

FSA | 100 YEARS
Foundation
Women Making a Difference

2011 | Report TO THE Community



OUR MISSION

FISA Foundation’s mission is to build a culture of respect and improve the quality of life for three populations in southwestern Pennsylvania: women, girls, and people with disabilities.

OUR VISION

FISA Foundation envisions a community where women, girls, and people with disabilities reach their full potential, are safe and healthy, and participate fully in community life, thus enriching their own lives and those of others.

FISA Foundation extends its gratitude to everyone involved with the production of this community report, especially the following:

- Deborah Mendenhall for research and copy drafting
- Martha Rial – photography on cover and pages 1, 3, 4, 5, 6, 10, 11, 15
- ACHIEVA and photographer Tom Gigliotti – photography on cover and pages 7, 8, 9, 14

Friends and colleagues,

Anne Burgwin Scully died of pregnancy complications in 1917, six years after launching a fledgling organization she founded to save the lives of other women recovering from illness and childbirth. But during those six years she had built a network of other women who were committed to making a difference. That network, The Federation of Girls School Societies (subsequently renamed The



Federation of Independent School Alumnae), established a convalescent home for women and became a leader in improving maternal and child health.

Their work evolved, changing with the times. When the need for the safety net of convalescent care diminished, the Federation reinvented itself and founded Harmarville Rehabilitation Center to respond to a different population—people with disabilities. Harmarville achieved a national reputation, proving that people with disabilities can establish full and meaningful lives. The women who led the Federation insisted on removing barriers and promoted full access and inclusion of people with disabilities.

Over the last hundred years, the faces have changed, but the legacy of women’s leadership and the commitment to respond to overlooked community needs continues. FISA Foundation is proud to build on the legacy of the women who have come before us, following their values of partnership, of asking and listening, of acting with compassion, of believing in ideals as well as practical action and investing in strategic solutions.

Missy Unkovic
President

Kristy Trautmann
Executive Director

FISA Foundation continues the legacy of the Federation of Independent School Alumnae

In 1911 visionary and dedicated women with no formal power or authority founded The Federation of Girls School Societies (later renamed The Federation of Independent School Alumnae) and dedicated themselves to improving the lives of one of the most vulnerable populations of their time. Now, one hundred years later, the same tenacious focus has been taken up by new leaders who share the same commitment to listening and responding to serious but overlooked community needs. A decade ago FISA Foundation began focusing on health care access for people with disabilities. While the access to health care initiative was only one aspect of the Foundation's work, this report is dedicated to describing what we and our partners have accomplished over the last 10 years. There is still much more to do. The following chronicle illustrates how much women working together can accomplish by addressing injustice.



FEATURE STORY:

Improving Access to Health Care and Dental Care for People with Disabilities

A long-term commitment

It began as missions have begun at FISA for 100 years—with women who listened and responded to a serious but overlooked community need.



Twelve years ago the newly formed FISA Foundation sent its first executive director, Dee Delaney, to California to attend a conference with and about women with disabilities, in order to inform its emerging grantmaking strategy. At that time women with disabilities across the country struggled to access basic and potentially life-saving health screenings. FISA began inquiring locally and found that many women with disabilities in Pittsburgh, renowned for its concentration on health care, were also experiencing shocking and troubling barriers to care.

In many medical environments women who were unable to stand independently could neither get a mammogram or bone density screening nor get weighed. Women who were unable to get up onto an exam table often received incomplete physical examinations and sometimes no gynecological care. Women with complex disabilities could be receiving ongoing care from a broad team of physicians, but were not receiving basic preventative health care information about diet, exercise, weight management, smoking, family planning, or domestic violence.

In order to better understand the extent of the barriers faced by women with disabilities in southwestern Pennsylvania, FISA Foundation convened a meeting of local health care providers. It became apparent that some of the providers were aware of

the disparities in preventive health care for women with disabilities, but did not have the resources to make improvements.

In the spirit of “nothing about us without us,” FISA funded focus groups of women with disabilities to gather more specific local data about barriers to health care and to enroll advocates in helping to craft solutions. It became clear that small independent groups

In 2004, 14 years after passage of the Americans with Disabilities Act, “Julie” was diagnosed with cervical cancer. She remembers her first visit to the oncologist. “I had cancer and I was scared. This was my first appointment and the doctor walked in and said, ‘Hop on the table.’ And that was the only time I cried during my entire battle with cancer. The problem is I don’t hop anymore. I don’t even walk very well. I use a wheelchair.”

The oncology staff were clearly inexperienced treating patients with mobility difficulties, and it took several nurses to help her onto the exam table. “By that time I was shaking, but we did what had to be done. This was cervical cancer and not something I could have stayed in the chair for.” It became clear to everyone on the team that standard equipment was neither accessible nor safe.



Women with a broad range of disabilities began talking publicly about going without Pap smears because they had been unable to find accessible doctor's offices. Those who could not stand could not have mammograms because the machines could not be adjusted to accommodate them.

acting alone could not impact these systemic barriers. In 2000 FISA, Komen Pittsburgh Race for the Cure, and United Cerebral Palsy of Pittsburgh convened a forum of community leaders with the goal of beginning a regional dialogue about health care access for women with disabilities.

At that conference Dr. Sandra Welner introduced the region to her accessible exam table. The Welner table, informed by Dr. Welner's own mobility limitations, is height adjustable and wider than normal to facilitate wheelchair transfers.

"After listening to these women, we were convinced that the situation was totally unacceptable," Ms. Delaney remembers. "There were even more barriers to care than we had realized."

Well-attended by health care providers, people with disabilities and their families, parents of children with disabilities, and other interested persons, the forum was a turning point. "That meeting was an eye opener," Lucy Spruill, a local disability advocate from United Cerebral Palsy, remembers. "People left very much more aware of what the issues were and how they might contribute to solutions." Many in the community cite this forum as

pivotal in beginning a regional agenda of improving access to health care.

