

# ANNUAL REPORT 2014-2015

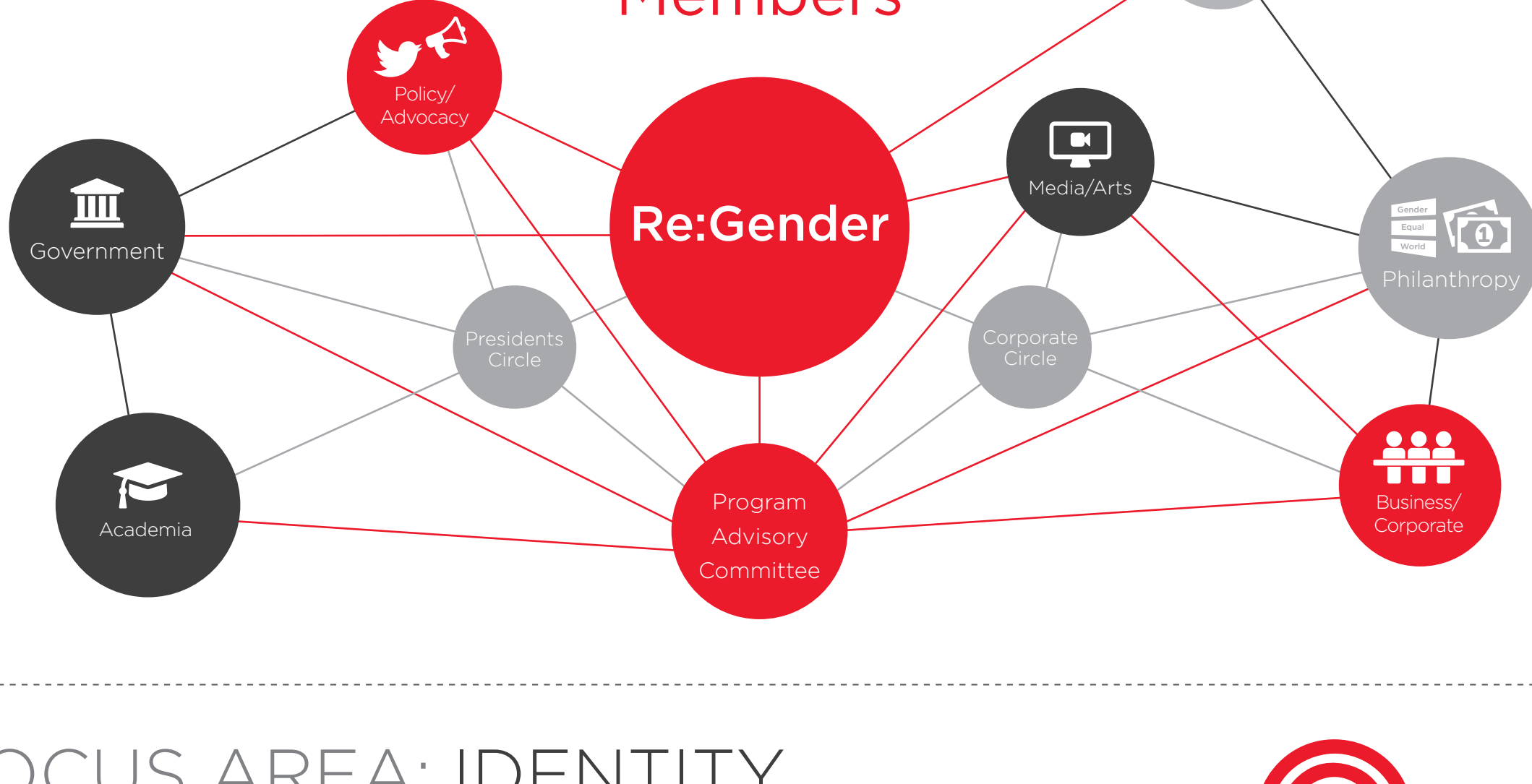
## RE:ENVISION

Re:Gender's mission is to end gender inequity and discrimination against girls and women by exposing root causes and advancing research-informed action.



