



MISSION DRIVEN

SUMMER 2018

THE MOST UNDERUTILIZED ECONOMIC ASSET IN THE WORLD

Equal pay is only achievable if we address the underlying attitude toward women that drives unequal pay. – Ai-jen Poo, EXECUTIVE DIRECTOR OF THE NATIONAL DOMESTIC WORKERS ALLIANCE

In a recent report by S&P Global called “The Key to Unlocking U.S. GDP Growth,” an expert at the Organization for Economic Co-operation and Development (OECD) called women the most underutilized economic asset in the world. We at The Women’s Foundation of Colorado (WFCO) couldn’t agree more. We know as we foster economic opportunity for women, we unlock endless potential. We all rise.

WFCO’s vision is a future that values and utilizes the incredible power, strength, and gifts of women of every background and identity. When women can go to work at safe and equitable workplaces and access training opportunities, they can progress toward higher-paying positions, strengthen their families’ futures, and give their time and treasure to create healthy, robust communities.

But persistent barriers obstruct their economic advancement, from the cost of child care to the gender pay gap to sexual harassment by supervisors. In the era of #metoo, many women have shared their stories of sexual harassment, and how it pushed them out of jobs and damaged their careers. Make no mistake, these abuses of power are also financial abuse.

Ai-jen Poo, executive director of the National Domestic Workers Alliance and a MacArthur Fellow, explains it this way: “Pay inequality and sexual harassment are inextricably linked. They are both the result of a culture in which women’s lives and contributions are devalued.”

The stories of women in Hollywood have received the most attention, but the stories of women in low-wage positions have not been as amplified. They are the most vulnerable to sexual harassment, and are often afraid to share their stories

because it could jeopardize their jobs – and their ability to pay the rent or put food on the table.

Safety and respect for all women at work should never be compromised. We must hold accountable those whose actions hold back our mothers, daughters, sisters, neighbors, and friends. We must empower women with choice, voice, and power, and move forward with a shared commitment to equity.

At WFCO, we put resources in the hands of women, propelling movement toward economic security. We partner with philanthropists, including Dads for Daughters, a group of men who support our work as allies of women, to create stronger, safer, and more equitable communities.

As a full-service philanthropic institution, we are dedicated to changing the statistic that only 7.5% of philanthropy from foundations goes to support programs focused on women and girls. All of our tools – donor-advised funds, giving circles, and generous gifts of all sizes – combine to catalyze opportunity for women and their families.

We invite you to join us.



Lauren Y. Casteel,
President & CEO

PASSING THE TORCH: BOARD CHAIR TRANSITION

On April 1, 2018, the start of WFCO's new fiscal year, Patti Klinge completed her two-year term as WFCO board chair, and Stephanie Bruno stepped into the role to lead The Women's Foundation of Colorado.

"Our strategic plan is ambitious, and I know we can do it," said Steph, a wealth advisor who founded her own financial planning firm. "We've focused our work so that we can make big changes to boost economic opportunity for more women."

Steph has served as an active volunteer and trustee for The Foundation since 2012 and she's passionate about supporting financial stability for all women. Steph's mother championed and enabled her education and financial independence and inspired her commitment to The Foundation.

"Sometimes that's all a woman needs – someone to tell her she is capable of doing more," she said. "My philanthropy is directly tied to wanting other women to feel that joy and be encouraged to be financially secure."

During Patti's term, The Foundation launched its 2017-2021 strategic plan. Steph is honored to take the reins from Patti as we move forward.

"WFCO has been a strong foundation for over 30 years and I believed that we could be even more focused and bold, and I was excited by the opportunity," reflected Patti of the strategic planning process. "We strengthened our infrastructure and tightened our work focus to maximize economic outcomes for women. It was an honor and a privilege to be part of that work."

Patti began her career in social work, where she saw firsthand how lack of economic security encumbered women living through challenging circumstances. During her distinguished career as a human resources executive at Fortune 500 companies, she worked to expand access to opportunities and promote fair work environments for women of all backgrounds and at all levels of the organizations. She brought that commitment to social justice and equity to her work at WFCO and looks forward to what's next for WFCO.

"As Steph and Lauren guide The Foundation down the path we've set as an inclusive statewide organization, I know that more women will thrive and so will our communities," said Patti.

This article originally appeared in our blog. Visit blog.wfco.org.