FISA Foundation's board of directors made a strategic commitment to improving access to health care for women with disabilities and began awarding grants. It was clear that there would be no silver bullet. Addressing this issue would take a long-term commitment and require a multi-faceted approach.

In addition to the physical barriers of inaccessible facilities and equipment, FISA also learned that medical reimbursements created a financial disincentive to treating people with disabilities. The reimbursement system was enough of a concern that FISA commissioned RAND, an international nonprofit research institution, to develop a white paper: *Financing Health Care for Women with Disabilities*. The report found that providing accessible health care often requires more time, staffing, and equipment than reimbursement rates will cover.

The Foundation invested a significant percentage of its grant budget in efforts to improve access to health care. Drawing on its long history of building collaborative partnerships, FISA Foundation initiated quarterly convenings of grantees who were

MAGEE-WOMENS HOSPITAL OF UPMC

An early trailblazer in promoting access to health care for women with disabilities

Representatives from Magee participated in FISA Foundation's 2000 forum on access to health care for women with disabilities. Debbi Linhart, vice president of Ambulatory Care and Strategic Development, and Pamela Dodge, director of Ambulatory Care, became champions and advocates, believing that Magee should become a regional leader in accessibility and inclusion.

In 2001 FISA Foundation awarded a grant of \$192,340 over three years to Magee-Womens Hospital for start-up of the Center for Women with Disabilities. Ms. Dodge was named director of the Center.

"We found that in a lot of cases we had to build our own expertise in developing the Center," Ms. Dodge said. "One of the first things we did was put together a committee of women with disabilities as well as representatives from within the hospital to advise us on how we should proceed. We felt it was important to have the voices of the women who were going to use the Center because we wanted to do it right."

Ms. Linhart was equally committed. "Our attitude was 'Let's get this done', whatever it takes. Our whole goal was to remove barriers," Ms. Linhart said. She cited Dee Delaney's role as essential, providing ongoing inspiration and encouragement as well as connecting advocates and reformers with like-minded allies.

FISA supported the purchase of specialized equipment, including accessible electric examination tables, hydraulic lifts to transfer patients from wheelchairs, and accessible scales so women who use wheelchairs could find out how much they weigh, some of them for the first time.

"Knowing someone's height and weight is important to establish medication dosages and treatments, and many of



these women had no idea how much they weighed," Ms. Dodge said. "And we found that many, many women had never had a Pap smear. They either had a clinician who treated them over the phone, or when they went to the doctor's office, they never got out of their wheelchair and were treated only from the waist up."

Leslie Davis, president of Magee-Womens Hospital of UPMC, commented, "FISA Foundation was instrumental from the inception of Center for Women with Disabilities through multiple avenues such as funding, collaborative ventures, and increased awareness. Now, 10 years later, our Center provides access to health care for women with modest to profound physical disabilities. It is our belief that these women would not have other options for prevention, diagnosis, and treatment of medical issues without this Center."

In 2010, Magee's Center for Women with Disabilities was one of only four such comprehensive centers in the nation. Shirley Abriola, disability advocate, commented, "How different medical treatment is today for women with disabilities with the Magee Clinic, where staff have compassion, understanding, and are passionate about their work. They see us and treat us as women first."

"Knowing someone's height and weight is important to establish medication dosages and treatments, and many of these women had no idea how much they weighed."



Lucy Spruill, director of Public Policy and Community Relations, UCP/CLASS

working on these issues. The meetings became a forum for airing concerns and problems and learning what had worked for others.

“The grantees were given five minutes each to share their experiences, but were asked to spend only one minute describing successes and reserve the other four to share challenges,” Ms. Delaney recounted. Numerous partnerships sprouted from these discussions, and everyone benefitted from having a broader perspective on the issues.

One such partnership was forged between the Center for Women with Disabilities at Magee-Womens Hospital and the National Multiple Sclerosis Society. Women with advanced MS sometimes had such limited mobility that they seldom left their homes, including for routine health care. One nurse/midwife was hired to serve the Magee Center and to provide in-home gynecological and breast care for women with advanced MS.

Anne Mageras, executive director of the National Multiple Sclerosis Society, recalled: “We learned that either doctors’ offices were not accessible or the women had so many medical appointments related to multiple sclerosis that routine gynecological care was not a high priority. [A survey of our clients]

showed the average time between Pap smears was seven years; and one woman had gone 27 years without an exam. The goal was to get them to receive routine care again.”

FISA Foundation’s efforts were gaining momentum, and the Foundation was actively supporting a range of multi-year commitments. In the wake of September 11, 2001, the financial markets were stressed, the endowment suffered, and FISA found that it had few uncommitted resources for new grant projects. But, in the tradition of its founders, the women who started The Federation of Independent School Alumnae, FISA’s board chose to view this “lull” as an opportunity.

Lucy Spruill, a well-known disability advocate who uses a wheelchair, recounts being excited about her first pregnancy and eager to talk to her doctor. “At my first prenatal appointment, the doctor took one look at me and immediately offered me an abortion,” she said. “That was absolutely the last thing I wanted. It was terrible. It was truly terrible.” She sought another opinion and had an excellent experience with her second doctor. Today she is the mother of two and grandmother of five.

CHAPTER TWO: ACCESS TO DENTAL CARE



While working on health care access issues, the Foundation heard related stories about dental care, but lacked the resources to investigate further. Starting in 2002, however, Dee Delaney began having conversations with families of people who have physical and cognitive disabilities, and learned that many of the lessons learned about health care generalized to oral health.

Over the next three years FISA Foundation organized meetings and held conversations with stakeholders, including local dentists and disability advocates. After much perseverance “seeds” planted during these conversations began to sprout several years later.