## NETWORK

Comprised of cross-sector institutions and individuals, our network facilitates a two-way flow of information between those who conduct research and those who use it, and taps into their collective power to bring about a gender-equal society.



## FOCUS AREA: IDENTITY

Addressing discrimination based on gender (including intersections with race/ethnicity, class, ability, nationality, age, sexual orientation, religion, gender identity, immigration status, etc.)



### 1 Initiative: Gender Norms

This initiative is designed to break down gender stereotypes and change how we have been taught to think about and value gender. Via publications and public education efforts, Re:Gender uses research to show why our ideas about gender are so ingrained, how we reinforce gender norms without realizing it and how we can create a different reality for future generations.



#### Publications:

- [The Perfect Present: Gift Giving and Gender Norms](#) (Primer)
- [Gender Quiz](#)
- [No Awards to the Academy for Diversity: How Women and People of Color Fare at the Movies](#) (Primer)
- [Why Take Men Out of Mother's Day?](#) (Infographic)
- [Video-based Equal Rights Amendment](#) (Primer)
- [Identity](#) (Reading List)
- [What Does TV Look Like in Your America?](#) (Primer)



#### Community Innovation Fellowship:

The first year of the 18-month program has been very successful, incorporating local, national and global organizations working across a variety of issue areas. The intensive program provides twenty-four mid-level non-profit professionals with the support and leadership skills necessary to design and manage projects that influence their respective fields through the application of a full gender lens.



#### Blog Posts:

- [The Realities of TV](#)
- [Gender Bias in Sports: Forty-Three Years after Title IX](#)
- [Six Gender Myths](#)
- [Beyond Halloween: Our On-going Use for Witches and Werewolves](#)



#### Corporate Circle:

The Corporate Circle supports major companies in their efforts to strengthen policies advancing gender equity and corporate social responsibility. Two convenings were held:

- Gender Transformative Workplaces: An Intersectional Approach to Workplace Fairness and Diversity
- Uncovering Potential: Social Network Analysis at Work

## FOCUS AREA: ECONOMIC WELL-BEING

Issues of economic justice, work fairness and business leadership

### 2 Initiative: Gender and Precarity

This initiative explores how systems and societal "norms" governing gender and economics create financial instability for women and gender non-conforming individuals. Focused on applying a gender lens across five key issues — workplace structures, affordable housing, sexual violence, occupational segregation and immigration — the initiative emboldens organizations to pursue financial stability for all genders as the primary strategy for ending economic injustice and achieving equality.



#### Publications:

- [Occupational Segregation](#) (Primer)
- [Precarity](#) (Reading List)



#### Convening:

- New Data on the Real Barriers to Women's Economic Advancement

## FOCUS AREA: THRIVING ENVIRONMENTS

From personal safety (e.g., sexual assault) to community (e.g., civic leadership) to global (e.g., climate change) concerns

### 3 Initiative: Identity and Sexual Violence

This initiative calls for a cross-institutional approach to solving sexual violence. Sexual violence against children, women, men and gender non-conforming individuals is happening everywhere — military bases, college campuses, churches, schools, work and in our families. Understanding these institutions to be microcosms of our larger culture, the initiative promotes moving beyond blame and silos to identify the commonalities that will help to reframe and re-form how sexual violence is understood, treated and prevented.



#### Publications:

- [Sexual Violence, Work and Financial Precarity](#) (Gender Stat Installation)
- [Sexual Violence](#) (Reading List)



