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2021

**GRATITUDE  
REPORT**

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“

*This is everything.  
I'm excited to see how this  
movement grows!*

- NATASHA

”





# A STEADY AND QUICKENING DRUMBEAT OF SUPPORT FOR WOMXN AND GIRLS OF COLOR IN THE SOUTH

## WFS | GRATITUDE REPORT OUTLINE

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# Letter from Carmen

**“Women’s Foundation of the South has been living in my heart and mind for many years,** and I’m thrilled that, with the help of people just like you, it came to fruition in August 2021. The Foundation was meticulously planned and developed for many months by a brilliant panel of diverse women from various backgrounds and professions. We knew this organization would need to accomplish aggressive goals on multiple fronts, all working toward the objective of lifting women and girls of color in their full power and limitless promise in the South.



We live in a society where we are all inextricably intertwined, and as much as we can, we should give to others – it's important to keep us all lifted and moving forward," says Nashville attorney Stacey Garrett Koju. These words resonate deeply with me as a leader passionate about change in the South for womxn and girls of color. On critical issue after issue – voting rights, pay equity, reproductive and environmental justice, health and wellness, gender and racial equality – what happens in the South sets the tone for the rest of the country.

And yet, conditions in the Southern states are often deplorable for womxn and girls of color – even as more Black people settle in the South than in any other US region – well over half, at 56%, live in the South, and this number is growing. According to findings in the Institute for Women's Policy Research's *Status of Women in the States* report, Southern states consistently rank at the bottom when it comes to comprehensive measurements of womxn's rights and opportunities in the United States.

**Thank you for standing with us to say this must change.**

## **The time for the Women's Foundation of the South is now.**

We've reached a moment in this country that is unprecedented in its momentum and force; the recent racial reckoning movement has opened the nation's collective mind to righting the wrongs of the past and finally making room for equity and inclusion.

Thank you to all of you who have already supported us in this ground-breaking work. I hope you will join us and make sure that every womxn and girl of color in the South has the chance to not only survive but *thrive*. To be well-resourced and well-rested to lead with their brilliant solution-bearing minds and spirits; to share their stories with the world. To choose their own destinies and chart their own course for themselves, their families, and their daughters for generations to come!"

**Carmen James Randolph**

*Founding President and CEO,  
Women's Foundation of the South*



# Who We Are

This is not a typical report, but we are not a typical foundation.  
Our work will **HEAL**

# H

**asten** opportunities for transformative investment in womxn and girls of color in the South by building partnerships with womxn closest to the issues within communities;

# E

**ntrust** in Southern WOC leaders and WOC-led organizations and small businesses by investing in healing centered and capacity building approaches



A large, bold, white letter 'A' is centered on a dark purple rectangular background. The background of the entire page is a close-up photograph of various flowers, including purple orchids and pink and white roses.

**A**mplify stories, solutions, and innovations to change the narrative about womxn and girls of color in the South through strategic communications and research; and

A large, bold, purple letter 'L' is centered on a light purple rectangular background.

**L**everage donors' and investors' financial support of the equitable progress being driven by Southern WOC leaders and WOC-led organizations.

**Will you join us on the journey?**

[\(CLICK HERE TO JOIN\)](#)





“ *Terrific mission.* ”  
- JASON





*"I give monthly to Women's Foundation of the South because I identify as a woman born and raised in the U.S. Gulf South by at least three generations of women native to the U.S. Gulf South. Every month Women's Foundation of the South appears on my bank statement, I remember to redirect the energy that I waste by playing small, toward being unapologetically a brilliant and worthy human being. I am honored to be on this."*

**- Alisha Johnson Perry, Waymaker**

# Grantees

**Nearly \$200,000**

**went to**

**28 womxn of color**

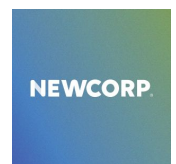
**nonprofit leaders**

**in Louisiana.**

These leaders not only provided much-needed support to their constituents related to 2021's Hurricane Ida, but they did so while leading their organizations through the COVID-19 pandemic and an eviction crisis.