Patti Klinge



Stephanie Bruno

CHANGE MAKERS & NEWS MAKERS

PEP member **Colleen Abdoulah** delivered a keynote address at the 23rd annual DU Women's Conference, HerDU.

WFCO fundholder **Adrianna Abarca** has been accepted as a new member of the Women's Forum of Colorado.

WFCO fundholder **Cynda Collins Arsenault** was honored at World Denver's International Women's Day celebration.

The 2018 Women+Film Festival – founded by WFCO Honorary Trustee, fundholder, and PEP member **Barbara Bridges** – achieved record breaking attendance.

Honorary Trustee and former WFCO President **Gretchen Gagel** is wrapping up her Ph.D. in organization agility and temporarily relocating to Canberra, Australia with her partner, Philip.

Anna Jo Haynes, WFCO co-founder, was named the Latino Community Foundation's 2018 Philanthropist of the Year and the City of Denver and Mile High Early Learning are renaming a child care center in her honor this summer.

Mizel Institute honored **John Ikard**, WFCO trustee and Dads for Daughters supporter, with its 2018 Community Enrichment Award.

Nneka McPhee and **Tanaka Shipp** were each awarded Urban Leadership Foundation of Colorado's Distinguished Alumnus of 2018. Nneka and Tanaka co-founded SPIN (Sisterhood of Philanthropists Impacting Needs), WFCO's first giving circle.

Catholic Charities of the Pueblo Dioceses honored WFCO Honorary Trustee **Wynona Sullivan** as The Soul of the Community at their annual fundraising breakfast.

The Rocky Mountain PBS series "Great Colorado Women" featured PEP member & Colorado Women's Hall of Fame inductee **Jill Tietjen**.

PEP member **Jan Weiland** received the 2018 Athena Award, the top honor for Colorado Springs businesswomen.

Former WFCO President and CEO and Honorary Trustee **Marla J. Williams** is one of the 2018 Colorado Women's Chamber of Commerce Top 25 Most Powerful Women.

MEET OUR 23 GRANTEE PARTNERS BOOSTING WAGES

A gift to The Women's Foundation of Colorado is a gift to 23 nonprofit organizations throughout our state advancing and accelerating women's paths to livable wages. Our Women Achieving Greater Economic Security (WAGES) cohort is WFCO's vibrant learning community of 23 grantee partners who work directly with women and their children in communities across Colorado and who also engage in policy advocacy work at our Capitol.

This year, our direct-service partners anticipate impacting the lives of more than 600 women and their families. Systemic change catalyzed by our public policy partners will positively impact tens of thousands more. Twice a year, WFCO brings our WAGES cohort together to share effective strategies and experiential insights to help more women build a foundation for family financial security.

DIRECT-SERVICE PARTNERS

1 | Collaborative Healing Initiative within Communities (CHIC), Fiscal sponsor IEG Inc., Metro Denver: Propelling formerly gang-affiliated women out of poverty with job training, including construction apprenticeships, and peer support.

2 | Center for Work Education & Employment (CWEE), Metro Denver: Helping single mothers enter livable wage careers and mitigate the cliff effect.

3 | Colorado Coalition for the Homeless (CCH), Metro Denver: Training women who have experienced homelessness for tech industry careers.

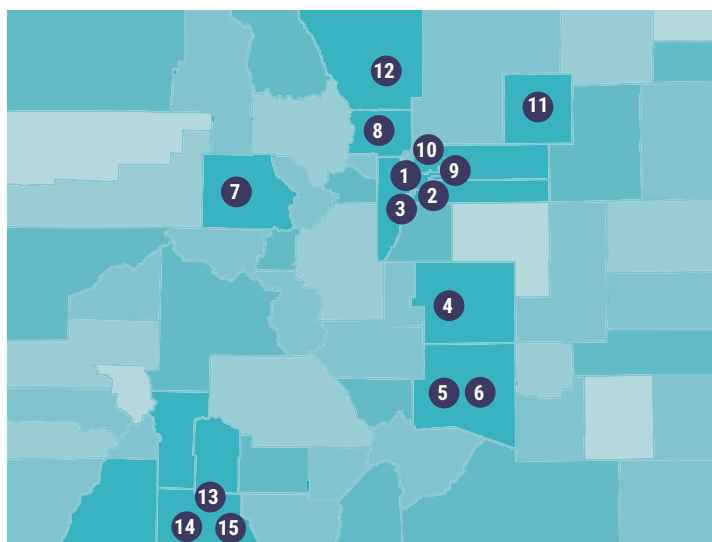
4 | CPCD (Community Partnership for Child Development), El Paso County: Providing career-focused training for parents and quality early care and education for children through a two-generation approach.

