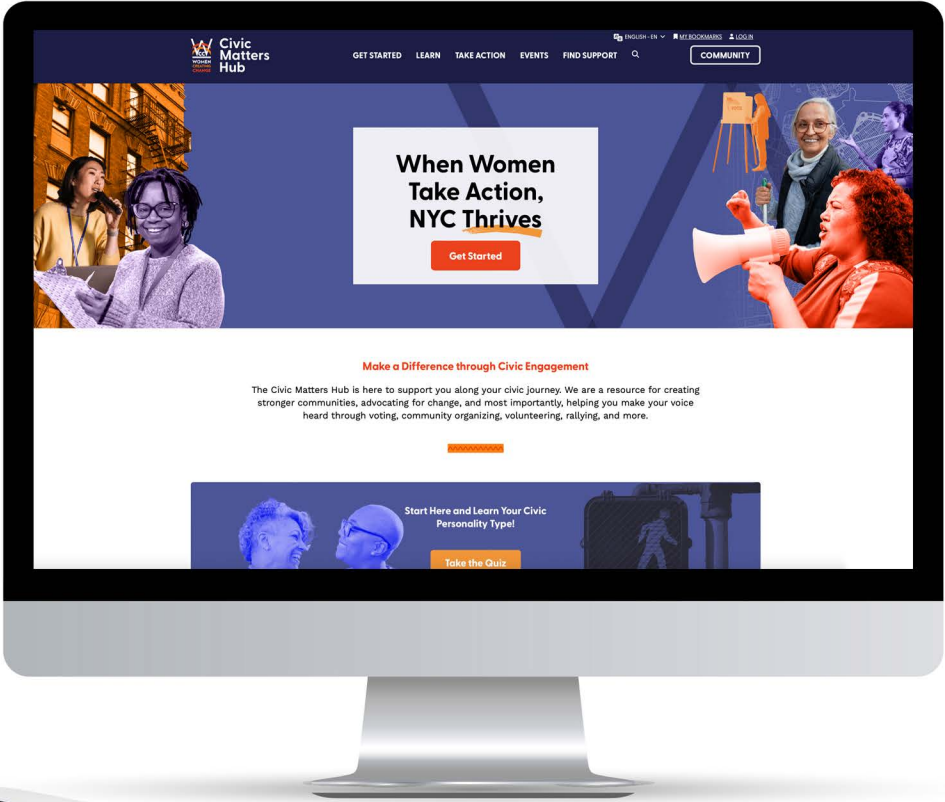
# New Civic Resources

## Move Women

## Forward

In October, WCC announced the highly anticipated launch of the Civic Matters Hub, a groundbreaking online platform dedicated to equipping women and gender-expansive individuals with the knowledge, resources, and opportunities for action that are necessary to advocate for stronger communities, enhance quality of life, and fortify our democracy.

This indispensable, free tool addresses significant barriers to civic engagement identified through WCC’s research, such as time constraints, childcare responsibilities, and financial limitations. The Hub includes accessible resources for voter registration, election information, community events, and social service support. Our “Get Involved” guides help users understand how local government works and ways to participate.



>> [civigmattershub.org](https://civigmattershub.org)

