The Movement to Fund Women and Girls of Color

Janet Santos, Boston Women’s Fund Director of Programs attended the Women’s Funding Network’s 2019 annual conference. She attended “New Faces, New Leaders: Funding Girls of Color”, a panel presentation with Tynesha McHarris, Program Officer for the Advancing Adolescent Girls’ Rights Initiative at the NoVo Foundation; Lulete Mola, Vice President of Community Impact at the Women’s Foundation of Minnesota; and Teresa Younger, President and CEO of the Ms. Foundation. The panelists spoke about the case for centering girls of color in philanthropy. The article below includes excerpts and takeaways from this inspiring panel discussion.

Why Focus on Women and Girls of Color?

Girls of color face disparities across multiple social indicators. Nationally, girls of color are overrepresented in the foster care system; Black girls are suspended from school at higher rates than other groups; and are incarcerated at higher rates than other groups of women and girls. Solely looking at negative indicators, trends, and statistics obfuscates the complexities of the lived-experiences of girls of color.

“In addition to themselves, women and girls of color also bring to the table the concerns of their families and their communities…they are dealing with the incarceration or deportation of family members. They were at standing rock, the largest Native resistance in this country,” Mola said. To center girls of color is to center equity in the work of social change.

Girls of color shoulder tremendous responsibilities in their lives. “Girls are holding it down in their homes…schools…in their community-based organizations. When we think about...” (continued on page 3)
Message from the Board of Directors

Dear Friends and Supporters,

Happy Fall! This beautiful season of the year is a time of transition and gratitude. The Boston Women’s Fund is in a wonderful transition of its own and we are very pleased to share this newsletter packed with news about the work that is being done in support of women and girls, for which we are most grateful.

We were inspired by the many outstanding organizations that participated in our Spring 2019 funding cycle. We offer our gratitude and appreciation to the Boston Women’s Fund Allocation Committee for the time, care and thoughtful consideration that went into selecting five excellent organizations to receive funding and support. This newsletter highlights our 2019 grantees and shines a spotlight on the Chica Project for the work they are doing with girls. Our grantees, past and present, and all of the women and girls working on the frontlines for social justice are our inspiration.

On October 23, Teresa Younger, CEO and President of the Ms. Foundation will join us in Boston for a series of conversations on philanthropic support for women and girls, especially the need to invest in and support women and girls of color. We cordially invite you to join us as we celebrate the work of women and girls and explore ways, together, we can advance this important work.

Speaking of gratitude, the Board and staff of Boston Women’s Fund are very pleased to include in this issue an article on the work of New York’s NoVo Foundation. Support from the NoVo Foundation will allow BWF to expand resources for women and girls in the greater Boston area. We look forward with enthusiasm to the working with our 2020 Allocations Committee. During the next few months the Allocations Committee will begin work, please let us know if you are interested serving on this important committee.

During the past 35 years, with your support, the Boston Women’s Fund has invested over $6 million in 340 women and girls’ organizations. This incredible legacy simply would not be possible without each and every one of you. We are incredibly grateful to our founders, supporters, volunteers, partners and all of the organizations working to improve the lives of women and girls in Greater Boston.

The Board and staff of BWF have thought deeply about its legacy and what makes BWF and its work unique. Through this process, we have decided three words describe how we fulfill our mission “to support community-based organizations and grassroots initiatives run by women and girls in order to create a society based on racial, economic and social justice.”

The Boston Women’s Fund

- **Invests** in grant-making to strengthen organizations led by women and girls.
- **Influences** by creating spaces to amplify the power and voices of women and girls to achieve social, racial, political and economic equity; and
- **Inspires** a transformational leadership that embraces the power of collaboration and partnerships towards collective impact and systemic social progress.

At this pivotal historic moment, you are needed now more than ever. Please Join us as we **Invest, Influence and Inspire**.