5, 6 | DualStar Project: A collaborative of Pueblo Community College and Boys & Girls Clubs of Pueblo County, Pueblo County: Moving women and girls toward high-growth careers with cyber security training, mentoring, and hands-on learning.

7 | Eagle County Government, Eagle County: Boosting workforce success through personalized supports for women exiting public assistance.

8 | Emergency Family Assistance Association (EFAA), Boulder County: Providing basic needs support and work-based learning opportunities in partnership with Workforce Boulder County.

WFCO Direct-Service Grantees by County



* All WFCO public policy partners are Denver-based. They are not reflected on the map.

9 | Florence Crittenton Services of Colorado, Metro Denver: Offering wraparound support and child care, skills and employment training, and employment navigation for teen mothers.

10 | Mi Casa Resource Center, Metro Denver: Offering job training and wraparound supports to help women building careers in financial services, healthcare, construction, or developing small businesses.

11 | OneMorgan County, Morgan County: Engaging recent refugee and immigrant working mothers and building community leaders with community college support and career guidance.

12 | Project Self-Sufficiency of Loveland-Fort Collins, Larimer County: Providing single mothers moving through postsecondary education with skilled advising, career planning, and tools to support children's success.

13,14,15 | Southwest Colorado Women's Project: A collaborative of the Durango Adult Education Center, Women's Resource Center, and La Plata Family Centers Coalition, Southwest Colorado: Offering comprehensive career-boosting services to women, including case management, family and parenting support, and career guidance and education.

PUBLIC POLICY PARTNERS*

9to5 Colorado: Advocating statewide for workplace flexibility, the safety net, equal opportunity, and taking steps to close the pay gap.

The Bell Policy Center: Examining and prioritizing policy solutions that ensure women can prepare for, obtain, and retain living wage careers, including convening a two-generation work group and leading research efforts for paid sick leave.

Colorado Center on Law and Policy (CCLP): Coordinating an advocacy coalition of multi-sector partners strengthening access to middle skills jobs, and advocating for critical supports, such as child care on college campuses. With a separate WFCO research grant, updating Colorado's self-sufficiency standard and *Overlooked and Undercounted*, a demographic analysis of Coloradans struggling to make ends meet.

Colorado Children's Campaign (CCC): Expanding access to affordable and high-quality child care statewide through research, policy, and advocacy.

Colorado Fiscal Institute (CFI): Working with partners across the state to engage a coalition of supporters focused on tax reform and fiscal solutions.

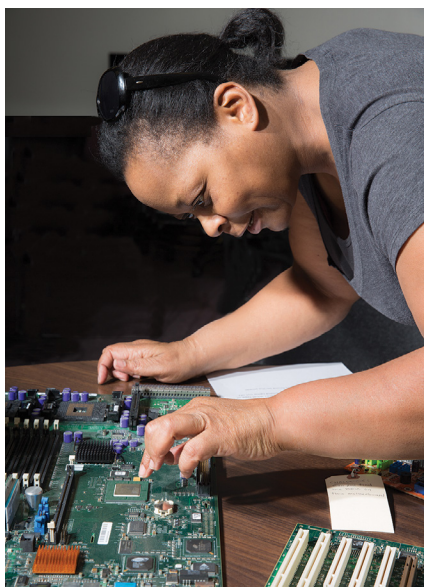
Denver Metro Chamber Leadership Foundation: Engaging youth leadership to advance policy change that expands young adult access to work supports and education.

Executives Partnering to Invest in Children (EPIC): Working to advance the reauthorization of the Colorado Child Care Contribution Tax Credit.

Young Invincibles (YI): Gathering valuable insights from young adult women and sharing solutions with multi-sector partners.

GRANTEE SPOTLIGHT: ADVANCING MOMS AND THEIR KIDS IN COLORADO SPRINGS

WFCO direct-service grantee, CPCD of Colorado Springs, offers a 2Gen Career Pathways Program in partnership with Pikes Peak Community College. The program helps parents, 80 percent of whom live in poverty, gain high-demand job skills and advanced certifications while their children receive a quality early childhood education that prepares them for kindergarten.



