A year for positive transformations and new challenges
Dear TWB Community,

Reflecting on the past year, I am overwhelmed by your support and the dedication and passion that permeate every corner of The Women's Building. It is no small feat to witness the tangible impact we have had on our community; it is a testament to the unwavering commitment that each department brings to the table. The end of FY2023 marked some programmatic changes — from adopting a sustainable building strategy to increasing the impact of our on-site services — alongside the privilege of my transition to the role of Executive Director.

Together we are creating a positive change and fostering a more inclusive and empowering community for all. Every role contributes to the mosaic that is The Women's Building but The Women's Building is not merely a physical space; it is a living, breathing feminist entity fueled by the passion and dedication of its staff, the intersectionality of our clients and the generosity of our donors who are the beating heart that propels us forward.

As we stand on the cusp of a new year, I acknowledge that challenges may lie ahead in 2024. However, I have unwavering confidence that we will face these challenges head-on and emerge stronger than ever.

In the coming year, our commitment to women's rights will persist across our social programs and advocacy efforts. We plan to enhance our family reunification program, broaden our reach to more clients, introduce a new booking platform for TWB spaces, and host multiple events to support the communities we serve.

Enclosed in this letter, you will find our Annual Report, offering a comprehensive overview of our achievements and financials. Your continued support ensures our ability to empower and uplift these vital communities. Thank you for being an essential part of our journey.

Tania Estrada
Executive Director
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Who We Are

MISSION

The Women’s Building envisions: A strong, interconnected community where everyone holds the tools they need to thrive in a just and equitable society.

VISION

The Women’s Building is a historically women-led and community driven space on a mission to provide resources to recognize their collective power and self-determination.

IMPACT

Advance the wellbeing of women and girls with special attention on subpopulations of women whose voices are most diminished by societal discrimination: Immigrant/Newcomers and LGBTQIA+
Our Values

Driven by our vision, we foster a resilient community with fair access to essential resources. Guided by this, we uphold the following core values:

1. Welcoming and Safe Space
2. Creating Community
3. Ensuring accessibility
4. Respect for people
5. Self-Determination
6. Free to Low Barrier Access to Services
CRR Highlights

The post-pandemic landscape drastically altered the community’s needs, intensifying our requirement for volunteers and interns.

We aimed to sustain crucial services, including our Resource Clinic, Food Pantry, Free Tax Program, Legal Aid, Financial Coaching, Tech Tutoring, Calfresh Support, and Community Events. This fiscal year, our Community Resource Room allocated Community Resource Room services as outlined below:

- 102 Writing a Resume
- 89 Affordable Housing Support
- 22 Tech Support
- 30 Calfresh Household Applications
- 73 Financial Coaching Applications
- 89 Dahlia Housing Applications
- 223 Legal Clinics

Appointments and Resource Referrals: 1,019
Beneficiaries receiving in-person assistance: 543

Fiscal Year 2023
DEMOGRAPHIC DATA OFFERS CRUCIAL INSIGHTS, AIDING IN THE UNDERSTANDING OF OUR CRR SERVICES' IMPACT.

The ethnicity of the service recipients is as follows:

- **66%** Latinx
- **22%** White
- **11%** Asian

Regarding our clients' locations, the provided zip codes are as follows:

- **94110** 55.6%
- **94109** 22.2%
- **94124** 11.1%
- **94104** 11.1%

According to our data:

- Nearly half of our clients earn an annual income of **$36,000**
- The subsequent largest portion earning is **$48,000**

Appointments and Resource Referrals: **1,019**

Fiscal Year: **2023**
CRR Highlights - Legal Clinics

Our free bilingual legal clinics are a vital service at The Women’s Building. Staffed with volunteer attorneys and interpreters, these clinics serve our primarily Spanish-speaking community. In FY 22-23, we coordinated legal clinics focusing on immigration, civil/family, and housing law.

Immigration Clinic led by Javier Rivera

88 Clients
Female 73.9%
Male 26.1%

- 18 - 21: 31.8%
- 30 - 40: 30.7%
- 41 - 65: 36.4%

Justice and Diversity Center Legal Clinic

133 Clients
Female 39.9%
Male 59.4%
CRR Highlights

At TWB, we provide complimentary Tech Assistance through our partnership with Dev/Mission, employing community tech associates (CTAs). Recognizing that not everyone has access to digital devices, we offer this service for free, acknowledging the importance of aiding our clients in navigating a technology-driven world. Out of 22 clients seeking tech appointments, the primary areas requiring assistance were:

- 50% Basic Computer Skills
- 19.2% Website Navigation
- 15.4% x 2 Equal demand for Email and App support

Dahlia Housing Portal

In partnership with the Mayor’s Office of Housing and Community Development (MOHCD) and Mission Economic Development Agency (MEDA), we support individuals and families in applying for affordable rental housing through the Dahlia Housing Portal. Our Community Programs Support aids clients in creating DAHLIA accounts, applying for homes, and checking lottery statuses.