In Gratitude,
Claudia Thompson, Board Chair
Pronouns: She/Her/Hers

Chi Bahk, Board Vice Chair
Pronouns: She/Her/Hers

“At this pivotal historic moment, you are needed now more than ever. Please Join us as we Invest, Influence and Inspire.”
showing up and showing out, girls of color, black girls - indigenous girls - their labor is already what communities and nations rely on to survive. What we are talking about is actually resourcing that work,” McHarris stated.

Challenges to Funding Women and Girls of Color
The major challenges we face are not enough resources dedicated to women and girls, understanding our implicit biases in what gets funded and how it gets funded, and supporting the voices of girls themselves.

“As we expand funding, we need to listen to girls, respect their ideas and lived experiences, and put the programs they design and implement at the forefront of what we fund. “Providing funds to women and girls of color is acknowledging that their labor has always been central to the work of liberation and a force of social change. It’s not even what would happen if these girls were not resourced. Our girls are going to continue to do badass things, they just deserve our solidarity and they deserve our philanthropic prioritization,” McHarris added.

“Ms. Foundation for Women and NoVo Foundation: Leading the Work.
The Ms and NoVo Foundations have emerged as national leaders in this space. Together they are founding members of Grantmakers for Girls of Color, along with the Foundation for a Just Society and the New York Women’s Foundation.

Recently, the Ms. Foundation took the bold step of centering girls and women of color in its strategic plan. “Although the Ms. Foundation had 40 years of history under its belt where it worked with those most marginalized, we decided that we would center women and girls of color. Not include them. Not set up a side project. But to start each and every conversation with us at the center of that,” said Teresa Younger.

The Ms. Foundation’s new strategic direction was significant to other funders. “When the Ms. Foundation centered girls and women of color it was saying that ‘we [funders] would always keep women and girls of color ‘in our gaze’ and that was powerful because that was resistance,” added Younger.

In 2016, the NoVo Foundation made a historic commitment of $90 million to advance adolescent girls rights. This is the largest investment ever made on behalf of programming for girls of color. Acknowledging the essential role women of color, particularly black women, have played in opening this space in philanthropy Tynesha McHarris stated, “It is important to have a community of women of color working in philanthropy, to create a space for each other of love, of solidarity, of community, and of siblinghood. It is integral to sustaining ourselves and to the creation of brave spaces that nurture our girls of color in their pursuit of freedom.”

(Continued on page 11)
Conversation with Jackie Jenkins-Scott

Q: What is your role as the Boston Women’s Fund’s (BWF) Interim Executive Director?

A: I have long admired the Boston Women’s Fund (BWF) going back to the 2000 Club when I was a member of the 2000 Club and a supporter of the Fund. Over the years I have been privileged to be a part of what makes this Fund special which is that it has wide and diverse support from many women across the region. The Fund like all organizations goes through ups and downs; that is the history of organizations and of our lives. I feel very fortunate to step in and assist as the fund is going through a leadership transition during a critical time for women and girls in the country, and certainly in the Boston area.

I see my role in three critical areas. The first area is to support the staff and the Board in the day to day management of the Fund while it seeks a new director. The second is to help the Fund identify the attributes of our next leader. We want to find a really dynamic leader that will lead us into the Fund’s next evolution and maturation as an organization. Third, this is a critical time for us to ensure that the voices of grassroots women leaders are heard and elevated on critical issues on the national and local scene. I hope to help the Fund contribute to that. It is of the utmost importance to support the work of grassroots organizations working with women and girls.

Q: What is the timeline and plan to identify a new leader?

A: That’s a very good question. One of the things the board is thinking very carefully of is the path that we want to take to thrive. The Board is really clear about the work of the Fund. The Board has identified three themes that summarize the Fund’s work: Invest, Influence and Inspire. What we do and how we do it helps us to frame and shape the priorities for the next Executive Director and identify what attributes our next leader should have. I’m here to help the Board think about that.

