



Accelerate the Possibilities  
Driving Equity For All Women



WNY WOMEN'S FOUNDATION

2022



## WNY WOMEN'S FOUNDATION

Grounded in data, the WNY Women's Foundation drives solutions to advance gender equity and move Western New York forward. We believe that collaboratively tackling issues that women struggle with is the best way to catalyze change in our community. We base our work on four pillars, which include advocacy, voice, leadership, and economic empowerment **creating opportunities for each woman to learn, earn, lead, and thrive.**



**ADVOCACY**



**VOICE**

**INTERSECTIONAL  
GENDER  
EQUITY**



**ECONOMIC  
EMPOWERMENT**



**LEADERSHIP**

# Leadership Letter

In 2022, the **WNY Women's Foundation** (WNYWF) marked a year of acceleration in moving our mission forward as our growing staff and community partners built new initiatives to benefit women. We achieved significant wins in state policy and reignited the excitement for our signature in-person events. These accomplishments came as our organization re-adapted after two years of the Covid-19 pandemic and as local tragedies highlighted the inequities in our community.

Like many organizations, in 2020 and 2021 we reacted in real time to the uncertainty by centering our efforts on women-owned businesses and loudly raising our voices to address the inadequacies of the child care system.

We entered 2022 knowing there was more work than ever to be done and were devastated when our community was the target of a racist hate shooting on May 14, 2022, with 10 beautiful lives taken. Unfortunately, later in the year, Buffalo once again endured another horrific tragedy when a blizzard took the lives of dozens of residents. These events signify that we must work harder than ever to close the inequitable gaps in our community by linking arms with our partners and community leaders, taking action together to do better for the next generations, especially women. Together we can **accelerate the possibilities, driving equity for all**.

## Key actions your investment supported:

- **Advocacy** wins at the state level to support child care providers and families
- Raising our **Voice** to inform high-level reports and resources that support women in the workforce
- **Economic Empowerment** for our mPower learners, particularly our first cohorts of the Health Care Hub in collaboration with Lineage Group and Harvest House
- Promoting women in **Leadership** and providing local companies the tools and resources to implement strong policies around diversity, equity, and inclusion

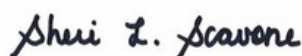
We also reimagined two of our signature events, with a well-received new twist on *Fall in Fashion* and an inspiring panel of talented women who highlighted *What She's Made Of*.

Our work is far from over. We will continue the fight for universal child care in New York State, and inform the public on critical issues through media interviews. We will empower women, particularly in East Buffalo, to achieve the economic stability their families deserve, and apply data-driven solutions to advance women's leadership in the workforce.

We do all of this with your generous support. Thank you for helping us advance our **mission to create opportunities for all women to learn, earn, lead, and thrive**.



Teresa Bair  
Chair, Board of Directors



Sheri Scavone  
CEO



WNY WOMEN'S FOUNDATION

## Mission:

To create opportunities for each woman to learn, earn, lead, and thrive

## Vision:

A culture of possibility where all women achieve their fullest potential, leading to a vibrant, inclusive Western New York community

Letter from Leadership	3
Advocacy	4-5
Voice	6-7
Leadership	8-9
Economic Empowerment	10-11
Signature Events	12-13
Third Party Events	14
Community Engagement	15
Board of Directors & Staff	16-17
Donors	18-22
Finances	23

[www.wnywomensfoundation.org](http://www.wnywomensfoundation.org)

## ADVOCACY

We educate and engage decision makers to advance policies and funding, accelerating the pace of change for issues impacting women, such as child care, pay equity, economic mobility, and professional advancement.

# Advocacy 2022 - By the Numbers

- Drove an additional **\$2 million** to Erie County to expand child care subsidies for working families, impacting over **343 children**
- Provided leadership to a coalition that secured a transformational state investment (**\$7 billion**) in the child care workforce and businesses, and increased families' eligibility for financial assistance
- Offered guidance for the Cornell ILR *Cost of Child Care Report*, which quantified the payment gap for child care centers that accept subsidies. This data secured an **increased payment rate** for these businesses (most of which are women-owned and serve our most economically disenfranchised families)



## Our Work in Action: Meet Erica

**"With rising food prices and just the cost of everything in general, I was stuck in a position where I wasn't sure how I was going to pay for daycare. Because of the assistance program, I was able to enroll my son full-time. It has been life changing. To know my kids are taken care of and I can work is just a blessing." - Erica**





# Collaborator. Advocate. Advisor.

# A Day Without Child Care

The WNY Women’s Foundation and WNY Child Care Action Team hosted a virtual press conference and participated in multiple interviews to mark this national day of action held to demonstrate the impact of the loss of child care for working parents.