In 2005 FISA Foundation began awarding grants to promote access to dental care. Among the initial grantees was ACHIEVA, a nonprofit organization that provides services and support for people with disabilities and their families. The grant helped establish a regional Disability Health Policy Forum to address the need for dental care for people with disabilities. Over three years FISA invested over \$100,000 to support research, education, and the establishment of a policy agenda.

In 2006 ACHIEVA held the first Disability Health Policy Forum featuring two of the nation’s leading dentist-advocates, Dr. Steven Perlman, who created the Special Olympics/ Special Smiles program, and Dr. Paul Glassman, one of the leading experts on oral health care needs of people with developmental disabilities. A diverse group of stakeholders participated and their feedback helped to establish an action-agenda.

Barbara Taylor, the first director of the Disability Health Policy Forum at ACHIEVA, produced a white paper, *Access to Oral Health Care for Pennsylvanians with Disabilities: A Rising Public-Health Issue*, which revealed that dental care is the number one health care issue among people with neuro-developmental disorders and the top unmet health care need for children with disabilities. Lack of dental care puts people with developmental disabilities at a higher risk for serious health problems because chronic oral infections can lead to other conditions such as cardiovascular disease and stroke.

Additionally, while most people with disabilities rely on Medicaid for their health insurance, only 25 percent of Pennsylvania dentists accept Medicaid. A separate survey indicated that over half of all dental students had no training and fewer than five hours of clinical experience with this population.

The white paper served as a road map for future action.

Report is available at www.fisafoundation.org/links under Access to Dental Care.

A second meeting was held in Harrisburg in 2008, organized by Nancy Murray, president, The Arc of Greater Pittsburgh/ACHIEVA, and Mary Anderson Hartley, manager of the Disability Health Care Initiative at ACHIEVA. It was designed to “bring together the change makers in the state, people who don’t just put reports on the shelf,” said



Dental care is the number one health care issue among people with neuro-developmental disorders and the top unmet health care need for children with disabilities.

Ms. Hartley. Committees were charged with pursuing a variety of strategies to increase access. One recent policy success was the establishment of a supplemental “behavioral management” reimbursement from Medicaid that compensates dentists for the additional time necessary to treat people with complex disabilities.

The Center for Patients with Special Needs at the University of Pittsburgh School of Dental Medicine was FISA Foundation’s other key partner in increasing access to care. For more than 50 years, the school had provided treatment for a limited number of patients with complex disabilities. Dean Thomas W. Braun, DMD, PhD, became convinced that the dental school needed to be part of a more systemic solution. “It was clear that [the Center for Patients with Special Needs] was not meeting [the community’s] needs either educationally or from a service perspective of the folks we serve.” He thought the University could address the shortage of dentists prepared to treat people with complex disabilities and provide valuable service to those who were not able to get care.

Over the course of several years, FISA Foundation awarded grants totaling \$160,000 to the University of Pittsburgh School of Dental Medicine to expand the Center for Patients with Special Needs, by incorporating training throughout the entire dental school curriculum about the treatment of people with intellectual, developmental, and physical disabilities.

Dean Braun believes that people with disabilities should not be viewed as a “special” population, but that their care should be incorporated into classroom education as well as hands-on supervised treatment in the clinic. He has led a dramatic expansion of the clinic to treat patients of all ages with varying disabilities, as well as an overhaul of the classroom training for dentists, hygienists, and anesthesiologists. Currently, all dental students at the University of Pittsburgh rotate through the center several times during their educational program, distinguishing this dental school from any other on the East Coast in its commitment to expanding the population of dentists trained to treat people with disabilities. The center is now able to serve 1,750 patients annually.

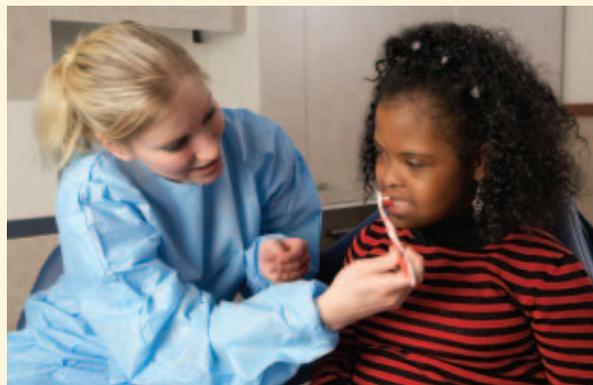
UNIVERSITY OF PITTSBURGH SCHOOL OF DENTAL MEDICINE CENTER FOR PATIENTS WITH SPECIAL NEEDS

“A lot of patients who have mild (intellectual disabilities) or Down syndrome can be treated in a private practice. We are seeing patients with the most complex disabilities,” said Lynne Taiclet, DMD, interim director of the Center for Patients with Special Needs. “They come here because there are not many facilities that can accommodate their needs.”

The center is equipped with a portable, football-sized X-ray machine that can be brought to the patient and does not require special positioning. The digital equipment allows dentists to immediately check to see whether the film is satisfactory or whether the patient needs to be moved to a different position. The center’s physical layout accommodates patients who need to be examined lying on a gurney or seated in a wheelchair.

Pitt’s dental school is one of the few in the nation that has an anesthesia department and offers training in dental anesthesiology. In addition to accommodating patients who need sedation, the center is also able to intubate medically compromised patients who are unable to swallow appropriately.

Sedation is the best way to treat a number of patients who are unable to tolerate or who may not understand dental work. Some patients who have intellectual disabilities may not understand what the dentist is trying to do and become agitated or refuse to open their mouths. Some patients with autism may exhibit repetitive movements,



can’t tolerate being touched, or become distressed by having lights on their faces. Patients who have other conditions, such as spastic cerebral palsy, are not able to control involuntary movements. A number of other patients are medically compromised, including those who have traumatic brain injuries from car accidents, those who have had cancerous lesions removed from their brains, have Alzheimer’s or dementia, have suffered strokes, or are undergoing kidney dialysis.