Our plan is for me to be here for the next year through mid-2020. Our hope is to have a new Executive Director in place this time next year. However, I’m committed to working with the Board to find the very best leader we can find and to help with the onboarding and transition of our new leader. Organizational stability and continuity are really important. We will develop an appropriate transition plan with the new leader. I will support the Board and the new leader throughout the recruitment and transition process.

“The Fund was started by a very diverse group of women who cared deeply about supporting women and girls. Jean Entine, one of our founders, has noted, ‘Many funds begin with a donor or donor base. We began with our beliefs.’

Intersectional feminism and participatory grantmaking are buzz words now. We began by being intersectional and participatory. That represented something unique 35 years ago, and it’s still unique. We’ve always represented the diversity and the complexity of working together. It’s hard work to do it. If you’re really inclusive and it’s really about equity, then there are always issues that we need to work through. It’s not easy work, but the Fund has always been willing to take on that and deal with the complexity of life that our grantees face, that the women and families that they work with face, and that organizations face.

The Fund has been doing this work for 35 years. We’ve been a leader in it. Our voice has helped to change the landscape, not only here in Massachusetts and in Boston, but across the country. I am a person who believes deeply in honoring the legacy of organizations and the importance of maintaining those legacies, but also adapting and adjusting to meet the challenges of today.

Q: How do you see BWF’s place within the philanthropic landscape of Greater Boston?

A: Supporting grassroots organizations for women and girls is our history, our legacy and our work presently. The Fund was started by a very diverse group of women who cared deeply about supporting women and girls. Jean Entine, one of our founders,
I recently had the privilege of visiting 7 of our current and past grantees. I left those meetings totally inspired by the work that’s being undertaken by these courageous women and their organizations. I left even more committed to serving and supporting grassroots organizing.

Given this our 100th celebration of the women’s suffrage movement, which was a grassroots organizing movement, we see how far we’ve come, but we see how far we have to go. Women, particularly women of color, have always been at the forefront of pushing for social change for their communities. These organizations must be sustained and supported. Nationally only 7% of funding goes to support women and girls. Only 1% of that 7% supports women and girls at the grassroots level.

During this leadership transition, at this particular moment in our country’s history, it’s really very important that our voice not be diminished in anyway. In fact, it’s important to do everything we can to amplify it. So I hope to contribute to not only keeping our voice out there, but growing it and expanding our work and supporting even more organizations.

Q: What stayed with you from your recent visits with present and past grantees?
A: First of all, the Boston Women’s Fund has always been a leader in participatory grantmaking. Our 2019 Allocations Committee did a phenomenal job in selecting, out of a very competitive applicant pool, a very diverse set of organizations to receive support. The organizations awarded a grant represent the gamut of critical issues facing our country. We are supporting an organization that supports the rights of women, who are or have been in prison and their families. They include the women’s families. That is important. Mass incarceration is a very critical issue facing the country. There is a lot of to be done. We are very fortunate to fund an organization that is a leader in the country on addressing issues of mass incarceration. We are supporting an organization that works with youth to help them speak out and become advocates on issues important to them and their communities from cyberbullying to gun violence. We are supporting an organization that works on immigrant women’s rights, particularly in the work place, and an organization that is working to develop a Native American co-operative.

Our Allocations Committee was very wise in its selection of grantees; they represent many of the major issues that we confront and face both in Boston and in the nation. Our grantee organizations, present and past, are our inspiration.

“Given this our 100th celebration of the women’s suffrage movement, which was a grassroots organizing movement, we see how far we’ve come, but we see how far we have to go.”

Favorite authors: I have two. My favorite fiction authors are Toni Morrison and Anita Shreve. I love them both in part because they write about the complex and rich lives of women. They bring to life the environments in which their protagonists find themselves. My favorite Toni Morrison books are: The Bluest Eye and Beloved. My favorite Anita Shreve books are: The Weight of Water and Resistance.

Currently reading: Frederic Douglass: Profit of Freedom by David W. Blight. I loved hearing David Blight talk about Douglass this summer. Blight’s book is a beautifully written biography which brings to life this brilliant and intensely complex man who literally changed the course of American History.

