ECONOMIC INDEPENDENCE

WE BELIEVE:

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

Workplace Change
Public Policy Change
Impacting Individuals Lives

Women and girls deserve to reach their full potential. Aspirations should never be limited by gender or economic bias.

By investing in the potential of women and girls, we strengthen our communities, our region and our world.

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.

Report to the Community
Celebrating 10 years of investing in women and girls
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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.*

<table>
<thead>
<tr>
<th>ON AVERAGE WOMEN EARN</th>
<th>AFRICAN AMERICAN WOMEN EARN</th>
<th>LATINA WOMEN EARN</th>
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<tbody>
<tr>
<td>$.80 ON THE DOLLAR COMPARED TO THEIR WHITE MALE COUNTERPARTS,**</td>
<td>$.67 ON THE DOLLAR COMPARED TO WHITE MALES,**</td>
<td>$.61 ON THE DOLLAR COMPARED TO WHITE MALES,**</td>
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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) **

* 2017 MU Truman School of Public Policy  ** 2018 IWPR Data
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**

**2007**
Women’s Foundation of Greater Saint Louis founded

**2008**
4 perspectives programs, sponsored by Merrill Lynch. One on middle school girls, one on Title IX, one on day care and early childhood education, and one on violence against women.

**2009**
First Grants awarded in amount of $7,250 to Women’s Place, Let’s Start, Women in Vision, Girls Inc.

**2010**
Partnered with newly opened Rung boutique
Funded Missouri Women’s Report, developed by the Women’s Policy Alliance.

**2011**
1st Making a Difference: A Fresh Look at Charitable Giving with Tracy Gary
YWCA project on violence against developmentally disabled women funded

**2012**
2nd Making a Difference: Geena Davis

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We invite you to join us in creating lasting change and in creating a stronger community through equality for females. We believe that working together is the best way through this space, “...and help them discover what they have to give back. Hope circles from their own lived experiences. We honor them for the experts they are...”

“We see women becoming empowered by working together and learning...woman herself.)

It's a meeting of...with Liz Murray author of...Making a Difference...Making a Difference...

We partner with Focus Network through Women’s Funding for...and Economic Security...and Economic Security...Susan Solovic with...Difference...Difference...

We partner with Armstrong...Women’s History Month of Eastern MO for...Partnered with Focus...Workplace Champions...Workplace Champions...

We partner with newly...Women’s Funding...Women’s Funding...with Jessica Bennett...Women’s Funding...Women’s Funding...with Tracy Gary...Women’s Funding...Women’s Funding...
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 area 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
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.
**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.
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