# Policy-Shaping Data

# Moves Women

# Forward



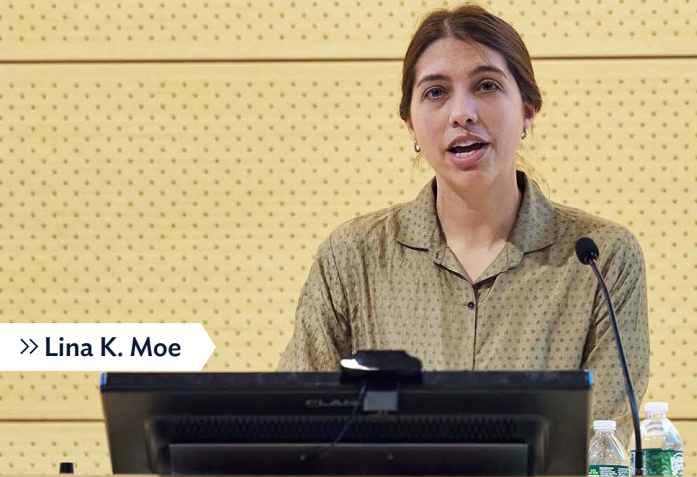
» Dr. Donna Shalala



» Camille Abrahams Emeagwali



» Council Member Gale A. Brewer



» Lina K. Moe



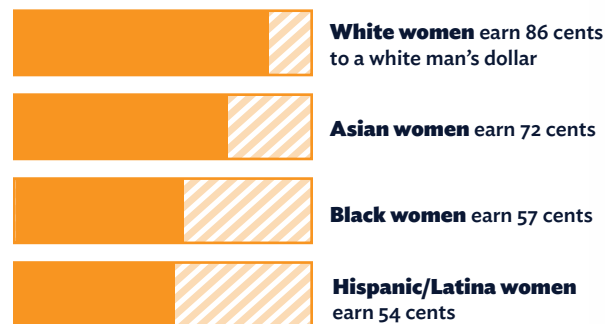
November saw the release of our sobering report, *Closing the Gender Pay Gap: Why Pay Equity Has Stalled in New York City and the Urgent Need for Action*, revealing that—60 years after passage of the Equal Pay Act—women continue to earn less than men across the board.

Data showed that progress closing the gap has slowed, impacting all women in New York City, but particularly women of color. In 2022, for every \$1 earned by a white man, white women earned 86 cents, Asian women earned 72 cents, Black women earned 57 cents, and Hispanic/Latina women earned 54 cents.

We launched the report—co-authored with The New School Center for New York City Affairs—alongside an exceptional group of civic leaders, including **Council Member Gale A. Brewer** and **Dr. Donna Shalala**, Interim President of The New School.

This report was the first in a three-part series that will examine the economic barriers to women’s full participation in civic life. Analysis is one of the critical tools that

WCC employs so that women are armed with the hard data they need to advocate for themselves to build and sustain strong communities and fortify our democracy. WCC is also ensuring that elected officials and those in government are made aware of this data as they work to shape policies that impact women’s economic well-being.



### Gender Pay Gap in the News

“The central barrier to civic participation is economic insecurity,” said WCC President and CEO Sharon Sewell-Fairman in *The New York Times*, pointing to the direct connection between the gender pay gap and obstacles for becoming civically engaged.



“Women deserve better. These pay disparities hinder their ability to provide for their families, save for retirement and unforeseen expenses, and engage in their communities,” Sharon and Lina K. Moe, then Associate Director for Economic and Fiscal Policies at the New School’s Center for New York City Affairs, wrote in the *New York Daily News*.



Our Community

Moves Forward

Together

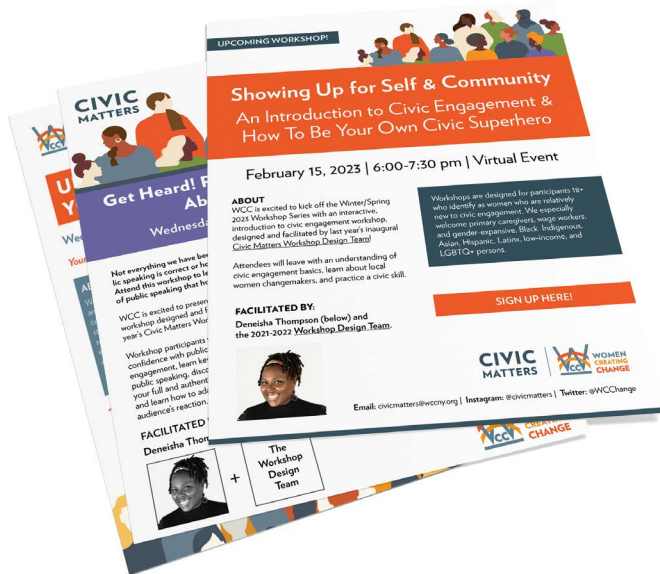




The year was filled with a variety of engaging and important Civic Matters programming, including insightful workshops, compelling presentations, and exciting collaborations. Each was designed to move us forward by inspiring, educating, and empowering women throughout their civic lives.

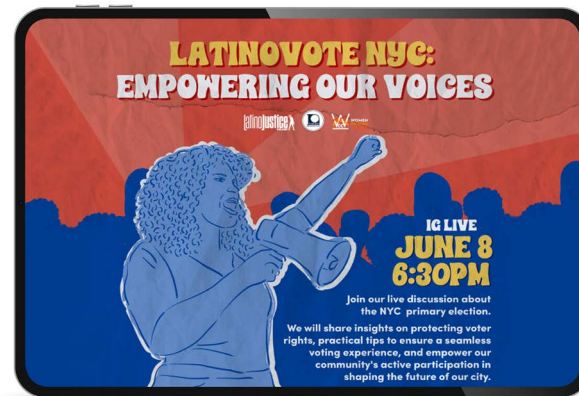
## >> Workshops

**Deneisha Thompson** led an intensive on the art and science of facilitation for WCC’s Workshop Design Team (WDT) cohort. The WDT and Deneisha later co-designed and co-facilitated two workshops: a lively “Introduction to Civic Engagement” workshop, and another focused on bringing one’s authentic self to public speaking.