Favorite quote: “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.” Rev. Dr. Martin Luther King, Jr.

Favorite activist: Ida B. Wells is certainly one of my favorite activists because she was a woman who supported and believed in the value of education. She was courageous and had no fear in taking on a challenge.

Most memorable moment of activism: Marching in DC with my daughter when she was a teenager. The Children’s Defense Fund organized the March for Children. It was so inspiring to be with so many women, mothers and daughters, marching for the future of our children. And, we actually walked with Gloria Steinem.

Something not many people know about you: I have a book coming out in January: Seven Secrets to Responsive Leadership. I explore what I call the four big leadership attributes: curiosity, humility, empathy, and resilience. I believe they are at the core of effective and responsive leadership.

Favorite stress reducer: I enjoy long walks. I try to walk 3-4 miles 3-4 times per week. It allows me to clear my mind and think while getting exercise.
Announcing our 2019 Grantees

The Chica Project  
Grant Award: $10,000  

Founded in 2011 by 10 Women of Color from underserved communities, the Chica Project’s (Chica’s) mission is to close the opportunity divide for Latina and other women of color by empowering them with the skills, confidence, and network necessary to thrive personally and professionally. Chica received funding for general operating support. Chica primarily serves first generation 9th through 12th grade Latinas and young Women of Color from inner-city, resource-challenged neighborhoods in Boston, Lawrence and Lynn, MA. Through its main programs—the Empowerment Institute and Queens Rise—Chica provides mentorship; leadership development; career exploration and network development; and civic engagement and community service for 120 young women in school and community based settings. Chica offers a supportive intergenerational network of accomplished, caring adults and multicultural peers that empower participants to recognize their strengths and build self-identity and self-efficacy. Through Chica’s programming, young, urban Women of Color can better understand their history and culture, and build the confidence needed to achieve personal and occupational goals.

Eastern Woodlands Rematriation Collective  
Grant Award: $10,000  

The Eastern Woodlands Rematriation Collective mobilizes at the grassroots level to decolonize our current food, economic, and political systems. They seek to reconnect spiritually, mentally and physically to our natural systems. EWRC prioritizes the return of Native Womxn, two spirits and youth to traditional territories and relationships with the earth. They focus on embracing agroecology and anti-oppression/anti-violence frameworks as a pathway to food sovereignty and rebuilding indigenous economies. The Eastern Woodlands Rematriation Collective received funding for the Greater Boston Rematriation Project. This foundational year of 2019 will focus on the continuation of food and medicine projects while developing deep relationships with one another. The Greater Boston Rematriation Project’s FY2020 objectives include: a) growing a strong network of indigenous sisters working collectively to advance womxn leadership, equity and liberation in Greater Boston; b) granting indigenous womxn and families of Greater Boston greater access to traditional food and medicinals, planting and harvesting opportunities, movement building education, training, and financing, as well as providing tools and strategies on self-care and healing, and; c) Training collective members and gaining certificating in food cultivation, land conservation, political organizing and small business development.

Families for Justice as Healing  
Grant Award: $10,000  

Families for Justice as Healing (FJAH) is a grassroots abolitionist organization whose mission is to end the incarceration of women and girls. Founded in 2010 by women inside federal prison who made a commitment to keep fighting for their sisters when they came home, FJAH is led by incarcerated and formerly incarcerated women and the daughters of incarcerated parents. FJAH received funding for general operating support. It develops and advocates for policy changes in the criminal punishment system based on the experience and expertise of incarcerated and formerly incarcerated women. FJAH supports prosecuted people and their families and leads participatory research efforts to change the narrative about women most impacted by the system. FJAH is a Participatory Defense Hub providing weekly support to people fighting criminal legal battles and their families. FJAH drafted the Massachusetts Dignity for Incarcerated Women Act and is working on several fronts to address dehumanizing conditions for women inside state prisons and county jails. FJAH is an anchor organization of CourtWatchMA and will continue to coordinate public education, court watching, and accountability measures to ensure the implementation of policies that end the use of cash bail and reduce incarceration.
I Have a Future
Grant Award: $10,000