89 Individuals/ families served
CRR Highlights

TWB advocates for women and their families to access fresh food, addressing food insecurity through Calfresh appointments. Our decade-long partnership with Calfresh, facilitated by the San Francisco-Marin Food Bank, involves a partner coming to TWB to assist directly with eligibility and applications.

30 Households $2593 In benefits given in total.

| Hispanic / Latinx | 62.7 % |
| White | 15.0 % |
| Black/African American | 11.6 % |

Application Approval

| Approved | 62.7 % |
| Denied | 15.0 % |

Yoga

Ensuring access to free wellness activities is crucial for promoting the well-being of women and immigrant populations. These resources promote self-care and resilience, catering to diverse needs and fostering holistic health. They facilitate physical, mental, and emotional well-being, fostering personal growth and community connection. Our aim is to ensure that everyone can access these services and thrive in a supportive environment.

From 4/12 weekly yoga class 39 Attendees

Clients have shared an increased sense of relaxation and improvement in their mobility in their day to day.
CRR Highlights - Community Events

Our community fairs play a fundamental role in our mission, serving as spaces for migrant communities to establish bonds and access important resources that might not otherwise be readily available. These events facilitate the development of a sense of community and encourage collaboration and networking among various non-profit organizations. Furthermore, they provide a platform for intergroup and interpersonal engagement, fostering a cooperative and communal environment for all participants.

**FY 2023**

<table>
<thead>
<tr>
<th>LARGE COMMUNITY EVENTS</th>
<th>TOTAL OF PARTICIPANTS</th>
<th>PARTNERS ORGANIZATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>112</td>
<td>20+</td>
</tr>
</tbody>
</table>
CRR Highlights - Community Events

This year marked the return of our ‘Community Portrait Day’ in partnership with First Exposures at The Young Museum, where we had the pleasure of capturing portraits of our beloved community members and their families. As a special gesture, we provided transportation to our community attendees and offered tickets to the Ramsey exhibit.

200 FRIENDS & FAMILY MEMBERS RECEIVING PORTRAITS

400 PEOPLE PHOTOGRAPHED

4 HOURS
Volunteer and Intern Program Highlights

Our volunteer program provides these individuals with mutually advantageous opportunities to expand their professional expertise and understanding of TWB’s organizational operations and services. Their invaluable contributions enable us to sustain consistent support for our clients and the continuous operation of vital services such as the Community Resource Room and Food Pantry.

Internships last for 3 months and can be extended to 6 months upon mutual agreement after the 3rd month. The duration of commitment varies according to the requirements of each program.

Through the Office of Civic Engagement and Immigrant Affairs (OCEIA) under the DreamSF program, which has fellows of different immigrant backgrounds get professional experience, we receive 1 intern in a period of 11 months.
Volunteer and Intern Program Highlights

**Single-session Food Pantry Volunteers** commit 2-3 hours weekly per distribution. Several volunteers committed to both Monday and Thursday shifts. This fiscal year, a **total of 2,492 hours were contributed**, averaging 208 hours per month.

Our **Development Department** facilitates **Corporate Groups'** support for the Food Pantry and TWB at various levels. This fiscal year, **10 Corporate Groups** participated in food pantry distributions, including the following:
Tax Program Highlights

Our Tax Clinics provides skilled tax preparation and other valuable services for lower-income households in the Bay Area. The **VITA program** caters to individuals **earning $73,000 or less**, as well as persons with disabilities and limited English proficiency requiring assistance with tax returns. **VITA services** are not only **free** but also reliable and adhere to high IRS standards, with all volunteers undergoing comprehensive tax law training.