## >> Partnerships

To deepen our policy impact, WCC partnered with the New York City Council Women’s Caucus and **Council Member Mercedes Narcisse** for a conversation about the intersection of care, gender, and civic engagement. The discussion covered the challenges and benefits of women’s civic engagement and the importance of self and community care. We also sponsored a primary voting event with LatinoVote NYC.



## >> Conversations

WCC concluded the year with a joyful holiday celebration and film screening, where we welcomed friends and supporters—including **Council Member Gale A. Brewer** and **New York State Senator Liz Krueger**—for refreshments, conversation, and a sneak peak at the documentary, “Mrs. M,” about WCC member, social reformer, and labor movement leader Belle Moskowitz.



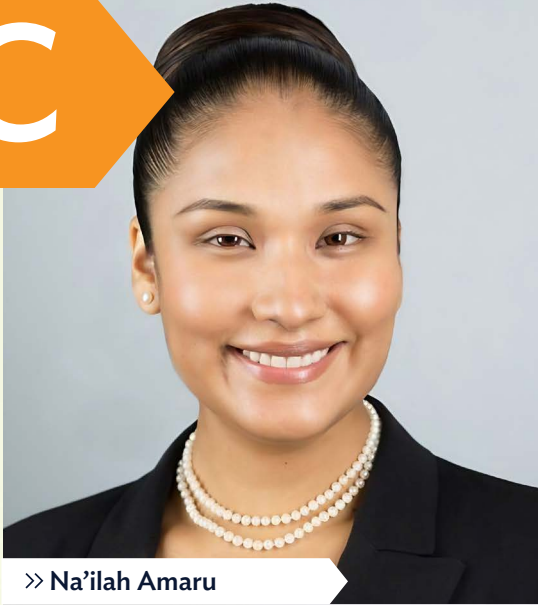
# New Leadership

## Moves WCC

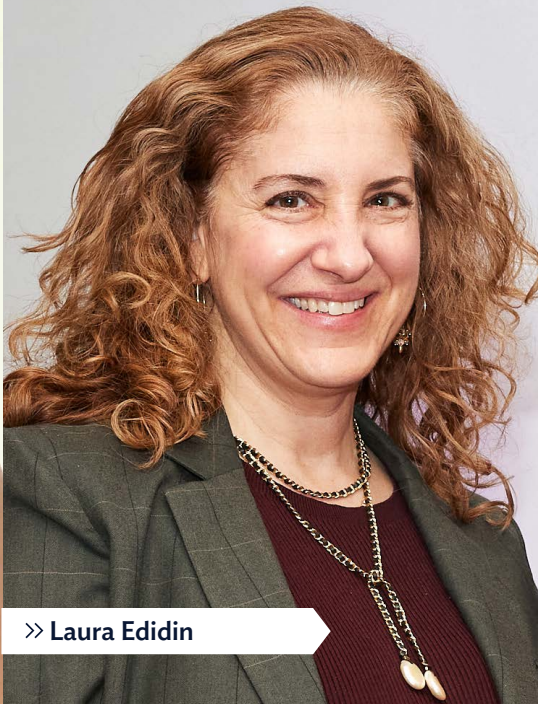
### Forward



» Sharon Sewell-Fairman



» Na'ilah Amaru



» Laura Eddin



WCC's leadership saw impressive growth in 2023 with the appointment of Sharon Sewell-Fairman as President and CEO. Sharon distinguished herself during a competitive interview process, bringing with her a proven track record of driving impactful change. As the former CEO of the Workforce Professionals Training Institute, she brings a deep commitment to advocacy, equity, and justice.

Sharon further strengthened WCC's leadership by bringing on **Laura Edidin** as Senior Vice President of Programs and Partnerships, and **Na'ilah Amaru** as Vice President of Policy, Advocacy, and Government Relations.

Laura is an award-winning advocate with more than 25 years of experience working at the intersection of racial justice, gender equality, and economic justice. Her career spans key roles in the Office of the Governor of the State of New York, the Brooklyn District Attorney's Office, the NYC Civilian Complaint Review Board, and the Anti-Violence Project, among others. Whether in private practice or in public service, Laura has fought to defend and protect women.