I Have a Future was originally founded as the Youth Jobs Coalition in 2009 in response to massive budget cuts for youth summer employment. In 2015, the Youth Jobs Coalition underwent a strategic planning process to guide the coalition from a single-issue coalition to a multi-issue advocacy organization with the name I Have a Future (IHAF). IHAF’s mission is to build power for youth across the state through leadership development, direct public action, and policy change. IHAF’s constituency reflects those most affected by youth unemployment and youth criminalization: young Women of Color from Boston. IHAF gives youth leaders opportunities to strategize and practice the skills of direct public action and policy change, and to change the narrative about young people of color and the state’s role in creating opportunity versus punishment based on race.

IHAF received funding for Year 1 of Building a Voter Base of 40K by 2022. IHAF launched this civic engagement campaign to involve young people age 26 and under in advocating for equality in Massachusetts. IHAF FY20 campaign goals include: a) holding a coalition gathering to build a collective vision b) organizing a train the trainers workshop for youth volunteers and coalition members c) training 6 schools and 5 organizations, door knocking, collecting pledge cards, and preregistering sixteen year-olds in high schools in the areas surrounding Dorchester and Roxbury.

“FJAH received funding for general operating support. It develops and advocates for policy changes in the criminal punishment system based on the experience and expertise of incarcerated and formerly incarcerated women.”

Matahari Women Workers
Grant Award: $10,000

Founded in 2002, Matahari Women Workers’ Center is a Greater Boston community based social justice organization of women and families working to end gender violence and exploitation. Matahari aims to develop the leadership of women directly impacted by gender violence and exploitation by means of domestic or sexual violence, labor trafficking, and wage theft; and to address the root causes of social injustices that women face. The core of its work is grassroots leadership development and empowerment of women workers, specifically domestic workers.

Matahari Women Workers Center received funding for the Domestic Workers Empowerment and Rights Program. The program has two complementary strategies: 1) defending the Domestic Worker Law from corporate attack and 2) campaigning to end wage theft among domestic workers. The first strategy addresses a significant corporate effort to exclude au pairs from the protections provided by the Domestic Workers’ Law and basic wage and hour laws. Matahari is working to ensure the continued legal protection of Massachusetts’ au pairs and to increase au pair agencies’ legal compliance. The second strategy focuses on recruiting, organizing, training, fostering the leadership of and developing wage theft campaigns with domestic workers.
BWF Awarded NoVo Foundation Grant

This past spring the Boston Women’s Fund (BWF) received a $200,000 grant award from the NoVo Foundation, a leading philanthropic funder of initiatives for girls and women who are experiencing injustice in the world.

In March 2016, the NoVo Foundation announced a $90 million commitment to support and deepen the movement for girls and young women of color in the United States. As part of this commitment, the NoVo Foundation embarked on a nationwide listening tour to hear directly from girls and young women of color about their lived experiences, as well as from advocates.

In June 2016, NoVo’s tour came to Boston with New England Blacks in Philanthropy (NEBiP) hosting a community forum, #SheSpeaksPower: Black Women & Girls Speaking on and Through Each Other. Committed to the democratization of philanthropy from its start, BWF was thrilled to participate in a conversation with a national funder that centered the voices of girls and young women of color.

For thirty-five years, BWF has been committed to implementing a philanthropic practice that is both democratic in its governance and grassroots in its purpose. We believe that many strong women and girls are fighting for justice in their communities and know what needs to be done, yet frequently lack the necessary resources to achieve their goals. BWF works to amplify the voices of these women and girls.

“The Boston Women’s Fund is very excited to work with a national partner such as the NoVo Foundation, particularly given the alignment of values.” said Jackie Jenkins-Scott, BWF’s Interim Executive Director. “Like the NoVo Foundation, the Boston Women’s Fund is passionate about catalyzing women to transform their communities to bring about positive social change.”