## FARE Grant

As a Fostering Access, Rights, And Equity (FARE) grant recipient, the Foundation supports the NYS Department of Labor by helping **over 1000** economically disadvantaged women workers understand and access their workplace rights and benefits.

## Activism delivered to your inbox once a month!

**WOMEN**  
— *in* —  
**ACTION**

**Join our grassroots effort to make our community better for all women!**



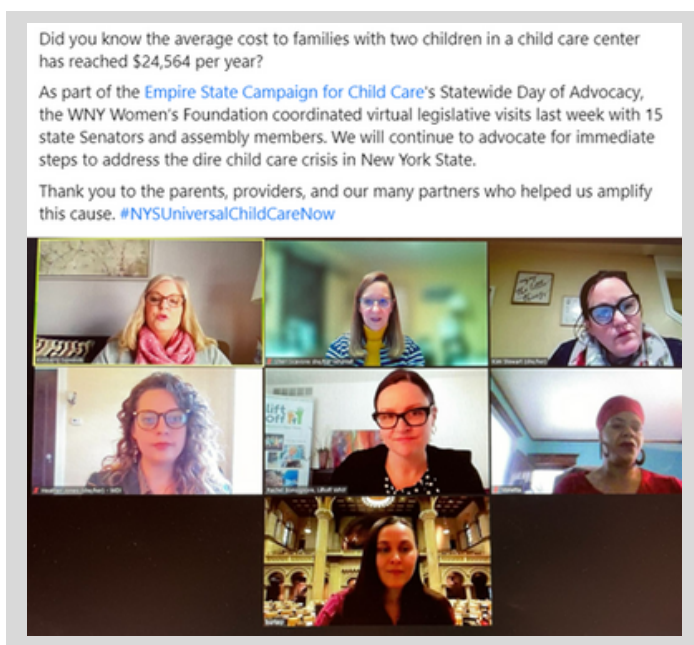
**Scan the QR code to  
subscribe today!**

# VOICE

**We amplify** women's voices to advance gender equity through data-driven solutions.

## Voice 2022 - By the Numbers

- Participated in more than **100 media interviews** and public appearances



- Served on several key community committees and task forces
  - Erie County Emergency Child Care Task Force
  - UB School of Social Work Dean's Advisory Council
  - Empire State Campaign for Child Care Legislative Committee
  - PowerHerNY leaders group
- Influenced key decision makers through presentations
  - The White House Gender Policy Council
  - U.S. Department of Labor Women's Bureau
  - New York State Legislative Women's Caucus
  - WNY businesses



**UB** | University at Buffalo  
School of Social Work





# Thought Leader. Influencer. Trusted Expert.

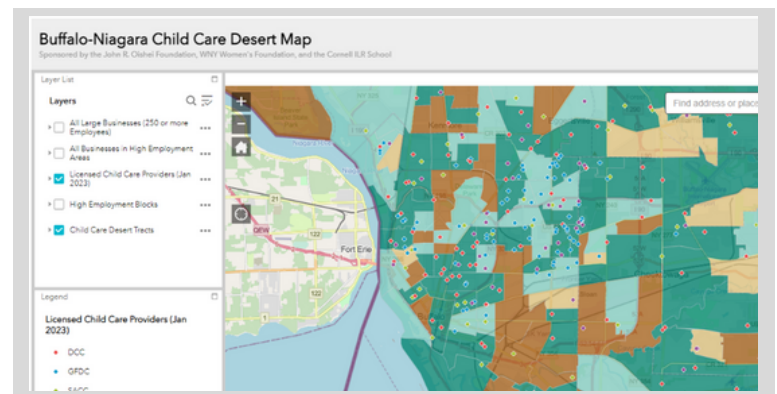
Women's Economic Mobility Coordinator, Brandy Loveland, and Carol Murphy, President of Harvest House, discuss advancing women's economic mobility in East Buffalo at the UB Community Health Equity Research Institute's Annual Research Day.