Na'ilah, a nationally recognized advocacy and policy strategist with over 20 years of experience, has driven successful electoral and issue campaigns at all levels of government. A distinguished U.S. Army veteran, she brings expertise from both the government and nonprofit sectors.

WCC extended its deepest gratitude to **Deborah Martin Owens** for her three years of leadership as Board Chair, guiding the organization through key transitions. We also thanked outgoing Vice Chair **Margaret Caspler** for her dedicated service.

We were pleased to welcome **Sabrina Stratton** as the newly elected Board Chair and **Sruthi Lanka** as Vice Chair. Since joining the Board in 2019, Sabrina has been an invaluable advisor, while Sruthi, alongside other officers, helped to round out WCC's leadership as we moved WCC forward.



» Sabrina Stratton



» Sruthi Lanka



» Deborah Martin Owens



» Margaret Caspler

# Welcoming WCC's 2023 Board Members

In 2023, the Women Creating Change Board of Directors welcomed the following new members who played a vital role in supporting the organization's leadership. Their passion, dedication, and expertise enhanced WCC's efforts, driving impactful change for women across New York City.



**Penny Cagan**

*Senior Risk Advisor*

In her recent role as the America's Head of Operational Risk at UBS, Penny was responsible for the leadership, management, assessment, and oversight of the Operational Risk program in the Americas, including implementation of the Operational Risk Control Framework and engagement on Operational Risk matters with regulators. She is a thought leader with extensive experience in the Financial Services Industry, providing leadership and strategic direction to Operational Risk, Enterprise Risk, Research, and Compliance Departments. She is also a Lecturer in the Enterprise Risk Management Program at Columbia University.



**Cindy Chiu**

*Senior Director of  
Regulatory Affairs, Merck*

Cindy has over 20 years of experience in the pharmaceutical and energy industries, focusing on post-merger process integration and operations excellence. She has served in various leadership roles overseeing project management, business process improvement, and change management initiatives. In her current role, as a Senior Director in Global Regulatory Affairs and Clinical Safety group at Merck, she is the Lead of the Regulatory Content Authoring and Archiving Management group. Previously, she worked as a management consultant, where she assisted clients with change management and business process redesign as a result of merger activity or technology integrations.



**Angie Kamath**

*Dean, NYU School of  
Professional Studies*

Angie is the Dean at NYU School of Professional Studies (SPS), overseeing a thriving school of professional education and offering a wide variety of programs to over 5,000 degree-seeking students and 10,000 continuing education students. Under her leadership, NYU SPS is a recognized national and global leader in fields such as sports management, hospitality, real estate, publishing, global affairs, and functional business leadership. Prior to her current role, Angie held the position of University Dean at the City University of New York (CUNY) for over four years.



## Kristine Okolita

*Director of Ads  
Marketing Operations,  
Google*

Kristine has held several roles at Google, including as a Product Marketing Manager, focusing on audience and invite strategy, content creation, event tools development, infrastructure, and event measurement. Prior to Google, she worked at Mint Agency, where she led film premieres and sponsorship programs for major events like Toronto International Film Festival and SXSW. Kristine’s expertise extends to new business pitches, client strategy development, recruitment, and hiring, demonstrating a comprehensive skill set in marketing and events.



## Debbie Roman

*Managing Director of  
Per Scholas New York*

Debbie has over 15 years of experience in community engagement, workforce development, marketing, branding, and event management. In her current role at Per Scholas, Debbie builds strategic partnerships with staff, community-based organizations, corporations, and private and public foundations to ensure the delivery of the organizational mission. Her knowledge base includes specific insights into Hispanic markets.



## Lori Rodney

*Head of Global  
Communications at  
Shutterstock*

Lori is the Head of Global Communications at Shutterstock. As a socially conscious storyteller, she leads the company’s worldwide external communications efforts with a current focus on educating various stakeholders on how Shutterstock can help marketers and creative professionals to create at the speed of their imagination. Prior to joining Shutterstock, Lori was the Global Head of Communications at Change.org, where she led the organization through critical world-shaping events, including the launch of its global Racial Justice Fund, crisis management related to the Russia/Ukraine conflict, and the overturning of Roe vs. Wade in the United States, among other initiatives.