**In its fifth month of operation, WFS deployed its first round of grants.**








*"I give monthly to WFS because as a woman of the South, I believe in the Foundation's fundamental mission to build the health, wealth, and power of womxn and girls of the South. I know that the commitment, fortitude, and dedication of the assembled team of womxn leading this one-of-a-kind foundation is unmatched and their work with nonprofits across the South will sow seeds of abundance for future generations of womxn and girls across the American South."*

**- Bonita Robertson Hardy, Waymaker**





“ *Congratulations Womxn  
- wishing you much success...*

- ALICE

”

“ *So excited to see this  
foundation come to be.  
Looking forward to finding  
other ways to support.*

- ORONDE

”

# Strategic Communications & Visibility

In its inaugural year, WFS received substantial traction, garnering coverage in publications including:

**ESSENCE**

**EBONY**

*Philanthropy  
women*



THE  
**ADVOCATE**



Inside  
**Philanthropy**

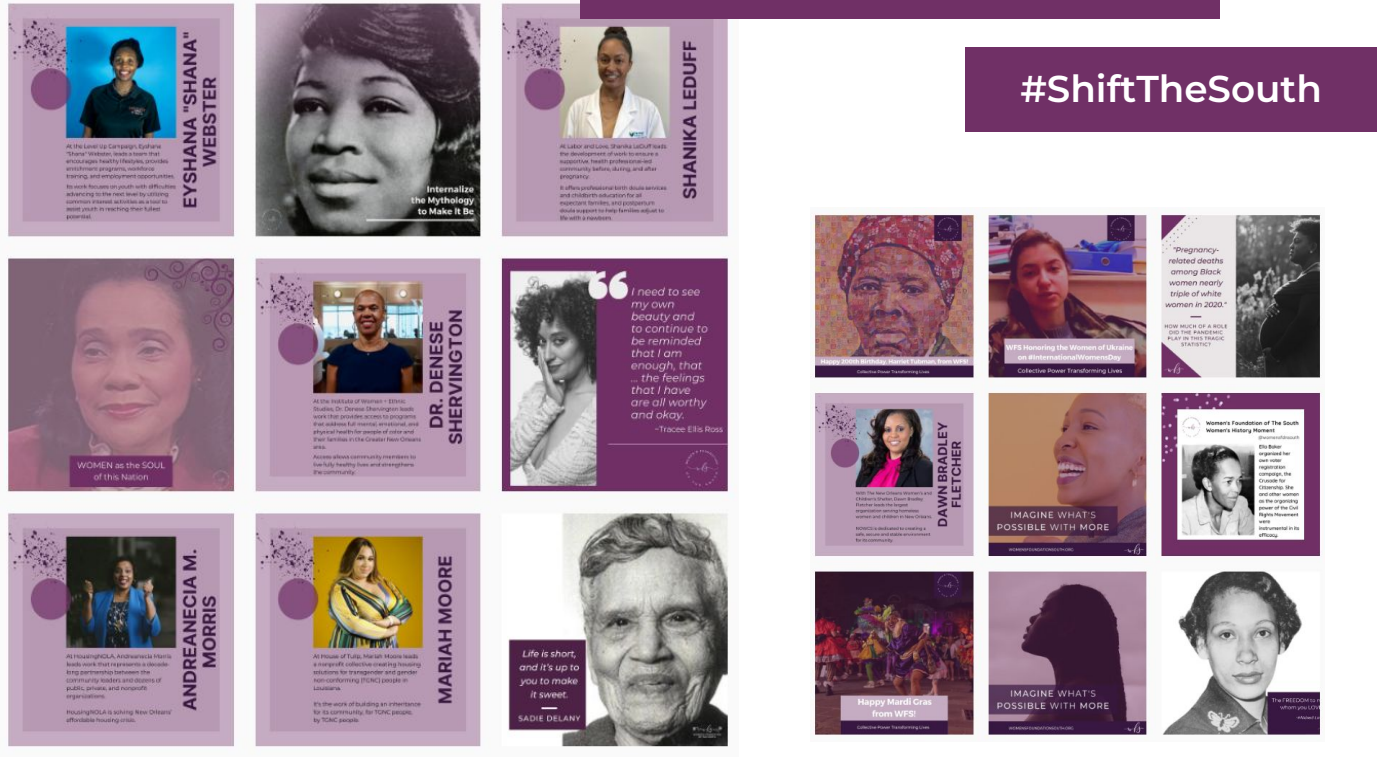


Our **social media hashtags** are successfully creating communications circles around the hashtags:

#SellABrateASistahSaturday

and

#ShiftTheSouth



Our **LinkedIn strategy**: High profile staff have optimized LinkedIn profiles that have gained significant traction, successfully and effectively positioning staff as thought leaders.



**Carmen James Randolph,  
Founding President & CEO**

is broadening her visibility as a powerful changemaker and policy strategist. She was invited to the White House in the spring 2022 to take part in the President's celebration for Women's History Month.