“It’s pretty amazing what gets accomplished for an outpatient facility, and not only are we providing care for these patients, but we are training the students how to care for them,” Dr. Taiclet said. “They may not be able to treat the extreme cases in their private practices, but if they learn how to treat the milder cases, that would fill a large void in the community. We are training a whole generation of young dentists who will be providing care for this population.”

“We are seeing patients with the most complex disabilities. They come here because there are not many facilities that can accommodate their needs.”

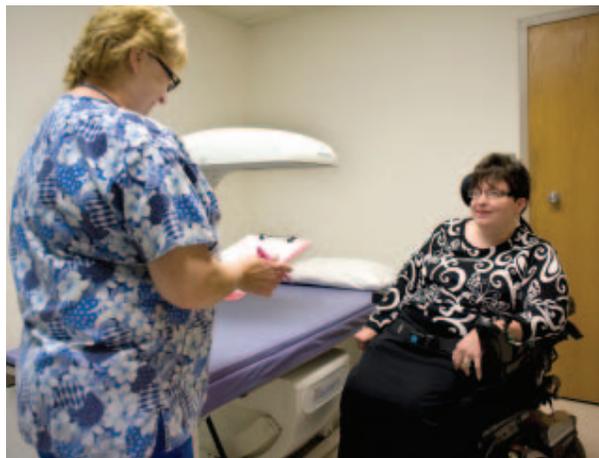
— Lynne Taiclet, DMD, interim director of the Center for Patients with Special Needs

CHAPTER THREE: SEEKING SYSTEMIC SOLUTIONS



After only one decade of deep and sustained focus, FISA Foundation was able to count many successes in increasing local access to health care and dental care for people with disabilities, as well as raising awareness about the issues. But it was clear to FISA's board, staff, and numerous community partners that for long-lasting improvements, the issues would need to be addressed at the systemic/policy level.

When FISA set its sights on policy reform, the Foundation again teamed with ACHIEVA to consider how to build on lessons learned from work to promote access to dental care. Encouraged by their success, Ms. Murray and Ms. Hartley were convinced that they could continue advocacy work on dental care (with support from the Pennsylvania Developmental Disabilities Council) and expand their focus to include access to health care. In 2010 FISA awarded a \$60,000 grant to ACHIEVA to support a Health Policy Forum to address its second topic: improving access to health care for women with disabilities in Pennsylvania.



"When FISA approached us, they said much has already been done. There is a lot of education out there, a lot of information is out there. What it doesn't have is a policy piece, the strategic plan to get it done," said Ms. Hartley. "And that is what we aim to do."

With a great deal of work already done in the areas of research and education, the Health Policy Forum concentrated on changing public policy and creating a strategic plan to accomplish its goals. Two regional brainstorming meetings have already been held, one in Pittsburgh in October 2010 and a second in Hershey in March 2011.

"We wouldn't be doing these projects if not for FISA," Ms. Hartley said. "FISA's leadership, first Dee Delaney and now Kristy Trautmann, is skilled at bringing groups together that can really talk to one another and support one another and put all the pieces of the puzzle together, and the result is that western Pennsylvania is rich in resources for people with disabilities. There are few places in the nation that have these kinds of resources, and now FISA is saying this shouldn't be happening just in western Pennsylvania alone, but also across the state."

Ms. Murray agreed, adding that when Harmarville was sold, "The trustees of the Federation had the foresight and the passion to commit their resources to projects that would benefit women, girls, and people with disabilities across the region. FISA Foundation is unique nationally. If the only thing they had accomplished was to work with Magee-Womens Hospital to create the Center for Women with Disabilities, it would have been

a huge success story and bettered the lives of so many women. But they have done so very much more to enrich the whole area.”

Ms. Delaney, who was appointed the first executive director of the FISA Foundation in 1996, retired in August 2010. Kristy Trautmann, who had served with FISA as program officer since June 2004, succeeded Ms. Delaney as executive director. Ms. Trautmann makes it clear that the Foundation has a long-term commitment to increasing access to health care and dental care. This work continues to evolve—to build on the successes and lessons learned, and to move toward broadening the geographic impact, and solidifying gains through long-term policy change.

“The main element of FISA’s success is our willingness to maintain a narrow focus for a long time,” said Ms. Trautmann. “Dee was tenacious and continued to have many of the same conversations over and over and over, because it takes time to raise awareness and establish shared commitment. FISA’s board was able to appreciate incremental change and seize opportunities to influence more systemic action. That captures the spirit of FISA’s culture and commitment, the legacy of a century of uncommon women. Board and staff are humbled to continue this work, listening to the needs of the community and seeing things through. In Pittsburgh there are now more choices for women with disabilities, but in surrounding counties there are not. Our work is not yet done.”

Since 2000, FISA Foundation has invested over \$2 million (10 percent of its grant portfolio) in improving access to health care and dental care for people with disabilities. While not considered an enormous grant-making amount, the investment has achieved remarkable results.



PROFILE IN LEADERSHIP

Thirty years ago Dee Delaney sought an opportunity to contribute to the community and began volunteering at Harmarville Rehabilitation Center and supporting the work of The Federation of Independent School Alumnae. She eventually assumed the role of Federation coordinator, and then, when Harmarville was sold in 1996, she was hired as FISA Foundation’s first executive director.

Ms. Delaney established a culture of humility and service to mission, as well as a practice of responsiveness and accountability. Under her leadership FISA’s endowment grew to over \$37 million, and the Foundation awarded over \$17 million in grants. In addition to leading the organization through pioneering work to promote access to health care and dental care for people with disabilities, Ms. Delaney was known as a champion for inclusion and justice. Her legacy continues.