Sheri Scavone, CEO, was selected to serve on Charity Navigator's Consultative Council of Nonprofit Leaders (CCNL). This diverse committee of nonprofit executives advises Charity Navigator on its Encompass Rating System and process.

## Child Care Desert Mapping Tool

WNYWF used its thought leadership and grassroots understanding of the issues impacting child care providers to partner with the John R. Oishei Foundation to commission Cornell University ILR Buffalo Co-Lab's development of a mapping tool to connect and spark innovation for child care providers and businesses.



This useful resource shows the locations of child care deserts, large businesses and child care providers, allowing businesses to better access child care for their employees and for child care centers to identify opportunities for growth. It can be accessed at: [childcarewny.org](http://childcarewny.org).

## Our Work in Action: Meet Blythe

"It has been a pleasure to work with the WNYWF and the Cornell ILR School on the child care desert mapping project. We are hopeful this new resource will serve as a match making tool to strengthen recruitment and retention efforts of local businesses while filling more seats in neighboring family based child care settings - businesses that are often women-owned." -Blythe Merrill, Exec. Vice President, John R. Oishei Foundation



# LEADERSHIP

We advance women's leadership and gender equity through employer education, individual mentorship, and elevating female entrepreneurs.



Making WNY a premier place for women to live, work, and lead by engaging our community in empowering women and illuminating leadership pathways. The ALL IN model consists of three pathways: **Employer, Aspiring Leader, and Entrepreneur.**

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## Employer Pathway

Meet our ALL IN Cohort 2 Employer Participants:



## Our Work in Action: Meet Heidi



"I think for organizations just starting out on a DEI self-assessment journey, the ALL IN checklist could be incredibly helpful because it gives people somewhere concrete to start with both immediate actions and long-term goals, which can be naturally and easily achieved by the culture and environment you create." - Heidi Milch, Executive Director, CCNY



# Entrepreneur Pathway

## WNY Woman-Owned Business Directory

Our crowdsourced, online business directory spotlights the unique offerings of local women entrepreneurs. In 2022, this community resource included **over 385 business listings**.

### Woman-Owned Business Spotlight



"We want to be a resource to our customers. Our goal is to provide the best quality product at the best price for our customers. We try to meet a wide range of needs."

1031 Main Street, Buffalo  
716-886-5787

### WNY WOMEN-OWNED BUSINESS DIRECTORY

We're all in this together. Local, women-owned small businesses need your support.

This is a crowd-sourced directory of women-owned businesses in Western New York, meaning we rely on you to help submit businesses who are doing something amazing in our community right now. With each new submission, the directory will grow!

SUBMIT A BUSINESS



ACCESSORIES



BEAUTY



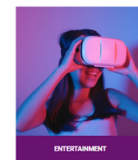
BOOKS & MEDIA



BUSINESS & CONSULTING



CLOTHING



ENTERTAINMENT

## Aspiring Leader Pathway Relaunch - Coming 2023!

### About The Pathway

- The WNY Women's Foundation is proud to partner with *Women Who Lead*
- Participants are matched with a mentor whose experience is relevant to the Aspiring Leader's goals
- Community resources available to support a woman's journey
- Opportunities to connect with other like-minded women and gender minorities

### Why It's Important

- Women with mentors experience increased connection, broader perspective, more engagement at work, and are more likely to advance their careers
- Studies report a more gender-diversified C-suite positively impacts profitability, yet roughly half of all women have no access to a mentor



**The Aspiring Leader Pathway will be relaunching its first cohort in Fall of 2023.**

**Visit**

**[www.wnywomensfoundation.org](http://www.wnywomensfoundation.org)**  
**for more information!**

## ECONOMIC EMPOWERMENT

We **empower** women of all backgrounds and identities to achieve economic mobility by eliminating barriers and providing targeted support in education and workforce development.



In 2022, we launched our expanded mPower: From Education to Employment initiative. mPower brings our MOMs: From Education to Employment® and Women's Economic Mobility workforce training programs under one unified brand.