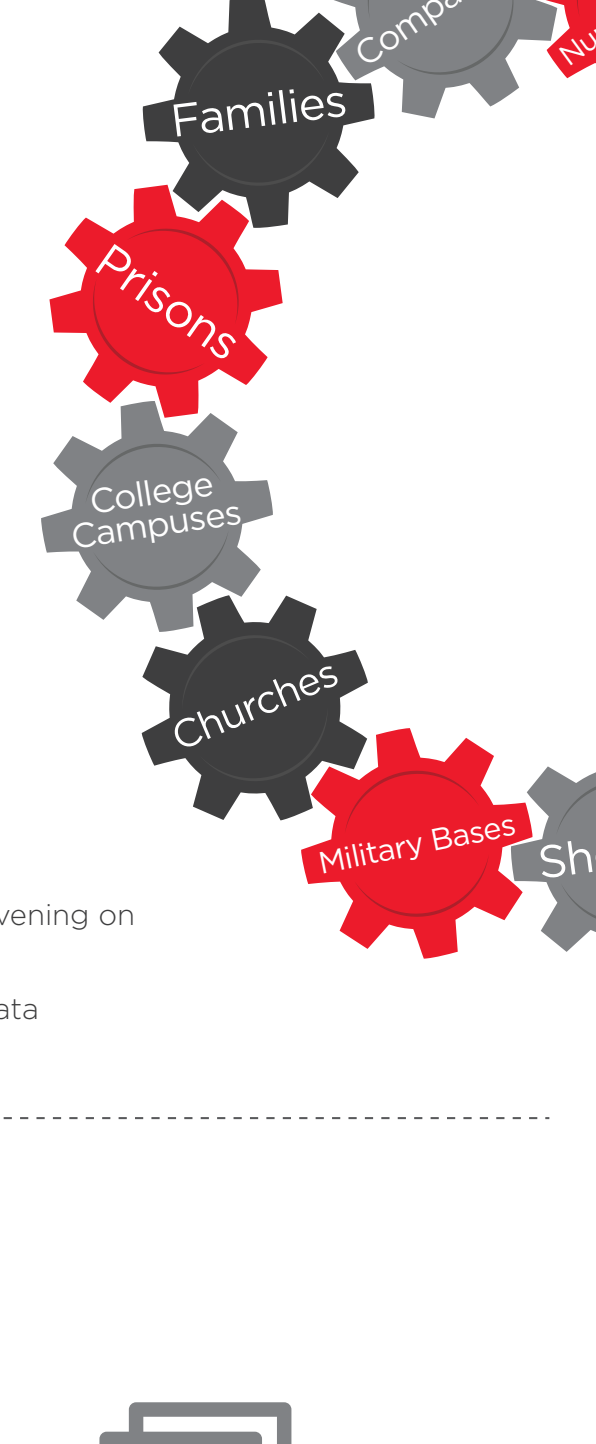
#### Blog Posts:

- [What Does "Revenge Porn" Mean to You?](#)

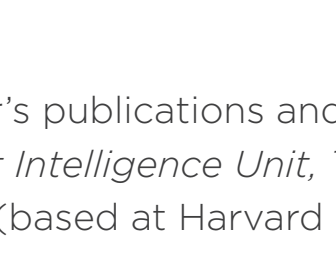


#### Convenings:

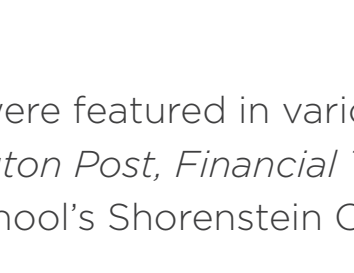
- Presidents Circle Virtual Convening on Sexual Violence
- Talkback for Kentucky Cantata



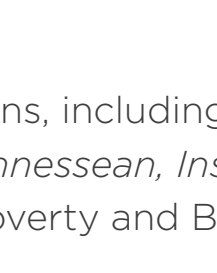
## REACH & EVENTS



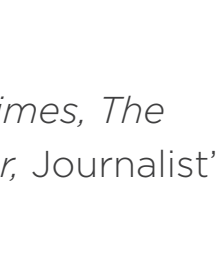
Re:Gender reach  
**1.2 million +**



Website  
**145K**



Social media  
**1.1 million**



Publications  
**31**

Re:Gender's publications and expertise were featured in various publications, including *The New York Times*, *The Economist Intelligence Unit*, *The Washington Post*, *Financial Times*, *The Tennessean*, *Institutional Investor*, *Journalist's Resource* (based at Harvard Kennedy School's Shorenstein Center), *TalkPoverty* and *BillMoyers.com*.