FISA Foundation Historical Timeline



1911
Federation of Girls School Societies formed — Anne Burgwin Scully first president

1916
350 applications for admission and 740 social work visits



1925
Federal Children's Bureau rates Harmarville "one of the best of its kind in the country"

1936
Throughout the year there was a waiting list for sick women, sometimes 50 deep

Miss Helen Frick paid for a new well when the old one went dry

1910

1920

1930

1940

1912
Anna Spring donated nine acres of land near Harmarville to build a convalescent home for women

1919
National Conference of Social Workers found that Harmarville had the lowest mortality rate of any convalescent home in the United States

1927
American Hospital Association uses Harmarville convalescent home as model in its planning

1949
Harmarville had only seven patients, and the Federation determined to modernize operations to meet changing community needs



1954

Board commits to “more dynamic program of convalescent care for Harmarville — a comprehensive rehabilitation program which would enable patients with chronic disabilities to care for their personal needs and resume their former way of life”



1957

Admissions increased to 814 patients — up 190 from previous year

1969

William K. Fitch bequeaths \$500,000 to the Federation, which raises the additional \$1.5 million needed to build new, larger, modern facility



1981

Expansion completed adding 82 beds, a gymnasium, more therapy space, a new entrance, and a parking garage

1975

New 120-bed facility opens (capable of caring for 4,000 inpatients and outpatients annually)

1950

1955

The Federation receives \$50,000 federal grant to create a new vocational rehabilitation program

Male patients admitted for first time

1960



1958

Pittsburgh Press: “The U.S. Public Health Service has lauded Harmarville Rehabilitation Center as the only place in the nation where a deliberate effort is being made to rehabilitate people injured on the job”

1970

1971

Federation buys 68 acres, and through lease agreement, Allegheny County Hospital Authority issues \$8.5 million in bonds making Harmarville the first rehabilitation center to issue bonds

1980

1976

Harmarville has a waiting list for patients and begins planning for expansion

1985

Federation changes name to “Federation of Independent School Alumnae”



1996

Harmarville sold and FISA Foundation begins with proceeds of sale (\$27 million) as endowment

Dee Delaney hired as first executive director

1996-1998

Foundation awards 68 grants totaling \$1,315,350



2000

FISA begins Access to Health Care for Women with Disabilities Initiative

Foundation officially adopts name "FISA Foundation"

2002

FISA hosts first meeting about dentistry for people with disabilities at University of Pittsburgh School of Dental Medicine

1990

1999

FISA changes from a membership organization to one governed by a board of directors. Board members no longer required to have attended an independent school

FISA begins meeting with Magee-Womens Hospital about access to health care for women with disabilities



2000

2001

Board approves grant to Magee-Womens Hospital of \$192,340 for a pilot program to study and address the health needs of women with disabilities

FISA converts to private foundation from public charity

Center for Women with Disabilities at Magee-Womens Hospital dedicated

2005

Board conducts strategic planning, increasing focus on girls



2006

FISA awards \$125,000 grant to University of Pittsburgh Dental School for expansion of the Center for People with Special Needs and related curriculum development

FISA calls together community leaders to "Think boldly about the needs of girls in our region." This group becomes the first steering committee for the Girls Coalition of Southwestern Pennsylvania



2008

FISA convenes first meeting of initiative that will become STANDING FIRM: The Business Case to End Partner Violence

Pitt Dental School Center for People with Special Needs dedicated



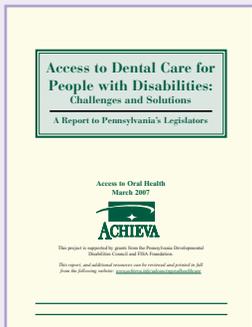
2010

Dee Delaney retires; Kristy Trautmann becomes executive director of FISA Foundation

2010

2007

ACHIEVA publishes FISA-funded white paper "Access to Oral Health Care for Pennsylvanians with Disabilities: A Rising Public Health Issue"



2009

FISA begins working with local arts organizations on an initiative to increase accessibility and inclusion of patrons and artists with disabilities

FISA receives Ted Craig Humanitarian Award from Women's Center and Shelter for its dedication to addressing domestic violence and sexual assault

2011

100th anniversary of Federation of Girls School Societies (which later became Federation of Independent School Alumnae)

15th anniversary of FISA Foundation

Since inception (1996), FISA foundation has awarded 831 grants to 321 organizations, totaling \$18,819,352



FISA FOUNDATION PRESIDENTS

Anne Burgwin Scully	1911-1916
Lillian Goldthorp Dermitt	1916-1918
Madelaine Laughlin Alexander	1918-1921
Alice Douglass Witherow	1921-1922
Louise Kay Ebbert	1922-1923
Margaret Cust Burgwin	1923-1924
Margaret Burgwin Brock	1924-1925
Jeanette Childs Speer	1925-1926
Frances White Diehl	1926-1928
Louise Kay Ebbert	1928-1932
Virginia Douglass Gary	1932-1937
Phyllis Reymer Totten	1937-1949
Adelaide Lanz Booth	1949-1951
Ethel Cordes Goodreds	1951-1953
Ruth Alexander Aiken	1953-1956
Phyllis Reymer Totten	1956-1962
Nancy Moore Whitney	1962-1963
Helen McCrea Greiner	1963-1966
Sara Hower	1966-1968
Logan Van Meter Nelson	1968-1973
Mary Anderson Sheehan	1973-1977
Marcia Olds Singley	1977-1981
Louise Porter Meyer	1981-1985
Nancy Moore Whitney	1985-1987
Mary Lee Brady Stallkamp	1987-1988
Louise Porter Meyer	1988-1989
Rosanne Isay Harrison	1989-1993
Mary Anderson Sheehan	1993-2000
Karen Finlon Dajani, PhD	2000-2003
Constance D. Mockenhaupt	2003-2008
Mary M. Unkovic	2008-

Total Grants Awarded 2006–2011: \$9,796,473

FISA Foundation's 2006 strategic plan sought to change the geographic and population balance of its grants investments. Before 2005, approximately 75% of the Foundation's grants benefitted people with disabilities and 98% focused on Allegheny County.