**Christy Slater,  
Vice President of Programming**

has appeared on radio, including "Down by Law".



“

*Thanks for the work  
you're doing!*

- JED

”



“

*So happy to contribute  
to such an important effort!*

- RHEA


”



“ So excited to support this effort!  
- MARCUS ”







“ *You should have  
thousands of donors.*

- LEE

”





# WŌC @ Rest

2020 and 2021 underscored yet again that womxn of color are always pushing for social justice and equality. We absorb the exhaustion and stress that racism and trauma cause – even as we discover new ways to find healing and live joyous lives with our families and loved ones. Often, WOC have no other alternative but to live in their power, but rarely do they have the opportunity to pause, reflect, and be refueled. We carry superhuman expectations on our shoulders, and we are bombarded with messaging that rest simply is not for us. Yet rest is a tool of healing, freedom, and liberation; a necessity for resistance.

**WFS has launched  
WŌC @ Rest,  
a leadership development  
retreat series grounded  
in restorative power.**

This unprecedented and radical approach to philanthropy, centers womxn leaders of color who serve on the front lines in the fight for equity, justice, healing, and prosperity in communities all over the American South.

We invited 28 WOC leaders to participate in our inaugural program. Leaders gathered for a two-day immersive retreat and listening session.

We have a bold vision of bringing together 300 womxn of color leaders in statewide cohorts (up to 25 leaders in each state across thirteen states) to engage in healing centered, restorative practices over the next five years. We are excited to report that our first WŌC @ Rest had its successful inaugural event in December in Louisiana, to much acclaim and praise from our guests, and we expect to host a Mississippi WŌC @ Rest retreat in Mississippi and Arkansas in the fall of 2022.



“ *Congratulations and look forward to the great work to lift up women throughout the South!*

- IVYE

”





# LOOKING AHEAD: Our Vision

*The next 18 months will be transformative  
in this pivotal time of change.*

WFS's vision is to become a regional, national, and even international resource and treasure, establishing a legacy that secures the future and transforms the lives in the South for generations to come.

To achieve our vision, we launched an ambitious five-year \$100 million fundraising campaign. These dollars will:

Invest in womxn of color led nonprofits with leadership development, operating, and strategic communications support to facilitate more just policies and programs. WFS programming is expanding to Mississippi and Arkansas this year and we plan to add three additional states in 2022. Our bold aim is to reach our entire 13-state footprint within five years.

Facilitate investments and support for WOC-led enterprises. This year, WFS will begin a landscape analysis of Community Development Financial Institutions (CDFIs) across six Southern states to understand the disconnect in the small business and loan ecosystem that inhibits access to capital for WOC-led enterprises.

Create a permanent inheritance for womxn and girls of color in the South by establishing an endowment.

Expand our dynamic and diverse team and operations so that we have the capacity to do this exciting work.

At Women's Foundation of the South, we connect philanthropy – funders and individual donors – and investments with womxn of color in the South, amplifying their voices and actions from the start.

**By transforming the way philanthropy prioritizes its funding, we can effect systemic change in gender and racial injustice when it comes to charitable giving, leveraging the power of marketing and communications, narrative change, and storytelling to shift limiting perceptions and disrupt systems of power.**

# Donors

## Individuals

Elaine Aglipay Delio

Ivey Allen

Jessica Allen

Melanie Allen

Dora Anim

Katharine Arnold

Denise Barreto

Natasha Berry

Allie Betts

Samantha Bickham

Marsha Bonner

Laquitta Bowers

Dahlia Brown

Melanie R Brown

Lynne Burkart

Alexandra Carmen

Lauren Y Casteel

Kellie Chavez Greene

Amelia Cobb

Ciara Coleman

Michelle Coleman

Rubie Coles

Elizabeth Cowan

Erika Davies

Felicia S Davis Blakely

Mekaelia Davis

Melissa DeShields

Robert L. Dortch Jr.