### Expertise solicitations and partnerships:

Re:Gender partnered with and provided expertise to a host of individuals, organizations and institutions:

- Agnes Scott College • American Council on Education (ACE) Moving the Needle • City University of New York (CUNY) • Columbia University • Dorothy Quincy Thomas • Global Fund for Women • U.S. Department of State's International Visitor Leadership Program • Jobs With Justice • Legal Momentum • Man Question • Movement Advancement Project • Ms. Foundation for Women • National Women's Studies Association • NYS PowHER • New York Paid Leave Coalition • playwright Paul David Young • State University of New York (SUNY) • Tax Alliance for Economic Mobility • NY Equal Pay Coalition • Vietnam Women's Union WNYC • Women's City Club of New York • Women's Funding Network • Women on 20s.

### 2015 Annual Summit — Through a Gender Lens: Precarity, Sexual Violence and the U.S. South:

More than 100 activists, advocates, researchers, policy thinkers and philanthropists from throughout the South and across the U.S. gathered in Atlanta for the Re:Gender Annual Summit.

The Summit was held in partnership with Agnes Scott College, Center for Civil and Human Rights (CCHR), Agnes Scott College, Spelman College and StoryCorps (which conducted interviews and hosted a listening booth), and with funding support from the Ford Foundation and the Ms. Foundation for Women.

### Mariam K. Chamberlain Dissertation Award 2015 Recipient Team:

- Doctoral Candidate: **Ashley Mog**  
Advisor: **Dr. Sherrie Tucker**  
University of Kansas
- Dissertation: "Discomforting Power: Bodies in Public," which will involve an intersectional spatial analysis of gender, disability and raced experiences in public spaces like bathrooms and schools. In such spaces, protecting the comfortability of some bodies is used to justify the exclusion of others.

### 2015 New Masculinities Festival:

Re:Gender produced the 2015 New Masculinities Festival in partnership with Man Question. The festival used a theatre-based workshop and through performances and dialogue, examined masculinity in its various forms and how it impacts us. The festival fostered conversation about new gender expressions and how to create a world that does not discriminate based on gender.

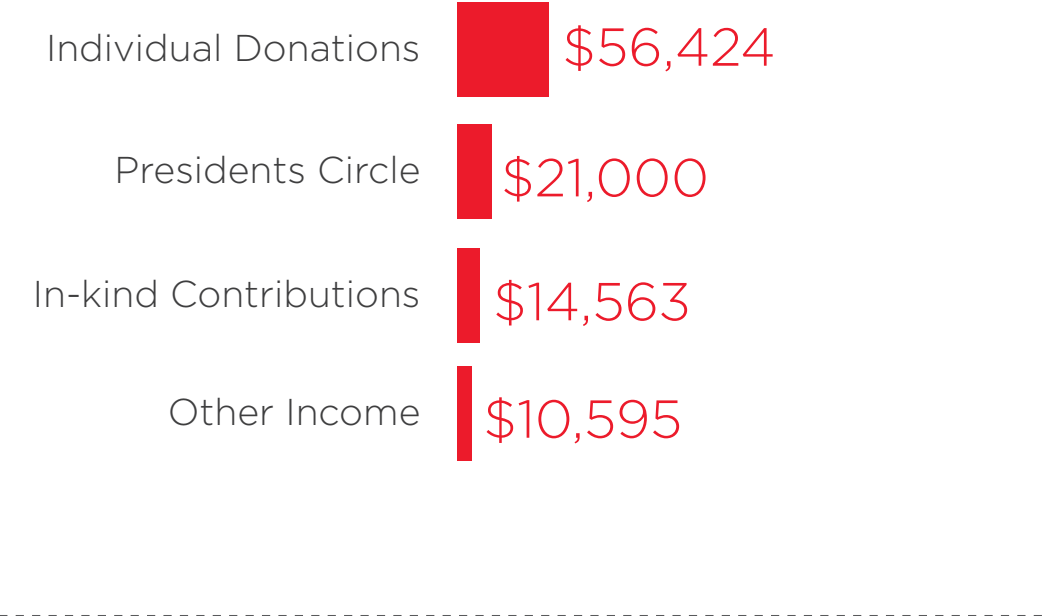
### Recognition of Gender Equity Leaders:

- At the 2015 Annual Benefit, attended by nearly 400 guests, Re:Gender honored the following leaders advancing gender equity:
- ★ **Mary Byron**, Retired Partner, Goldman Sachs
  - ★ **Wendy Cotinger**, Co-Founder, Chicken & Egg pictures, Co-Founder, Gamechanger Films
  - ★ **The Honorable Shirley Franklin**, Former Mayor of Atlanta, Georgia and Barbara Jordan Visiting Professor at the Lyndon Baines Johnson School of Public Affairs
  - ★ **Beverly Daniel Tatum**, President, Spelman College
  - ★ **Amy Ziering**, Filmmaker

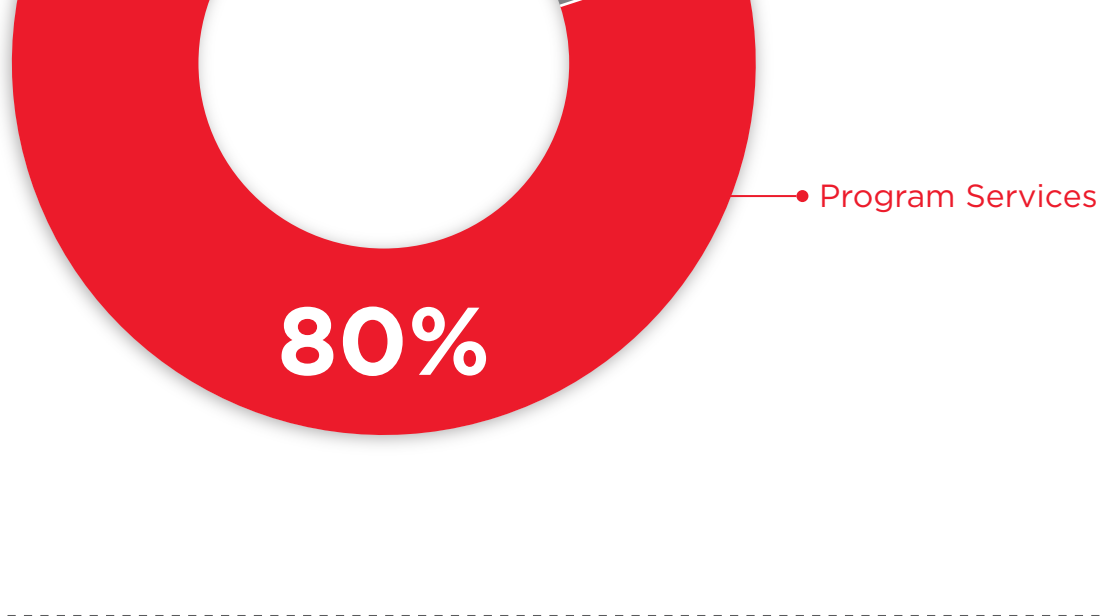
## INCOME & EXPENSE BREAKDOWN

October 1, 2014-September 30, 2015

### Income Breakdown:



### Expense Breakdown:



## 2014-2015 DONORS

### Visionary Level

- Ford Foundation      Mariam K. Chamberlain Estate      Starry Night Fund

### Champion Level

- American Express Foundation      Mary Byron      Prudential Financial  
Bank of America      EY      PwC  
BlackRock      Goldman Sachs & Co.

### Advocate Level

- Accenture      Elisabeth Fontanelli      Nancy Meyer & Marc Weiss  
Lawrence & Kathy Ashe      Trevor Gandy      Morgan Stanley  
Bloomberg      Georgia Pacific      Ms. Foundation for Women  
The Capital Group Companies Charitable Foundation (matching gift)      Elizabeth Grayer & Aidan Synnott      Sy Syms Foundation  
Chubb Group of Insurance Companies      Katie Grover      Colleen V. O'Neill  
Citi      Chris Keogh      Pearson  
Kathy Cloninger      Knowledgeworks Foundation      Regina Scully  
Ina Coleman & Alan Wilson      Kathy Koll      Spelman College  
Dobbin Family Foundation      Anthony Lacavaro      Time Warner Inc.  
Dina Dublon      Lucie & David Lapovsky      Marissa Wesley  
Áine Duggan      Deborah Slaner Larkin      Jennifer Wheary & Paul Walker Fund  
Wendy Ettinger      Marge Magner      Judith White  
Al Felu      Susan Mathias      Melinda Wolfe