## Why mPower?

- 8% of single mothers enrolled in college graduate within six years, compared to 49% of nonparent students
- Only program in the region that specifically targets single moms' unique needs to ensure success in education
- Comprehensive mPower model includes distinctive features:
  - Policy advancements to remove barriers
  - Case management/navigation
  - Job readiness and transition skills
  - Support for logistical and skill-based barriers
  - Child care and emergency scholarships

**Thank you to our  
2022 program  
sponsors**



BANK OF AMERICA

Montante Family  
Joy Family Foundation



## Our Work in Action: Meet Jami

**"I cannot express how supportive (this) program has been to me while I was attending Jamestown Community College. I owe all my appreciation to this program for helping me succeed in one of the biggest accomplishments of my entire life. Thank you for making my future happen for me and for others." – Jami**

# Women's Economic Mobility Pathway/Health Care Hub



- Provides a pathway to employment to help women re-enter or move up in the workforce
- Fills an urgent need for health care workers through a six-week, paid training program
- Students receive hands-on training that directly leads to full-time employment as a certified nursing assistant (CNA) at a Lineage Group facility
- mPower model addresses the multi-faceted challenges women face, particularly in East Buffalo
- Provides a support system to address food insecurity, housing, academic readiness, and adverse lived experiences



SEVEN ONE SIX

## mPower – By the Numbers

### The Health Care Hub By the Numbers

- 22 graduates in cohorts 1-3
- 64% graduation rate, with additional supports provided for those seeking to retest and those not quite ready for employment

### MOMs By the Numbers

2021-2022 Academic Year Data

- 333 women and single mothers assisted
- 80% of mPower workforce development students were women of color
- 24 women received \*Joan Joy Angel Emergency Scholarships

***\*Our deepest gratitude to Joan's daughter, Paula Reinhold, and The Joy Family Foundation for their generosity and commitment.***

## Our Work in Action: Meet Talicia

**Talicia credits mPower and Harvest House for helping her through a challenging time in her life while she studied in the CNA program. A single mother of four, Talicia now works full-time at The Greenfields Continuing Care Community. She described her gratitude for the education and also the extra support she received, such as Christmas gifts for her children and food assistance.**

**"It touched my heart to the point where I had a few moments in that class where I burst out in tears, so happy I found this program. It's like a family ... there was no way I wasn't going to make it through the program, because they were so encouraging and helped me every step of the way." - Talicia**





# 2022 Signature Events

## *What She's Made Of*

**Women in Sports: Conversation, Community & Inspiration**

Sponsored by M&T Bank, the Buffalo Bills & Delaware North



Panelists and moderators at WSMO 2022

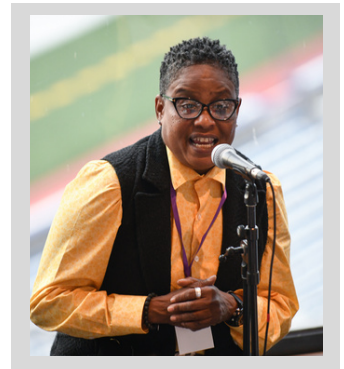
**May 23, 2022 at Highmark Stadium**

**340 attendees**

**\$163,641 raised**

Held in the wake of the horrific and racially motivated shooting in East Buffalo, *What She's Made Of* presented an important opportunity to come together to support and uplift the women in our community.

**"We have to get together and talk about what's needed ... When everyone comes together from all backgrounds, and races, and ethnicities, it doesn't matter where you live ... we are all human beings. We all have a heart. I know everyone in this room has felt the impact of May 14 and I know everyone wants to help, so let's do it!" – Cecelie Owens, WSMO panelist and founder of G.I.R.L.S. Sports Foundation, Inc.**



## **THANK YOU to all of our 2022 Volunteers!**

A shout out to Buffalo Mafia Babes, Buffalo State Fashion and Textile Technology Department, and M&T Bank!



Buffalo State Fashion and Textile Technology Department volunteering at *Fall in Fashion*



M&T Bank volunteer at *Fall in Fashion*



Buffalo Mafia Babes volunteering at *What She's Made Of*



# 2022 Signature Events

## Fall in Fashion

"Transformed"

Presenting sponsor: Bank of America Private Bank



**November 4, 2022 at  
The Powerhouse @ Buffalo Color Park  
250 attendees  
\$60,249 raised**

Our revamped annual luncheon won high praise from attendees. The fun, captivating event featured a diverse, high-fashion runway show and a lively auction including luxury items and packages.