<table>
<thead>
<tr>
<th>Volunteers</th>
<th>Total Refund Amount</th>
<th>Total Tax returns submitted</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>$466,724</td>
<td>501</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clients</th>
<th>SF</th>
<th>Daly City</th>
<th>Oakland</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>89.1 %</td>
<td>5.5 %</td>
<td>3.1 %</td>
<td>516</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hispanic / Latinx</th>
<th>White</th>
<th>Black/African American</th>
</tr>
</thead>
<tbody>
<tr>
<td>62.7 %</td>
<td>15.0 %</td>
<td>11.6 %</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AGE</th>
<th>Single</th>
<th>Head of Household</th>
<th>Married filing jointly</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>62.7 %</td>
<td>15.0 %</td>
<td>11.6 %</td>
</tr>
</tbody>
</table>

- + 65 29.0 %
- 55 - 54 20.2 %
- 40 - 54 17.6 %
- 35 - 44 11.6 %
- 18 - 34 20.9 %
Advocacy Highlights

At TWB, we have seamlessly integrated advocacy and community engagement initiatives into our programs. This approach ensures that we not only deliver crucial services but also advocate for the progress and welfare of women and their families. We achieve this through internal and external education, community events, as well as strategic coalitions and partnerships.

Throughout the pandemic, Facebook Live served as a vital tool for sustaining community engagement. Even post-COVID-19 restrictions, TWB continued utilizing the platform to stay connected with our clients and the broader community. Leveraging this medium, the Advocacy Program hosted virtual events, offering educational resources and references for our clients.

9 FB Lives

ca. 2000 People Reached

+480 Video Engagements

Financial Empowerment
Reproductive Health/Rights
Voting Rights
Immigration Updates
DV Awareness
LGBT+ Resources
Advocacy Highlights

IN PERSON EVENTS

With the return of in-person services this fiscal year, we maximized community engagement through advocacy events. These gatherings offered direct access to diverse services and resources, serving as vital platforms for women and community members to learn about and engage with pressing societal issues, fostering unity.

**4 EVENTS**

- IWD Resource Fair
- Reproductive Health Workshop
- KYR at Work With Trabajadores Unidos
- Menstrual Health Workshop & Resource Fair

**106** Total Attendees

**24** Partners Community Organizations

**1** Community Engagement University

**2 SPECIAL COLLABS**

- In Their Hands
- Liberty Crochet Mural

**31 BILLS SUPPORTED**

- 4 LGBTQIA+ Rights
- 13 Women’s + Reproductive Health Rights
- 4 Housing
- 3 Food Security
- 6 Immigrant Rights
Safe Release Support (SRS) Highlights

Since 2008, in collaboration with Lutheran Immigration and Refugee Services (LIRS), TWB has offered Safe Release Support (SRS) services. This initiative aids in reuniting migrant children with their families in the US, safeguarding them from violence and trauma they may have experienced in their home country or during their journey to the country. The SRS program prioritizes the safe reunification of these children with their capable and caring loved ones, fostering an environment for their growth and well-being.

182 Appointments  159 Clients
120 Potential Sponsors Met  30 Household Members
9 Adult Caregivers

**AGE**

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>55 - 59</td>
<td>4.4%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>17.6%</td>
</tr>
<tr>
<td>30 - 39</td>
<td>25.2%</td>
</tr>
<tr>
<td>18 - 29</td>
<td>52.2%</td>
</tr>
</tbody>
</table>

Female 34.0%  Male 66.0%

Predominantly Spanish Speakers

Most clients traveled within 25 mi to our SRS site from diverse locations.
Home Study and Post-Release Services (HS/PRS) Highlights

In 2018, in collaboration with Lutheran Immigration Refugee Services (LIRS), TWB initiated Home Study and Post Release Services (HS/PRS) for unaccompanied migrant children in the U.S. For vulnerable children in federal custody, Home Studies (HS) are conducted before release to ensure placement in safe environments and prepared sponsors. Qualified children also benefit from Post-Release Services (PRS), comprising comprehensive case management and community integration assistance. TWB’s caseworkers facilitate access to legal, medical, and mental health resources, conduct safety home visits, and provide community integration guidance.