Shaleiah Fox

Michel Francois

Linetta Gilbert

Micah Gilmer

C'Ardiss Gleser

Ainka Gonzalez

Caronina Grimble

Alicia Grissom

Amber Hamilton

Corliss Harlen

Trista Harris

Audrey Jacobs

Carmen James Randolph

Alice Eason Jenkins

Alisha Johnson Perry

Euris Johnson

Lauren King

Jamie Koppel

Gladys Krigger Washington

Jason Lamin

Sequane Lawrence

KiTani Lemieux

Jade Lenore LeDuff

Sandra G Lilly

Marcus Littles

Maude B. Lofton

Felecia LaTryce Lucky

Tyra Mariani

Erin McQuade-Wright

Sandra Mikush

Oronde Miller

Jo Ann Minor

Katrina Mitchell

Robert Moorehead

Amoretta Morris

Andreanecia Morris

Anne Mosle

Laura Mountcastle

Kieta D. Mutepfa

Raquel Najera

Jacqueline Neilson

Ade Oguntoye

Jed Oppenheim

Heather D Parish

Lee Parker

Marc Philpart

Toya Randall

Shaunna Randolph

Joann M. Ricci

Constance W. Rice

Melanie Richardson

Bonita Robertson-Hardy

Christine Robinson

Nicole R Robinson

Julie L. Rogers

Lee Roper-Batker

Katherine Rosechild

Christy Ross

Meka S Sales

Ashley Shelton

Liz Shephard

Tamela Spann

Pamela Stevens

Rachel Swan

Esperanza Tervalon-Garrett

Jordan Thierry

Mary L Thomas

Susan Thomas

Carla D Thompson Payton

Linda Usdin

Taslim Van Hattum

Christy Wallace Slater

Marcus F. Walton

Jeanne Wardford

Nahliah L Webber

Sherece West Scantlebury Ph.D

Charles West

Gayle Williams

Rhea C Williams-Bishop

Michael Williamson

Donna-Marie Winn

Dakasha Winton

Dorothy Susan Wisely



## Organizations

A Second Chance Charitable Foundation  
Aditi Foundation  
Annie E. Casey Foundation  
Bill & Melinda Gates Foundation Matching Gift Fund  
Casey Family Programs  
Casey Family Programs Matching Gift Program  
Chambers Initiative  
Converge  
Gayle Williams LLC  
Group Health Foundation  
Just Love by Jade Lenore  
Kaleidoscope Pathways  
Kresge Foundation  
Marguerite Casey Foundation  
Merck & Co Matching Gifts Program  
Merck & Co.  
Morgan Stanley Gift Fund  
Network For Good  
PayPal Giving Fund  
Pierce Family Charitable Foundation  
Schott Foundation for Public Education  
Schultz Family Foundation  
Texas Women's Foundation  
United Way of Southeast Louisiana  
W.K. Kellogg Foundation  
W.K. Kellogg Foundation Matching Gift Program  
Women's Foundation of Minnesota



# 2021 Financials







**\$1,081,370**

Unrestricted  
Net Assets



**\$182,000**

Grant  
Distributions



**\$1,793,478**

Total Revenue



**\$1,172,341**

Assets



**\$3,043**

Nonprofit Listening  
Sessions



**\$84,104**

Liabilities



**\$1,085,129**

Change in  
Net Assets

“

*So grateful for you  
and for this work!*

- CARONINA

”





# Board & Staff

Our founding members are leaders in national, regional, corporate and community philanthropy entities who share a strong fervor for resourcing marginalized communities to create transformational change. They also have deep expertise in engaging donors to create legacies, shape philanthropic priorities and leverage significant gifts.



## **Carmen James Randolph** *Founding President and CEO*

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is a renowned philanthropist and leader known for championing sustainable transformation from the intersections of gender, racial and social justice. Her quiet yet powerful and unflinching approach galvanizes funders, donors, policy makers and grassroots activists to forever change communities, organizations and people for good. With 21+ years of experience in philanthropy, she is an innovator, strategist, expert grant-maker and inspirational leader committed to the prosperity of communities of color. Her remarkable ability to attract and engage funders, build powerful teams, and create and shepherd partnerships with womxn of color across the South serves WFS extremely well.



## **Sherece West-Scantlebury** *Founding Board Chairperson*

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is president and CEO of the Winthrop Rockefeller Foundation, a private, independent foundation whose mission is to improve the lives of all Arkansans in three interrelated areas: economic development, education, and economic racial and social justice. She is a leading 21st century equity advocate. From early beginnings as a housing advocate in New York City to leading programs at some of the most prestigious foundations in the Southeastern United States, she has been relentless in her quest to increase prosperity for families striving to move out of poverty. Her expertise in public policy, funding strategies, and program development make her one of our nation's top transformational leaders.