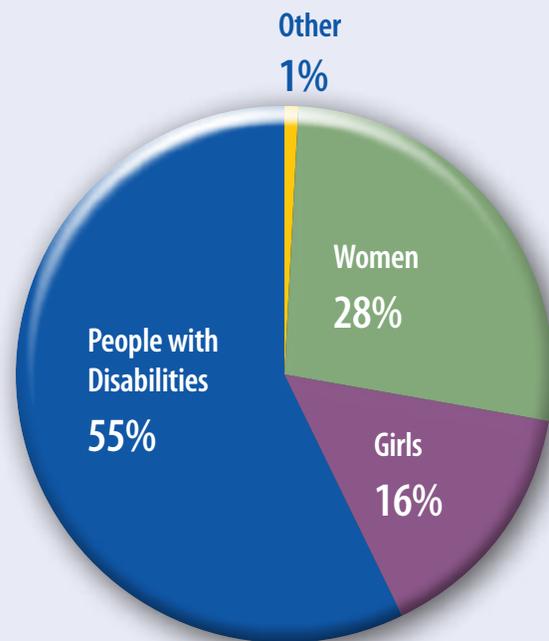
Selected grants from 2006 to 2011.
A full grant list is available at www.fisafoundation.org.

People with Disabilities

Between 2006–11, FISA Foundation awarded \$5,383,290 in grants to improve the lives of people with disabilities, including:

- **\$81,210 to Fair Housing Partnerships** to investigate and combat housing discrimination against people who are deaf or hard of hearing (documenting a discrimination rate of 28%).
- **\$80,000 to Pennsylvania Elks Major Projects** to provide free in-home advocacy and support to people with disabilities.
- **\$60,000 to Education Law Center** to advocate for children with disabilities.
- **\$100,000 to Pennsylvania Health Law Project** to increase access to home- and community-based services for people with disabilities.
- **\$71,000 to UCP/CLASS** for the UCP Kids TEACHER Program, a partnership with the Pittsburgh Public Schools designed to support teachers in strategizing ways to include children with disabilities in the classroom and help them build social relationships.
- **\$25,000 to Bayer Center for Nonprofit Management at Robert Morris University** to promote website accessibility.

Grants awarded 2006 to 2011



Women

Between 2006–11, FISA Foundation invested \$2,738,914 in grants to improve the lives of women, including:

- **\$131,255 to Blackburn Center Against Domestic and Sexual Violence** for a social change initiative designed to prevent domestic and sexual violence, including an institutional partnership with Seton Hill University to change attitudes and social norms about violence among male and female college students.
- **\$160,000 to Fayette County Community Action Agency, Inc.** to support the Nurse Family Partnership, a home-visitation program that improves the health, well-being, and self-sufficiency of low-income first-time mothers.

- **\$203,220 to the National MS Society** to screen for abuse and provide assistance to keep victims safe.
- **\$146,276 to Pittsburgh AIDS Task Force** for the Girlfriends Project, designed to provide HIV awareness and prevention services to African-American women.
- **\$135,000 to Sisters Place** to assist homeless women in becoming self-sufficient.

Girls

Between 2006-11, FISA Foundation invested \$1,611,818 in grants to improve the lives of girls, including:

- **\$60,000 to American Civil Liberties Union of Pennsylvania/Clara Bell Duvall Reproductive Freedom Project** to clarify legal guidelines and treatment standards and provide training for hospital personnel and advocates who care for minors following a sexual assault.
- **\$70,000 to Carnegie Mellon University** to support the Program for Research and Outreach on Gender Equity in Society (PROGRESS), which empowers at-risk middle school girls by teaching them negotiation skills.
- **\$165,000 to East End Cooperative Ministries** to support Points of Healthy Youth Sustainability, Engagement, and Development (PHYSED), an intervention program for high-risk middle and high school girls in Pittsburgh's East End.
- **\$190,000 to Strong Women, Strong Girls** to use the lessons of successful women by pairing at-risk elementary school girls with college mentors to promote empowerment and self-esteem.
- **\$101,356 to the Washington Hospital Foundation** to support ECHO (Educating Children for Healthy Outcomes), an intensive one-on-one early-intervention program that reaches out to young girls to prevent teen pregnancy.

SIGNATURE GRANT:

The Girls Coalition of Southwestern Pennsylvania

In celebration of FISA's 100th anniversary, the Foundation awarded Girls Coalition its largest grant to date: \$50,000 over two years. FISA Foundation is the lead funder of the Coalition, and Executive Director Kristy Trautmann has served as co-chair of the Girls Coalition since its inception.



Five years ago, there was no “field” for professionals who worked with girls. Though executive directors were often acquainted with each other, the staff who worked with girls every day were not. Numerous opportunities for partnership, collaboration, or even skilled referrals were missed. And there was no meaningful regional discussion about the role of gender in youth programming.

Seeing these gaps, FISA Foundation worked with other foundations and youth-serving agencies to found the Girls Coalition of Southwestern Pennsylvania in 2007. Its charge was to improve the lives of girls by bringing together people and resources to educate, advocate, and network on behalf of girls. Today, the Girls Coalition is focused on two strategic goals:

- Promoting gender equity in youth programming.
- Preparing girls to become economically empowered women.

A portion of the grant will fund a strategic partnership between the Girls Coalition and the Program for Research and Outreach on Gender Equity in Society (PROGRESS) at Carnegie Mellon University to teach girls negotiation skills.