311 Cases

47 From previous years

264 New Referrals

4 Full Staff Caseworkers

20 - 35 Average Concurrent Cases

40 Cases Max.
## Home Study and Post-Release Services (HS/PRS) Highlights

### Primary Demographic Groups

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guatemala</td>
<td>53.3 %</td>
</tr>
<tr>
<td>Honduras</td>
<td>13.5 %</td>
</tr>
<tr>
<td>El Salvador</td>
<td>9.64 %</td>
</tr>
<tr>
<td>Mexico</td>
<td>5.1 %</td>
</tr>
</tbody>
</table>

### Primary Languages

<table>
<thead>
<tr>
<th>Language</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spanish</td>
<td>79.7 %</td>
</tr>
<tr>
<td>Mam</td>
<td>3.5 %</td>
</tr>
<tr>
<td>Dari</td>
<td>2.5 %</td>
</tr>
<tr>
<td>Q’eqchi</td>
<td>2.2 %</td>
</tr>
</tbody>
</table>

### Primary Religious Affiliations

<table>
<thead>
<tr>
<th>Affiliation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic</td>
<td>29.2 %</td>
</tr>
<tr>
<td>Christian</td>
<td>21.2 %</td>
</tr>
<tr>
<td>No religion</td>
<td>15.1 %</td>
</tr>
<tr>
<td>Evangelical</td>
<td>14.4 %</td>
</tr>
</tbody>
</table>

### Primary Caregiver

<table>
<thead>
<tr>
<th>Caregiver</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrelated</td>
<td>15.4 %</td>
</tr>
<tr>
<td>Mother</td>
<td>13.8 %</td>
</tr>
<tr>
<td>Brother</td>
<td>10.2 %</td>
</tr>
<tr>
<td>Aunt</td>
<td>10.2 %</td>
</tr>
</tbody>
</table>

- The **HS/PRS team transitioned to a larger office space** within TWB, providing increased privacy for caseworkers during their operations.

- Via Macy’s, the **HS/PRS team obtained 50 $100 gift cards** for participating minors.
Finance Overview

Sources for Funds
FY 2023

Uses for Funds
FY 2023
Our Board of Directors

**CARMEN POP**  
Vice President  
Chief of Staff Asana

**JEN CARTER**  
Co-President  
Product Manager & Head of Technical Team  
Google

**JULES DAY**  
Member  
Executive/Leadership Coach  
and Policy Manager

**KARA LESLIE**  
Co-President  
Foundation and Corporate Relations Officer  
Summer Search

**CARRIE SU COLLINS**  
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Manager, Strategy & Business Dev.  
Global Tech Strategy  
Ford Motor Company

**CHRISTINA PAIVA**  
Member  
Account Manager Team Lead at SparkPost

**MARIELLE EDNALINO**  
Secretary  
Founding Executive Director  
at htm.elle

**LUPE OROPEZA**  
Member  
San Mateo County District Attorney’s Office Victim Services Unit

**LILIANA HERNANDEZ**  
Member  
Outreach and Coaching Manager at Mission Asset Fund

**SARAH MEIKE**  
Member  
Senior Development Manager  
National MS Society

**SHEETAL KAPANI**  
Treasurer  
VP Lifescience Silicon Valley Bank  
& Women’s health advocate
Our Donors

$50,000+

Crankstart Foundation
San Francisco Foundation
The Madroño Foundation
Craig Newmark Philanthropies

$10,000 to $49,999

Alex Schultz
Community Thrift Store
Google
Isabel Allende Foundation
Kara Leslie
Lorraine Bosché
LUCASFiLM Ltd
Marielle Ednalino & Keith Lamb
Marlati Family Fund
PMI
Ruth & Vivian Silva Watson
Moonwalk Fund
United Way of the Bay Area
Waymo LLC

$5,000 to $9,999

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Bonnie McGregor
Cameron Geiser & Kari DeLeeuw
Carla Soracco
Frances Scher
Kim & Paul Hester
Kristen & Max McGuire
Martha Siegel
Remi & David Spector
Silicon Valley Community Foundation
The Sam Viersen Family Foundation, Inc
Winifred & Harry B. Allen Foundation
Our Donors

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Andrew Simpson
Asymmetric Games
Avi Mehta
Benjamin Rushakoff
Betsy Cotton
Bi-Rite Family of Businesses
California Coalition for Reproductive Freedom
Carmen Pop
Carrie Collins
Cherrill Spencer
Christopher Lin
Dolby
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Patricia Rogers
Philip Schiller & Kim Gassett-Schiller
PitchBook
Regina Phelps & Dave Kieffer
Robert Leslie
Ryan Scranton
Sally E. Dean Performing Arts, Inc.
Samantha Mehrishi
Sarah Meike
Scott Joseph
Stephen Felizzatto & Catherine Ye
Susan Lowenberg & Joyce Newstat
Teresa Villela & Alicia Fernandez
Thank You

We are proud of TWB, donors, supporters and community members for their ongoing support.

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womensbuilding.org