## Janine Scott

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

Janine is the Operations Manager at York College of the City University of New York, playing a pivotal role in the smooth operation of the institution. She brings a data-driven, strategic approach to her work, managing office operations and supporting the executive team to maximize the activity of the development team. She excels in making and implementing recommendations that improve department policies and procedures, contributing to the overall efficiency and effectiveness of the institution.

We recognized and thanked outgoing Board members **Anna Ward** and **Betty Jones**, whose expertise and contributions provided invaluable perspectives in advancing WCC’s mission and expanding our impact in 2023.



»» Anna Ward



»» Betty Jones

# Our Supporters

## \$25,000-\$150,000

Weil, Gotshal & Manges, LLP

Foote Family Trust  
 Jordan Alliance Group  
 Sruthi Lanka  
 Merck Foundation  
 Chanel Murray  
 Phipps Neighborhoods

## \$2,000-\$24,999

Accenture  
 Tracey-Lee Brown  
 Cindy Chiu  
 Lauren Gates  
 Betty Cheyne Jones  
 Leslie Kawano  
 Mastercard  
 Katarina Mescal-Pevzner  
 Deborah Martin Owens  
 S&P Global Market Intelligence  
 Ekta Sahni  
 Tracey Salmon-Smith  
 Sharon Sewell-Fairman  
 Sabrina Stratton

Robinson + Cole  
 Lori Rodney  
 Janine M. Scott  
 Dayanna Torres  
 Anna Ward

## \$500-\$999

Ruth E. Acker  
 Gregory & Joseph  
 Alsip/Guevara  
 American Express  
 Anat Gerstein, Inc.  
 Ares Management  
 Mary Ann M. Arisman  
 Karen Becker  
 Robert Bloch  
 Richard Bornstein  
 Janet Charles  
 Vito Coletta  
 Lee & Amy Ellsworth  
 Melike Etem  
 JobsFirstNYC  
 Phyllis Lusskin  
 Mary C. Murphree  
 Jared Rhoden  
 William Roberts

## \$1,000-\$1,999

ACEUM  
 Theresa Bertrand  
 Penny Cagan  
 Margaret A. Caspler  
 Consortium For  
 Worker Education  
 Gail Erickson  
 Faegre Drinker Foundation

## <\$500

Vidhu Aggarwal  
 Tracey Allard  
 Sriram Anand  
 Dominick Angelico  
 Lydia Armstrong  
 Bhavana Vivek Arya  
 Sunny Atkinson  
 Paula Bailey  
 Florence Barrau-Adams  
 Nicole Barsamian  
 Julia Kagan Baumann  
 Velkis Belgrave  
 Anya Berdan  
 Barbara Berlin  
 Sheila Beverly-Skinner  
 Elizabeth Bloch-Smith  
 Teresa Blume  
 Donyelle Booker  
 Emilie Bosson  
 Tracy Bradshaw-Morris  
 Juliet Braver  
 Mark Bryan  
 Bill Buice  
 Jennifer Cabrera  
 Simone & Rodney Cadogan  
 Naomi Gendler Camper  
 Guadalupe Chacon  
 Rashad Chambers  
 Sharee Chambliss  
 Minson Chen  
 Angela Chiu  
 John Chiu  
 Isabel Collins  
 Nelson & Ruth Craig  
 Deborah Dacres-Laing  
 Horace Davis

Yanni Deconescu  
 Radhika Dewan  
 Laurie Dien  
 Sheila Duke  
 Jacqueline Ebanks  
 Honorable Cenceria Edwards  
 Fermin Espinosa  
 Maria Fahey  
 Richard Fairman  
 Gail Felicien  
 Illana & Steven L. Fradkin  
 Charitable Trust Fund  
 Patricia D. Fradkin  
 Monica Garcha  
 Tara N. Gardner  
 Chaitanya Geddam  
 Tamar Gendler  
 Marlyce Gibel  
 Alexis Greene  
 Lucille Gruber  
 Sonali Hazarika  
 Sinead Holly  
 Nyisha Howell  
 Janett Hunter  
 Kerry Inouye  
 Annette Isaacson  
 Marcia Isaacson  
 Marjorie Ives  
 Debra A. James  
 Mike Jones  
 Angie Kamath  
 Pamela Kanner  
 Lorena Kern  
 Glory Ann Kerstein  
 Leslie Kitchen  
 Lisa Lambert  
 Pete Lee  
 Kam Leung