BWF is honored to be the recipient of a NoVo Foundation grant award which will support BWF’s work to advance grantmaking, philanthropy and leadership development for women and girls in Greater Boston. BWF will reinvest a portion of the grant award to grassroots women’s and girls’ organizations in Greater Boston.

“We believe that many strong women and girls are fighting for justice in their communities and know what needs to be done, yet frequently lack the necessary resources to achieve their goals.”
Funding Women and Girls:
Conversations with the Boston Women's Fund and the Ms. Foundation for Women

On October 23, 2019 the Boston Women’s Fund will be holding a series of conversations on the importance of funding women and girls with Teresa Younger, CEO and President of the Ms. Foundation.

12:00- 2:00
Advancing Support for Girls: A Special Conversation with Teresa Younger
An important conversation with Teresa Younger, President and CEO of the Ms. Foundation, about national, regional and local trends in girls programming for and with girl-serving programs in Boston.

3:00-4:30
Catalyzing Philanthropy to Support Women and Girls
A presentation with Teresa Younger, President and CEO of the Ms. Foundation followed by a panel discussion from local experts on the current state of funding for women and girls in Boston.

Panel Moderator: Miki Akimoto, Managing Director, Senior Philanthropic Strategist, Bank of America Private Bank
Panelists:
- Bithiah Carter, President and CEO, New England Blacks in Philanthropy
- Trinh Nguyen, Director, Workforce Development, Mayor’s Office of Workforce Development
- Mia Roberts, Vice President of Programs & Recruitment, Big Sister Association of Greater Boston
- Amy Segal Shorey, Principal, GMA Foundations

5:00-7:00
Cocktails and Conversation with Jackie Jenkins-Scott and Teresa Younger
An evening of connection and camaraderie to discuss issues facing women and girls today, to share your unique perspective and meet other passionate members of our community.

If you are interested in joining one of these conversations, please contact Rita Falzarano, Director of Development and Communications at 617-725-0035 or at rita@bostonwomensfund.org

The Boston Women’s Fund would like to express its sincere gratitude to the Ms. Foundation for sponsoring this conversation series and to the Imago Dei Fund for hosting the Advancing Support for Girls conversation.

We would also like to recognize and thank Teresa Younger for joining us for the day and for everything she does to advance support for women and girls.

The NoVo Foundation
Founded in 2006, NoVo supports the development of capacities in people—individually and collectively—to help create a caring and balanced world. This essence is captured in the foundation’s name; the etymology of “Novo” has its roots in Latin meaning to make anew, refresh, revive, change, alter, invent.

The NoVo Foundation is focused on five areas of work:

- **Advancing Adolescent Girls’ Rights**, with an emphasis on building girls’ capacity to reach their full potential, and shifting cultural and social norms to create a positive value of girls.
- **Ending Violence Against Girls and Women**, by addressing structural inequality and other root causes that lead to violence and the exploitation of girls and women. The program is focused on four strategic areas: ending domestic and sexual violence in the United States, including child sexual abuse; ending violence against girls and women during and after conflict; ending sex trafficking and commercial sexual exploitation; and achieving economic justice for girls and women.
- **Strengthening Social and Emotional Learning**, an approach to education that teaches students the skills they need to grow into caring adults who are able to work cooperatively with each other;
- **Promoting Local Living Economies**, by strengthening the local-first movement and building a new model for local stewardship of local resources and sustainable communities.
- **Supporting Indigenous Communities**, by lifting up community strengths and drawing on alternative models of leadership and organizing to address centuries-old systems of oppression, colonization and historical trauma, pointing the way toward transformative change that is deeply rooted in indigenous thinking and ways of life.
2019 BWF Grantee Spotlight: 
*Six Things You Need to Know About the Chica Project*

1. **Their work was recognized by former first lady, Michelle Obama:**

   In November 2018, Chica Project was invited to Michelle Obama’s book tour: “I am Becoming.” The former First Lady’s office recognized Chica Project’s work and its impact on the communities it serves. Not only was their work recognized and applauded by the Michelle Obama Foundation, but 40 Chica Project participants attended the sold-out TD Garden event. Chica Project’s Executive Director, Erika Rodriguez, recalls: “Getting the call was very exciting and surreal…it was a moment to reflect on all the work we have done as an organization. This opportunity is taking Chica Project in the direction we always envisioned it going.”