Sign up for the free e-newsletter at www.girlscoalitionswpa.org.

SIGNATURE GRANT:

STANDING FIRM: The Business Case to End Partner Violence



In celebration of the centennial, FISA Foundation awarded \$100,000 to support STANDING FIRM. FISA helped to establish this initiative and is its largest funder, having invested \$225,000 to date.

FISA Foundation wanted to change the regional conversation about domestic violence. Too often, the focus is exclusively on victims. To prevent violence, the community also needs to work on holding offenders accountable and on changing the attitudes that promote violence. FISA believed that employers could become important partners. In 2008 FISA Foundation convened the first meeting of the initiative that would grow into STANDING FIRM: The Business Case to End Partner Violence.

STANDING FIRM engages employers to address partner violence (PV) as a workplace and workforce issue in three key ways: 1) Recognize the impact of PV on their workforce and company bottom-line objective; 2) Respond appropriately within their organization

to improve worker safety and enhance the company's ability to reduce the impact of PV on employees and coworkers; and 3) Refer employees to existing community resources serving victims and perpetrators for assistance that is beyond the purview of the employer, such as counseling and legal advocacy.

In 2010, STANDING FIRM began enrolling local employers. It is free to join, and members receive the tools, information, and support they need to adopt workplace policies and institute training for staff and managers. Local employers that have taken the lead in supporting STANDING FIRM include: Allegheny County, Carlow University, Chatham University, City of Pittsburgh, Fifth/Third Bank, Pittsburgh Foundation, and UPMC. More businesses are signing up every day, pledging to take action against domestic violence in their companies.

Information and resources are available at www.standingfirmwpa.com. Join today!

When FISA Foundation was formed in 1996 from the sale of Harmarville Rehabilitation Center, the endowment was valued at \$27 million.

Over the past 15 years, FISA Foundation has awarded 831 grants to improve the lives of women, girls, and people with disabilities.

After paying out more than \$18 million in grants, on June 30, 2011, the endowment had grown to \$40,146,996.



FISA Foundation provides grants to nonprofit organizations in southwestern Pennsylvania that improve the lives of women, girls, and people with disabilities.

Donations between July 1, 2005, and June 30, 2011

BEQUESTS

Mary A. Gorman*

GENERAL DONATIONS

Anonymous

Mrs. Jean F. Armstrong

Mrs. Suzanne L. Barley

Ms. Jeanne Berdik

Ms. Lois Blaufeld

Mr. and Mrs. Charles R.
Brodbeck

Ms. Linda Beerbower Burke

Ms. Susan Chase

Mr. and Mrs. Aims C. Coney, Jr.

Mr. Andrew J. Costanzo

Ms. Mary Curet

Ms. Karyll Davis

Mr. and Mrs. Daniel R. Delaney

Ms. Nora Dougherty

Ms. Mary Anne Duranti

Mrs. Sheila Fisher

Ms. Margaret Fitzgerald

Mrs. Janet Gilmore

Mrs. Lee C. Gordon

Ms. Carol Henderson

Mr. and Mrs. Henry L. Hillman

Mr. and Mrs. Peter M. Holway

Mrs. Nancy Hoover

Dr. and Mrs. Wishwa N.
Kapoor

Ms. Sandra Kyle

Mrs. Louise Lytle

Ms. Carol MacPhail

Ms. Angela Maher

Ms. Hetsy McCoy*

Ms. Inez K. Miles

Mr. and Mrs. Paul
Mockenhaupt

Ms. Thelma Lovette Morris

Ms. Patti Murphy

Mrs. Rex H. Newton, Jr.

Mr. and Mrs. John Obel

Ms. Kathleen Reed

Ms. Anne Ringham

Mr. and Mrs. Ferd J.
Sauereisen

Ms. Nancy J. Schmitt

Mrs. Lester C. Shrader*

Ms. Marilyn Sullivan

Ms. Kristy Trautmann

Ms. Chatón Turner

Mr. and Mrs. John C. Unkovic

Mr. and Mrs. Robert L.
Whitney

HONORARIUMS

In Honor of Mary D. Delaney

Mrs. Carole Chini

Mrs. William E. Cotter, Jr.

Mrs. Janet Gilmore

Mr. and Mrs. William Hetrick

Mrs. Louise B. Lytle

Mr. John Pierce and
Ms. Susan Davis

In Honor of FISA Foundation

Mrs. Janet Gilmore

Mr. and Mrs. Peter M. Holway

Ms. Patti Murphy

Mr. John Pierce and
Ms. Susan Davis

In Honor of FISA Foundation's 100th Anniversary

Ms. Kulsum Davidson

Ms. Louise Lytle

Mrs. Rex H. Newton and
Family

In Honor of her physicians

Ms. Lois Blaufeld

In Honor of Hetsy McCoy

Mr. and Mrs. John Obel

Ms. Ellen M. Srodes

In Honor of Kristy Trautmann

Drs. Richard Citrin and Sheila
Collins

In Honor of Missy Unkovic

Mr. and Mrs. Daniel R. Delaney

MEMORIALS

In Memory of Romeo J. Battistone

FISA Foundation Board and Staff

In Memory of Samuel S. Blaufeld

FISA Foundation Board and Staff

In Memory of William E. Cotter, Jr.

Mrs. William E. Cotter, Jr.

