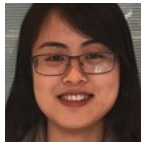


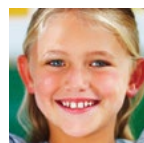
ECONOMIC



INDEPENDENCE



FOR



WOMEN & GIRLS

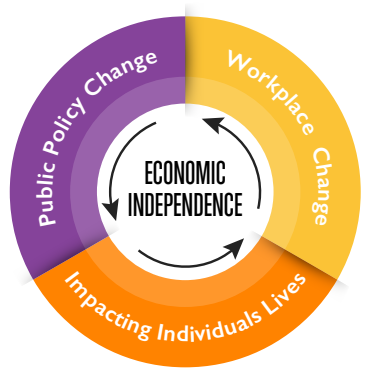


The Women's Foundation of Greater St. Louis works to answer one question:

What can we do to help women improve their economic independence and create a better world for themselves, for their children, and for the community?

We've been doing this work since 2007, bringing an abundance of energy and a passionate commitment to improving the lives of women and girls in St. Louis. We've awarded grants throughout the St. Louis region and are proud to be a nexus for women's issues. We bring together actively engaged citizens from our diverse community to eliminate the barriers to economic independence. We look deeper to understand where the challenges begin and what needs to be done to address them.

We're grateful for the strength of the women we serve and the support of our friends and donors. We look forward to celebrating successes with you for decades to come.



 **WOMEN ARE EIGHT TIMES MORE LIKELY THAN MEN TO WORK IN OCCUPATIONS WITH POVERTY LEVEL WAGES (NWLC)**



WE BELIEVE:

- 1 Women and girls deserve to reach their full potential
- 2 Aspirations should never be limited by gender or economic bias
- 3 By investing in the potential of women and girls, we strengthen our communities, our region and our world

THE STATUS OF WOMEN IN ST. LOUIS

Although women make up nearly 50% of the workforce and are more likely to graduate from college and attend graduate school than men, the gender wage gap continues to be a persistent problem for women* in St. Louis:



EARNINGS

WOMEN ARE THE SOLE OR CO-BREADWINNER IN HALF OF MISSOURI FAMILIES WITH CHILDREN.**

ON AVERAGE
WOMEN EARN

\$.80

ON THE DOLLAR
COMPARED TO
THEIR WHITE MALE
COUNTERPARTS.**

AFRICAN AMERICAN
WOMEN EARN

\$.67

ON THE DOLLAR
COMPARED TO
WHITE MALES.**

LATINA
WOMEN EARN

\$.61

ON THE DOLLAR
COMPARED TO
WHITE MALES.**

THESE DISPARITIES CUT ACROSS 93% OF PROFESSIONS INCLUDING LOW WAGE JOBS.



While these inequities impact all women and girls, women living in poverty are more seriously impacted by these disparities. Despite these challenging statistics, we have hope. We are working toward a region where all women and girls hold the power to create and lead safe, prosperous lives.

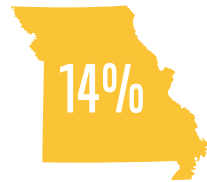


38% OF FEMALE-LED
HOUSEHOLDS WITH
CHILDREN ARE LIVING
IN POVERTY

THE WAGE GAP WILL
COST EACH MILLENNIAL



\$1M OVER HER
CAREER**



14% OF WOMEN IN
MISSOURI ARE LIVING
IN POVERTY
(VS. 12.8% NATIONALLY) **



WOMEN in the WORKPLACE Employment Scorecard

Women's Foundation of Greater St. Louis

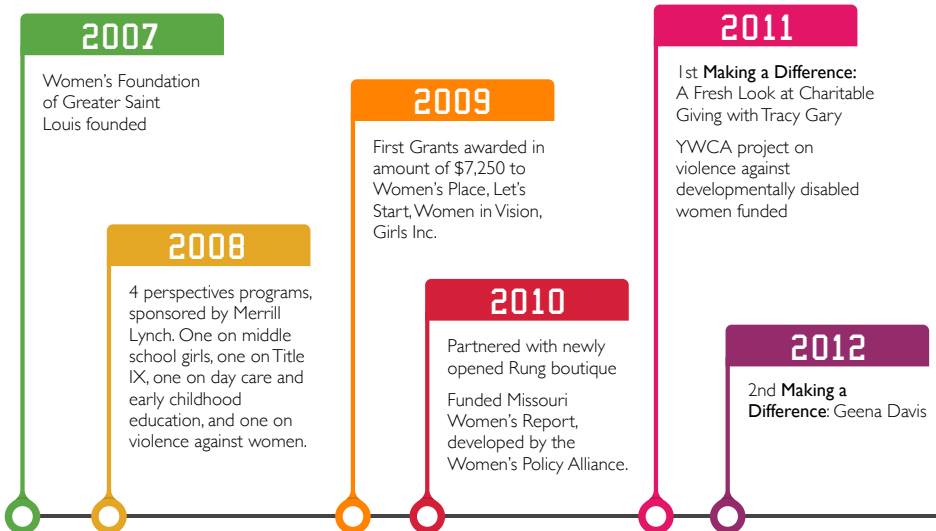
In 2017, WFSTL launched the **Women in the Workplace: Employment Scorecard**, a first-of-its kind initiative that educates and incentivizes organizations to cultivate a diverse workforce where everyone can thrive. Using a blind data review process, the survey evaluated company employment practices and their impact on gender diversity in the workplace.

The initiative rates employers based on objective indicators such as:

- 01** The percentage of women who left the company, both voluntarily and involuntarily,
- 02** What percentage of top-earning positions are held by women,
- 03** The paid parental and family leave policies,
- 04** Whether diversity, inclusion and gender-bias training is provided,
- 05** Whether recruitment specifically targets women and women of color.