"We were so pleased to give these fabulous local, women-owned fashion boutiques the opportunity to display their trendiest styles on models of every age, color, and size. We also proudly showcased the trajectory of fashion in Buffalo, from classic styles, to new and diverse members of our fashion community, to up-and-coming SUNY Buffalo State students." – Breauna Crumpler, Fall in Fashion chair

## Thank You to Our 2022 Participating Boutiques!

Ms. Eye Candy  
Franci Jewlery

Anna Dusza  
ARW

Lace & Day  
Half & Half

Made by Anatomy  
Black Monarchy



## 2023 Events: Save the Date!

**2023 WHAT SHE'S MADE OF**  
Conversation > Community > Inspiration  
*What She's Made Of*: May 22, 2023  
@ Highmark Stadium

  
WNY WOMEN'S FOUNDATION  
**WOMEN'S LEADERSHIP SUMMIT**  
*Leadership Summit*: Sept. 22, 2023  
@ University at Buffalo

**Fall IN Fashion**  
*Fall in Fashion*: Nov. 3, 2023  
@ The Powerhouse at Buffalo Color Park

For more information, visit [www.wnywomensfoundation.org](http://www.wnywomensfoundation.org) or call 716.249.6522.

# Third-Party Events

In addition to raising funds to support our mission, third-party events allow us to build new relationships and share our critical work to new audiences.



We were proud to partner with indie folk band, Bon Iver, and their 2 A Billion initiative that **brings gender equity center stage**. Proceeds from the band's Artpark concert benefited the WNY Women's Foundation.

**Amount raised: \$4,211**

Organizers of Hayatidance's virtual FUNtastical Fest raised money for the WNY Women's Foundation through \$10 donations from viewers.

**Amount raised: \$700**



The WNY Women's Foundation participated in the Buffalo Bills' and Buffalo Sabres' Give 716 fundraising campaign. Through special promotions we raised exponentially more than in years past.

**SAVE THE DATE**

**2023 Give 716 begins July 16**

**Amount raised: \$4,779**



## Interested in Hosting a Third-Party Fundraiser?

If you are interested in hosting a third-party fundraiser on behalf of the WNY Women's Foundation, please email [suzanne@wnywfdn.org](mailto:suzanne@wnywfdn.org).



# Community Engagement

The WNY Women's Foundation and its staff believes strongly in paying it forward by giving back to our community through our volunteer work.



WNY Women's Foundation was proud to be a part of the Family Holiday Extravaganza at the Buffalo Museum of Science, hosted by State Senator Tim Kennedy's Single Mom's Club.

Immediately following the racially motivated shooting in East Buffalo, the WNY Women's Foundation staff, board and emeritae members, and friends gathered to help distribute food to **over 600 families** at the Resource Center on East Ferry Street.



To kick off the holiday season, the WNY Women's Foundation staff volunteered at the Community of Good Neighbors mobile food pantry organized by Pastor Kwame Pitts.

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WNY Women's Foundation staff and interns at Fall in Fashion 2022

# *Lighting the Way for Future Generations* **PATRICIA GARMAN TORCH CIRCLE**

## **Building a strong foundation for future generations**

Founding Board Member Patricia Garman recognized the importance and need for the Foundation's work now and in the future. She affirmed her commitment to the WNY Women's Foundation (WNYWF) and our mission through a generous legacy gift. Joined by other WNYWF Founding Board Members, the Patricia Garman Torch Circle was created.

By naming the WNY Women's Foundation as the beneficiary of a planned gift, you will leave a lasting legacy in support of gender equity while remaining in control of your assets during your lifetime.

To learn more about legacy giving opportunities, contact the WNY Women's Foundation by phone at **716-217-9056** or via email at [wnywfdn@wnywfdn.org](mailto:wnywfdn@wnywfdn.org).