In Memory of Jane Jernee Coulter

FISA Foundation Board and Staff

In Memory of Patricia Edgar

FISA Foundation Board and Staff

In Memory of Clarence Holden

Mr. and Mrs. Daniel R. Delaney

Dr. and Mrs. Anthony M. Harrison

Mrs. Louise Lytle

Mrs. Robert Whitney

FISA Foundation Board and Staff

In Memory of Richard and Mary Ann Holway

FISA Foundation Board and Staff

In Memory of John T. Hoover

Mrs. Nancy Hoover

In Memory of Lee H. Lacey

Ms. Nora G. Dougherty

Mr. and Mrs. William Hetrick

Mr. and Mrs. Robert L. Whitney

FISA Foundation Board and Staff

**In Memory of Lawrence
F. Larkin, Jr.**

FISA Foundation Board and
Staff

In Memory of Hetsy McCoy

Ms. Karyll Davis
Dr. and Mrs. Anthony M.
Harrison
Mr. and Mrs. John Obel
FISA Foundation Board
and Staff

**In Memory of Dr. Rex H.
Newton**

Ms. Christie Adams
Ms. Janet Baron
Mr. and Mrs. C. Fred Brown
Ms. Susan Chase
Mrs. Carole Chini
Choice Care Physicians
Mr. William Coleman
Anne Cook, MD
Mr. and Mrs. Kenneth A. Curry
Mr. and Mrs. Daniel R.
Delaney
Ms. Nora G. Dougherty
Ms. Marianne Fenoglietto
and Past Employees
of Harmarville UPMC
Southside Rehabilitation
Program
Mr. Cyril Getsie

Dr. and Mrs. Anthony M.
Harrison
HealthSouth Harmarville
Rehabilitation Hospital
Employees
HealthSouth Harmarville
Rehabilitation Hospital
Medical Staff
Ms. Diane Hopkins
Ms. Margaret Hopkins
Ms. Carole Hudak
Mr. and Mrs. William Katz
Mr. and Mrs. James Kavalesky
Mrs. Louise Lytle
Mr. George Miller
Ms. Dolores Martonik
Mrs. Rex H. Newton
Ms. Judith L. Palkovitz
Mr. and Mrs. Robert E. Parker
Ms. Joyce Petrossi
Ms. Laura Placha
Ms. Robin Rawdon
The Ricketts Family
Mr. and Mrs. William A. Smith, Jr.
Mr. and Mrs. Max Stoner
UPMC Presbyterian and
Shadyside Medical Staff
Mr. and Mrs. Robert L. Whitney
Mr. and Mrs. William J. Williams
Mr. and Mrs. Russell Zimmerman
and Family
FISA Foundation Board and Staff

In Memory of Robert Newton

Mrs. Rex H. Newton

**In Memory of Margaret
Greiner Olson**

Ms. Debra Olson Colias

In Memory of Sybil Pickett

FISA Foundation Board and Staff

**In Memory of Clemens A.
Prezikowski**

FISA Foundation Board and Staff

**In Memory of Mary Anderson
Sheehan**

Ms. Eileen Brazitis
Mr. and Mrs. Charles R. Brodbeck
Mrs. Sheila Fisher
Dr. and Mrs. Anthony M. Harrison
Mrs. Joan Sheehan
Mr. Thomas E. Sheehan

**In Memory of Marcia Olds
Singley**

Ms. Molly M. Singley

In Memory of Pamela Stanley

Ms. Tamiko Stanley

*Deceased

BOARD MEMBERS

Mary M. Unkovic
President

Chatón T. Turner, Esq.
Vice President

Margaret Mary Kimmel, PhD
Secretary

Jane C. Burger
Treasurer

Linda Beerbower Burke, Esq.
Susan L. Chase
Kulsum G. Davidson
Susan Davis
Debora S. Foster
Margaret Mary Kanaan
Deborah W. Linhart
Carol S. MacPhail
Carol A. Neyland
Sue E. Roselle
Janet Simon, PhD
Bernadette Eyler Smith, CFP
Tamiko L. Stanley
Marilyn Sullivan

Staff

Kristy M. Trautmann
Executive Director

Anne Mulgrave
Program Officer

Susan M. Clarke
Office Manager



History of the FISA Foundation

The mission of FISA Foundation is to build a culture of respect and improve the quality of life for three populations in southwestern Pennsylvania: women, girls, and people with disabilities. During our long history, beginning with roots planted in the early 1900s, our organization's focus on these three populations has continually evolved to meet the changing needs of the community.

In 1911 alumnae of six girls college preparatory schools (Bishop Bowman, Dobbs, Farmington, Ogontz, Thurston-Gleim, and Winchester) formed a membership organization known as the Federation of Girls School Societies, which was later renamed The Federation of Independent School Alumnae. Their intention was to improve the lives of poor and working class women. After carefully assessing the needs and opportunities, they founded Harmarville Convalescent Home for Women, which provided a safe haven for low-income and unwed mothers to recover after childbirth or surgery. Women were served with care and without judgement about their life circumstances. Harmarville Convalescent Home had the lowest maternal and infant mortality rates in the nation.

Over time community needs changed and other safety nets became available. Rather than allow the facilities to fall into disuse, the Federation reassessed the needs and gaps in services. In 1956, the women refocused the mission on meeting the rehabilitation needs of people with disabilities by converting the convalescent home into Harmarville Rehabilitation Center. During the following decades, Harmarville became known internationally for its innovative therapies for people with physical disabilities.

In 1996, to meet the increasing challenges presented by managed care, the trustees of Harmarville and the Federation decided to sell the Center to a for-profit company that was subsequently purchased by HealthSouth Corporation. As the founder and owner of Harmarville, the Federation received the proceeds of the sale and established the FISA Foundation to continue the legacy of charitable work. Although the acronym was chosen as a tribute to The Federation of Independent School Alumnae, "FISA" is the official, legal name of the Foundation. Today FISA Foundation has the largest endowment of any grantmaking foundation in the country exclusively governed by women.

To learn more about FISA's history, request a copy of *Uncommon Women* by calling 412-456-5550 or emailing info@fisafoundation.org.



1001 Liberty Avenue, Suite 650
Pittsburgh, PA 15222
412-456-5550

www.fisafoundation.org



www.facebook.com/fisafoundation