2. **They’re dedicated to challenging the status quo:**

   The Boston Globe reports a serious opportunity gap in the Latinx community. In Massachusetts, the median income of Latinx households is $39,742 compared to $82,029 for similarly situated white families, the biggest gap in the country. Chica Project wants to help lower that gap through a variety of programs including mentoring, leadership and networking development, career exploration, and civic engagement. Rodriguez and her team “believe in a future where every young Woman of Color has access to the education, experience, and guidance required to realize her full potential.”

3. **Chica Project’s approach to mentoring sees real success:**

   Group mentoring fosters trusting, healthy relationships and creates a support system for the young women. Constant communication between Chica Project staff and mentors allows them to work as a team to support the young women in recognizing their potential and achieving their goals. There is much data to support the benefits of mentoring, including; increased self-esteem, higher educational aspirations, healthier life choices, and higher high school graduation rates. Chica Project’s model is proof of this with 99% of their participants graduating from high school since its inception.

4. **Chica Project’s rad school based program stands out:**

   Their school based curriculum works to empower young women through three holistic curriculum modules. “The Power of Me” aims to honor the participants’ varying identities, be it class, cultural, gender, sexual-orientation, etc., acknowledge their implicit and explicit biases, and assess how these biases might shape their self-image as well as their view of others. The “Power of My Freedoms” encourages young women to become self-sufficient by developing the confidence and networks necessary to thrive, professionally and personally throughout their lives. “Power of Service” incorporates advocacy, presentation skills, and professionalism, allowing young women the opportunity to develop and execute a service project of their own.

5. **They would love to support young women’s college success:**

   Chica Project’s alums stay in touch. That’s how they know their alums need more support. Chica Project hopes to expand programming to ensure its alums’ success in their
college careers. They are working on a survey for all of their alumni to ask: Where are you now? What’s going on? How can we help? They are also working on organizing an alumni get-together to foster peer-to-peer support.

6. Program participants are passionate about Chica Project:
Lisaidy Zabala sums it up: “Chica Project gave me a voice. A voice to become a leader and defend myself when it was necessary. A voice to enrich my life with feelings, optimism, and to care for others. It helped me build relationships and create a stronger connection with myself. Chica project showed me how powerful I can be as a woman.”

“For 35 years, the Boston Women’s Fund has been supporting women and girls of color at the grassroots level. ”

Takeaways on Moving Forward
For 35 years, the Boston Women’s Fund has been supporting women and girls of color at the grassroots level. We are grateful for the national leadership of the NoVo Foundation and the Ms. Foundation to put the spotlight on the need for philanthropy to direct more support to women and girls of color.

This fall, the Boston Women’s Fund will host similar conversations about the importance of funding women and girls locally. In addition to participating in these very important conversations, we invite Boston’s philanthropic community to join us in further expanding this movement through collaborations, partnerships, and other efforts. As Teresa Younger, panel moderator, closed the panel stating, “What we are asking and requiring and hoping for girls to do is to never become afraid. It is to hold their power as they move forward in this world and we need to hold space for them so they can step into this space and not be afraid.”
Acknowledgments:
The Boston Women’s Fund would like to thank our spring and summer interns: Alexi Fee, Molly Jean Henebury, and Emma St. Jean. We acknowledge with gratitude the support of Bithiah Carter and New England Blacks in Philanthropy. We would also like to thank our Allocations Committee members for their time and commitment to our democratic philanthropic process.