## **Gladys K. Washington** *Board Member*

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is the retired Deputy Director of the Mary Reynolds Babcock Foundation, where she supervised the Foundation's programmatic work in 11 Southern states. Her award-winning work in the philanthropic and service sectors and have made her a champion and leader in deepening philanthropy's commitment to racial equity, civic engagement and capacity building. She is known for being forward-thinking, creative and strategic, occupying several notable leadership positions and receiving prestigious awards in both service and philanthropy.





## Kieta Mutepfa

### *Board Member*

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is a global citizen who creates and uncovers synergistic connections that have a transformative impact on individuals, organizations and companies. For the last twenty years, Kieta has redefined how she impacts the world; she believes that in order to serve communities, one must deeply understand community. She is currently employed at Gilead Sciences as a Senior Community Liaison, and her work with people, communities and in public health expands across multiple states in the Deep South. Service is at the heart of everything Kieta believes in and this is exemplified through her remarkable board and social service commitments.



## Erin McQuade-Wright, CFRE, CAP®

### *Vice President of Advancement*

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has a unique and deep understanding of philanthropy as a powerful force for positive change in our society, albeit one that can include racial bias that can end up reinforcing the very social ills it is trying to overcome. **As one of the five founders of WFS**, She is committed to changing this and is passionate about resourcing and amplifying the voices of womxn and girls of color. Most recently she worked as part of the leadership team at the Greater New Orleans Foundation, where she successfully directed the development team in donor services encompassing over 900 charitable funds, campaigns, legacy planning efforts and active fund development. Being of service to others has always been a driving force for Erin, and she has built a strong career based on this philosophy.



## **Jessica Allen**

### *Executive Assistant*

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is committed to WFS as a creator of new systems that center the needs and experiences of womxn of color by womxn of color. A meticulously organized professional and dynamic problem solver, she acts as the supportive force that empowers senior leadership. Her tremendous expertise in policy research, advocacy, and grant writing, coupled with her in-depth public sector knowledge and familiarity with the region, make her nothing short of indispensable. She is flexible, endlessly efficient, and an outstanding writer. Prior to joining WFS, Jessica gained a broad base of knowledge in the public and nonprofit sectors and, while working in government affairs, provided legislative and policy research support to a range of clients.



## **Sandra Lilly**

### *Director of Operations*

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brings two and a half decades of experience to the Foundation. Sandra's exceptional expertise in operations ranges from facility oversight through all personnel functions, IT, and accounting. She got her start in the oil and gas industry and then moved on to tourism promotion and advertising before she joined the philanthropy space at the Greater New Orleans Foundation. At GNOF, she vetted and directed vendors, oversaw all facilities' operations, processed payroll, and handled all related paperwork, ran all personnel processes, and fielded IT inquiries. Sandra was a part of WFS' original brain trust and now implements the operating plan, ensuring that the Foundation's values are realized in all facets of its operations and HR practices. Her remarkable multi-faceted skill set make her a noteworthy asset to WFS.





## **Christy Slater** *Vice President of Programs*

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has a strong background of philanthropy and public service. She was a key partner in WFS' kitchen cabinet who helped shape the mission and vision of the Foundation. She has tenures as director of economic opportunity at the Foundation for Louisiana, where she grew the Foundation's program-related investment fund and managed the Foundation's grant portfolios and served as program officer for housing and small business development at Louisiana Disaster Recovery Foundation. At the W.K. Kellogg Foundation, she developed programming priorities, recommended proposals for funding, and managed a portfolio of active grants. She has a unique fusion of public, private, non-profit, and philanthropic sector experience, with remarkable expertise in the areas of program design and implementation and multi- sector partnership management, as well as a proven history of customer- focused, solutions-based performance.

“

***Congratulations to the phenomenal founding five! Your vision and leadership [are] inspiring and honored to support.***

- ANNE

”

“

***Thank you for all that you do for BIPOC womxn in the South!***

- ELLA

”

**The time  
to join us  
is NOW.**



**We invite you to join us  
in positively impacting the health, wealth, and power  
of womxn and girls of color in the South.**

Here are three ways you can join us:



Follow us on [Instagram](#),  
[Twitter](#) and [Facebook](#)

**@womensfdnsouth**

Make a gift of support [here](#)



Talk with us about leaving a legacy in support  
of our mission. Contact Erin McQuade-Wright  
([erin@womensfoundationsouth.org](mailto:erin@womensfoundationsouth.org) / 504-266-0784) to  
learn more.



# Women's Foundation of The South

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[info@womensfoundationsouth.org](mailto:info@womensfoundationsouth.org)

(504) 603-8754

401 Saint Joseph Street, Suite 2A  
New Orleans, LA 70130