### **Members**

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Sue Gardner

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Tricia Semmelhack  
Therese Vita  
*\*in memoriam*

## **Follow Us on Social Media**



**WNY Women's Foundation**



**@wnywomensfoundation**



**@WNYWomensFndn**



**WNY Women's Foundation**

# Donors - Lifelong Giving

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Mary Wilson  
Leslie Zemsky

\*In Memoriam

# 2022 Donors

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NY Funders Alliance  
Sisters of Reparation Charitable Trust  
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Workforce Development Institute

## \$10,000-\$14,999

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# Summarized Financials

## 2022 Financial Statement

For the twelve months ending 01/01/2022 to 12/31/2022

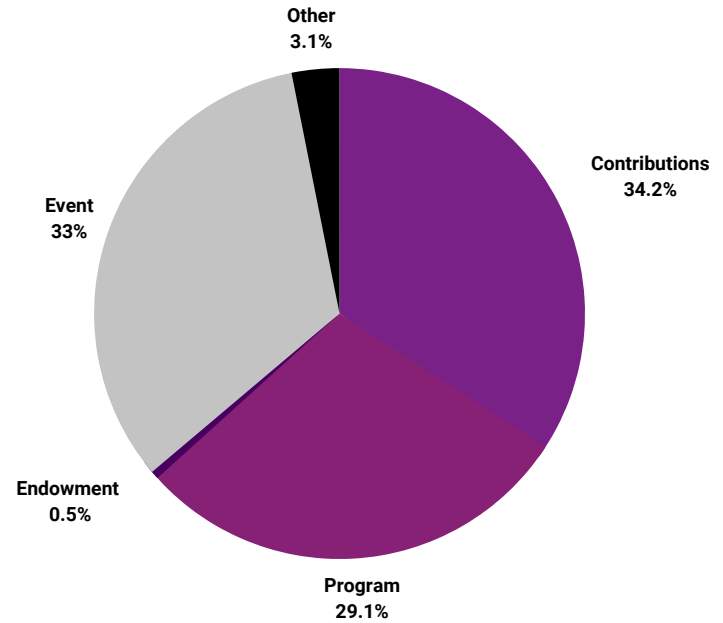
Preliminary Unaudited Financials\*

### Statement of Profit and Loss

	Jan - Dec 2022
<b>Revenue:</b>	
Contributions	\$217,126
Program Revenue**	\$185,235
Endowment Revenue	\$3,348
Event Revenue	\$209,910
Other Revenue	\$19,936
<b>Total Revenue</b>	<b>\$635,555</b>
<b>Gross Profit</b>	<b>\$635,555</b>
<b>Expenses:</b>	
Salaries, Benefits and Taxes	\$401,463
Contract Services	\$86,687
Awards and Grants	\$63,454
Other Expenses	\$55,424
<b>Total Expenses</b>	<b>\$607,028</b>
<b>Operating Income</b>	<b>\$28,528</b>
Net appreciate (depreciation) on investments	\$(288,924)
Other expenses	\$16,421
<b>Non-Operating Income (Loss)</b>	<b>\$(305,345)</b>
<b>Net Income (loss)</b>	<b>\$(276,817)</b>

\*Pending subject to external audit review

\*\* Program/grant revenue and expenses may be reflected across multiple years.



### 2022 Revenue Breakdown

For the most up to date  
WNY Women's Foundation  
financials, scan the QR code.



## Balance Sheet

For the period ending December 31, 2022

Preliminary Unaudited Financials\*

	As of Dec 31, 2022
<b>Assets:</b>	
Cash	\$1,548,867
Receivables	\$38,871
Other Current Assets	\$23,477
Fixed Assets	\$14,580
<b>Statement of Profit and Loss</b>	<b>Jan - Dec 2022</b>
Endowment	\$1,868,935
<b>Total Assets</b>	<b>\$3,494,730</b>
<b>Liabilities:</b>	
Accounts payable and accrued expenses	\$55,655
<b>Equity:</b>	
Opening Balance Equity	\$1,564,854
Temporary Restricted Net Assets	\$6,107
Unrestricted Net Assets	\$2,144,934
Net Income (Loss)	\$(276,818)
<b>Total Equity</b>	<b>\$3,439,076</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$3,494,731</b>





WNY Women's Foundation  
742 Delaware Avenue, Buffalo NY 14209



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