Elizabeth Lubetkin Lipton  
 Katherine S. Lobach  
 Joseph Lovell  
 Allison Lubowitz  
 Natalie Maguire  
 Lakbir Mahajan  
 Veronica Mariani  
 Shaun Martinez  
 Sheree Maskantz  
 Michele C. Mayes  
 Joseph McDonnell  
 Lina Moe  
 Heidi Nakanishi  
 Tajjian Nelson  
 Sheri Nemerofsky  
 Beverly Neufeld  
 Juanita Bing Newton  
 Amy Niemann  
 Jeanette Nigro  
 Stephanie Nilva  
 Claudia Nonemacher  
 Kisha Nunez  
 Beverly O'Donnell  
 Ngozi Okaro  
 Kristine Okolita  
 Amy S. Oshinsky  
 Robert Osmond  
 Bari Pearlman  
 Taiese Pfeifer  
 Laura Quigg  
 Jyoti Rai  
 Subba Ramaswamy  
 Manoj Ramnani  
 Jaana Rehnstrom  
 Sara Resnick  
 Trish Ahjel Roberts  
 Chloe Roldan  
 Edward & Brandy Roldan

Marylen Roldan  
 Debbie Roman  
 Royal Bank of Canada  
 Mary Ellen Rudolph  
 Shria Sachdev  
 Tommy Schaedel  
 Elizabeth Scheines  
 Gordon Schonfeld  
 Amy J. Schwartz  
 Jazmine Scott  
 Judith Scott  
 Terance Scott  
 Sara-Jane Shore  
 Aditi Shrikam  
 Lailany Sierra  
 Mike Silva  
 Courtney Smith  
 Keri Smith  
 Lauren Smith  
 Tara Smith  
 Denise Soffel  
 Jayashree Sridharan  
 Sandra Stollar  
 Denise Tahara  
 Meenu Talwar  
 Dana Trimboli  
 Wendy Tursi  
 Ramnath Venkataraman  
 Richie Villavicencio  
 Salem Vouras  
 Catie Ward  
 Karen Wharton  
 Shadeed Willis  
 Laura Wolff  
 Elaine Wyden

# 2023 Financials

	2023
<b>Total Assets</b>	<b>\$10,116,810</b>
<b>Total Liabilities</b>	<b>\$215,408</b>
<b>Net Assets</b>	<b>\$9,901,402</b>

# Team

## Board Officers

**Sabrina Stratton**  
Chair

**Sruthi Lanka**  
Vice Chair

**Ekta Sahni**  
Treasurer

**Leslie Kawano**  
Secretary

## WCC Counsel

Weil, Gotshal &  
Manges LLP

Reavis Page Jump LLP

## Past Presidents

Ruth Acker

Susan Alt

Marjorie Ives

Nora Lavori

Blanche E. Lawton

Elizabeth Lubetkin Lipton

Phyllis Lusskin

Helen Diana (“Heidi”)  
Reavis

## Board Members

Theresa Bertrand

Tracey-Lee Brown

Penny Cagan

Margaret Caspler

Cindy Chiu

Betty Jones

Angie Kamath

Deborah Martin Owens

Katarina Mescal Pevzner

Kristine Okolita

Lori Rodney

Debbie Roman

Tracey Salmon Smith

Janine Scott

Dayanna Torres

Anna Ward

## Staff

**Sharon Sewell-Fairman**  
President and CEO

**Na’ilah Amaru**  
Vice President of  
Policy, Advocacy, and  
Government Relations

**Anya Berdan**  
Senior Manager,  
External Relations

**Margaret Caspler**  
Interim President & CEO

**Ankita Das**  
Communications Intern

**Laura Eddin**  
Senior Vice President  
of Programs and  
Partnerships

**Lea Giddins**  
Senior Program and  
Policy Manager

**Haydon John**  
Senior Program and  
Policy Fellow

**Natasha Lerebours**  
Program and Policy Intern

**Anita Mathew**  
Operations Manager

**Sylvana Soto**  
Intern

**Veronica Sexton**  
Intern

## Consultants

Action Evaluation  
Collaborative

Amalgamated Bank  
Anat Gerstein, Inc.

Barsamian Communication  
Brand K. Partners

Kristy Wallace  
The Office of Gonzamar

SAX LLP

SAE Consulting

Stephanie Nilva  
Deneisha Thompson

Trillium Asset Management

WCA Technologies





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New York, NY 10018  
212.353.8070 | info@wccny.org

**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 systematically excluded from civic processes to develop programs and influence policies that result in more equitable civic engagement.

**FOLLOW WCC ON SOCIAL MEDIA**



@WCChange



@wccchange



@WomenCreatingChangeNY



Women Creating Change



Women Creating Change