### Associate Level

- Agnes Scott College      Karen Gould      Linda Perkins  
Aiverno College      Andrea Greenblatt      Shilpa Pesaru  
American Public University System      Lawrence Greenblatt      Adriana Pezzulli  
Randy Albelda      Lowell Greenblatt      Shirley Pippins  
Madelyn Anbinder      Harvard University      Outten & Golden LLP  
Anonymous      Harvey Mudd College      Clyda Rent  
Helen Astin      Jane Heaphy      Sarah Ricca  
Alan Atkinson      Dorothy Helly      Mohamel Hani Sabra  
Cindy Auf      Kathy Herre      Salina Sanchez  
Subha Barry      Elizabeth Horton & James Silbert      Matt Schifrin  
Linda Basch      Irfan Hussain      Scripps College  
Michelle Blankenship      Nick Hyde      Donna Shavlik  
Alvin Blyer      Judith Jacyers      Simmons College  
Raina Blyer      Thomas Jacobs      Melissa Skuttegaand  
Colleen Borrelli      Sarah Degnan Kambou      Joan Soble  
Brooklyn College      Steven Kreit      Margarite Spellman  
Richard Brown      Louise Lamphere      David Streich  
Brown University      Carolyn Landis      Tarrant County College  
Lisa Opoku Busumbru      Jeffery LeFrancois      Davia Temin  
Lance Carille      Laura Lein & Benjamin Kuipers      Gloria Thomas  
Jane Chwick      Sharon Lopez      Linnaea Tillett  
Gail Cooper      Liz MacNeill      Adaora Udoji  
Columbia University      Monica McCabe      University of Colorado Springs  
Cottery College      Mathew McFarlane      University of Florida  
Keith Cousin      Nicky McGrane      University of Georgia  
David Cross      Megan McKenna      University of Maryland  
Marshall Curry      Walter McNall      University of Kansas  
Bronwyn Cunningham      Janet Merts & Jona Kane      University of Maryland  
Alice Dan      Shari Miles-Cohen      University of Pennsylvania  
Nicolas De Alejo      Gary Morris      Peggy Weisberg  
Jill Feeney      Myra H. Strober & Jay M. Jackson      Anne Williams  
Caryn Feinberg      Family Fund      Blenda Wilson  
Marilyn Ford      Kate Niehaus      Jonathan Wittenberg  
Mary Fridley      Gwen Norton      Andrew Yaeger  
Sylvia Betz Gardner      Anne O'Neill      Philanthropist

## 2014-2015 BOARD OF DIRECTORS

- R. Lawrence Ashe** — The Senior Counsel  
Parker, Hudson, Rainer & Dobbs, LLP
- Kathy Cloninger** — Vice Chair  
Emeritus Chief Executive Officer  
Girl Scouts of the USA
- Ina Coleman**  
Gender Equity Consultant
- Áine Duggan**  
President  
Re:Gender
- Alfred G. Fellu** — Secretary  
Senior Partner  
Vandenberg & Fellu, LLP
- Elizabeth L. Grayer**  
Nonprofit Leader
- Katie Grover** — Interim Treasurer  
Immediate Past Board President  
Ms. Foundation for Women
- Beverly Guy-Shoffall**  
Director  
Women's Research and Resource Center  
Spelman College
- Lucie Lapovsky** — Chair  
Principal  
Lapovsky Consulting
- Deborah Slaner Larkin**  
Chief Executive Officer  
Women's Sports Foundation
- Susan J. Mathias**  
Law Office of Susan Mathias
- Shari Miles-Cohen**  
Senior Director  
Women's Programs Office  
American Psychological Association
- Gwen Norton**  
Philanthropist
- Linda M. Perkins**  
Director  
Applied Women's Studies  
Claremont Graduate University
- Gloria D. Thomas**  
Director  
Center for the Education of Women  
University of Michigan, Ann Arbor
- Judith S. White**  
President and Executive Director  
HERS (Higher Education Resource Services)  
University of Denver
- Melinda Wolfe**  
Head of Professional Development  
Pearson