This initiative recognizes exemplary organizations and encourages others to improve practices. Visit WFSTL.ORG for a complete list of **awardees**.

HIGHLIGHTS AND NEW INITIATIVES IN THE FIRST 10 YEARS



LISTENING TOUR: 2017

WFSTL held seven listening sessions in spring 2017 to hear directly from women who are struggling to overcome barriers to achieve economic independence. Their feedback identified five key focus areas that will inform WFSTL and our forward-thinking partner organizations' work for years to come.

- 01** Safe and Affordable Childcare for Women with Young Children
- 02** Mental Health Support for Sexual Trauma Survivors
- 03** Safe, Affordable, quality and Discrimination-Free Housing for Women and their Families
- 04** Accessible and Reliable Transportation for Women
- 05** Education, Training and Employment Pathways for All Women



2013

3rd **Making a Difference** with Pam Nicholson of Enterprise Leasing

Washington University Brown School research project on true needs of organizations in the region that primarily serve women and girls

Seeking Solutions Symposium on sex-trafficking (Trudy Noviki from Trudi's House in Miami and Jennifer Swain from youth Spark in Atlanta)

Pan-Hellenic Association at SIU-E hosted a 5-K run with WFSTL

2014

4th **Making a Difference** with Liz Murray author of Homeless to Harvard

Showing of the documentary Tricked at the Tivoli followed by panel discussion on sex trafficking

Seeking Solutions Symposium on how non-profit organizations can leverage technology

Washington University Brown School research project on technological needs of nonprofit organizations in St. Louis

2015

5th **Making a Difference** with Lilly Ledbetter

Strategic plan adopted economic independence as focus

2016

6th **Making a Difference** with Susan Solovic

Symposium on Women and Economic Security

Partnered with Armstrong Teasdale: **Power of Relevance**

GRANTEE PROFILE: LET'S START

It's 6:30 pm on Tuesday night and there's a feeling of camaraderie in the air. The room fills with women, some of whom greet each other like old friends, some a bit trepidatious, others who have prepared snacks and are encouraging everyone to fill their plates and enjoy.

It's a meeting of **Let's Start**, a support group for formerly-incarcerated women, and it has been taking place every week since the organization was founded by Sister Jackie Toben in 1989.

“Relationships are a huge motivator for keeping women out of prison. We provide a place for them to identify with stronger, healthier people who can give them a model for starting their new lives in a positive way,” says Rachel Cramsey, executive director of Let's Start.

WFSTL awarded a grant to Let's Start for the Tuesday night group sessions, providing funds for ongoing costs as well as partially covering the salary of the organization's women's support coordinator (a formerly incarcerated woman herself.)

“We see women becoming empowered by working together and learning from their own lived experiences. We honor them for the experts they are and help them discover what they have to give back. Hope circles throughout this space,” says Cramsey.

2017

10th Anniversary of the WFSTL

7th Making a Difference with Jessica Bennett

Joined Prosperity Together through Women's Funding Network

Inaugural Listening Tour

Inaugural Women in the Workplace Scorecard

Partnered with Focus St. Louis and Girl Scouts of Eastern MO for Women's History Month

Partnered with Armstrong Teasdale: **Everyday Workplace Champions**



VISIT

WFSTL.ORG
FOR A COMPLETE
LIST OF GRANTEES.



JOIN THE MOVEMENT

We believe that working together is the best way to improve the lives of women and girls in our region. We welcome anyone who believes in addressing challenges by helping others recognize obstacles and identifying solutions for overcoming them, in joining with other advocates and organizations to maximize our collective power, and in creating a stronger community through equality for females.

Our dedicated donors, volunteers and advocates bring a wide variety of resources to the table, which are all amplified by our combined efforts. We invite you to join us in creating lasting change for women and girls in the St. Louis region.



WAYS TO HELP

01

SERVE as an ambassador for the Women in the Workplace: Employment Scorecard at your place of work.

02

JOIN our email list for updates on engagement opportunities.

03

BOOK A SPEAKER from WFSTL for your organization or group.

04

MAKE A GIFT to WFSTL – there is power in our collective impact. Contributions support grantmaking, our annual Women in the Workplace: Employment Scorecard, symposiums and educational opportunities, as well as new and exciting future initiatives

BOARD OF DIRECTORS

Laura Dierberg Ayers,
President
Attorney at Law

Ann Warren, Secretary
US Bank

Angela Dorn, Treasurer
*Hochschild, Bloom &
Company LLP*

Eulonda Nevels,
VP & President-Elect
YWCA Metro St. Louis

Patricia Arnold
Webster University

Laura Cohen
Community Volunteer

Kathy Doellefeld-Clancy
Community Volunteer

Lora Downey
Commerce Bank

Stacey Easterling
*Missouri Foundation
for Health*

Julia Gray
Gray Legal Services

Leslie Greenman
Cutter and Company

Kate Kerr
Armstrong Teasdale

Maureen McCarthy
Community Volunteer

Pat Rich
EMD Consulting

Diane Sher
Krilogy Financial

Kathleen Stomps
*St. Louis Children's
Hospital Foundation*

Deb Zimmerman
Anheuser Busch

Lisa Picker, Executive Director

COMMUNITY PARTNERS

We are grateful to the hundreds of individual, corporate and foundation donors who have made this work possible. Major corporate and foundation donors include:



ROBLEE FOUNDATION



Women's Foundation of Greater Saint Louis
8816 Manchester Road, #286
www.wfstl.org | 314.780.3956 | info@wfstl.org