CPCD's 2Gen Career Pathways Program prepares parents in poverty for careers in IT.

Photo by: Katy Tartakoff

In six to nine months, parents in the IT track earn the A+ certification needed to install, maintain, customize, and operate personal computers.

In a new manufacturing track, parents can choose between certifications in welding, electronics assembly and soldering, or becoming certified production technicians. By 2025, up to 2 million manufacturing jobs in the U.S. are projected to be unfilled.

Those in the early childhood education program work toward a child development associates (CDA) credential. One hundred percent of single mothers who have obtained these credentials through CPCD have increased their wages.

WFCO'S TWO-GENERATION LEADERSHIP RECOGNIZED WITH \$150,000 GRANT

In 2017, The Women's Foundation of Colorado was awarded a grant of \$150,000 over three years from Women's Funding Network (WFN) to collaborate with three other women's foundations to shape public policy that advances economic security for women and their families. WFCO is thrilled to contribute our resources to amplify two-generation (2Gen) work already underway in Colorado.

With the support of the W.K. Kellogg Foundation, WFN established the grantee cohort to help break intergenerational cycles of poverty with 2Gen solutions, work that addresses the needs of parents and their children at the same time. In addition to WFCO, members of the WFN cohort include the Women's Fund of Greater Birmingham, the Women's Foundation of Southern Arizona, and Dallas Women's Foundation. The cohort receives regular guidance from policy and advocacy experts and shares tools and tips that are working locally.

"It's exciting to support current two-generation work that is on the leading edge of transformation," said President and CEO of Women's Funding Network Cynthia Nimmo. "WFN surveyed the programs our members use to increase economic security and these four foundations have track records of advocating for fairer, smarter practices that support women and their families."

"These four foundations have track records of advocating for fairer, smarter practices that support women and their families."

During the first six months of our three-year grant period, WFCO reached out to and learned from our direct-service and public policy partners and other 2Gen leaders to gain a deeper understanding of current 2Gen work in Colorado.

"The work of many dedicated advocates has established Colorado as one of the nation's leaders in boosting community prosperity through 2Gen. We're excited to join these efforts and to help advance this groundbreaking work through a gender lens," said Alison Friedman Phillips, manager of programs at WFCO.

In the coming two-and-a-half years, WFCO will use our knowledge and nonpartisan approach to strengthen early childhood education and workforce development resources available to Colorado families. We will work alongside statewide partners to inform systems-wide efforts with real experiences of families and the nonprofit organizations that support them to advance practical solutions.

ENSURING HER LEGACY AND WOMEN'S EQUALITY THROUGH WOMEN WILL

"I would not have enough paper to tell you everything," LaRae Orullian said to describe the reasons she champions women who work in male-dominated fields.



Now in her mid-80s, she began her career as a messenger girl in Salt Lake City. She moved east and landed in Denver. Captivated by the excitement of 17th Street, she entered the banking profession and quickly moved up the ladder. Still, even after she was promoted to executive vice president, her male colleagues expected her to serve the coffee. Her experiences as a woman in the workplace solidified her commitment to equality.

In the '70s, women had limited autonomy over their own finances, lacking access to credit and the ability to sign loans without their husbands' permission. The opportunity to provide financial services to women drove LaRae to serve as the first president and chief executive of the Women's Bank of Denver, now CoBiz Financial.

As she reached new heights in her career, her community leadership expanded, too. LaRae gave her time to boards in Denver and beyond (usually the boards, including those of The Women's Foundation of Colorado and the Girl Scouts of the USA, advanced missions devoted to women and girls).

"I supported The Women's Foundation from the very beginning, when I heard about the group from its founders," said LaRae. "The Foundation has always brought the skills and expertise of women together to support more opportunities and develop leadership for girls and women across Colorado."

As a member of an influential team called The Velvet Hammers, LaRae worked with others to debunk the false perception, common in the '70s and '80s, that there weren't qualified women available to serve on all-male corporate boards. The Velvet Hammers carried with them lists of highly qualified professional women that they would distribute to counter this notion, and thus promote more inclusive and effective boards.

Now retired and splitting her time between Denver and Palm Springs, LaRae has created a plan to ensure her legacy of supporting women's leadership continues. As a member of Women Will, LaRae's estate plan includes The Women's Foundation as a beneficiary, as well as several other nonprofit organizations.

"The Foundation has always brought the skills and expertise of women together to support more opportunities and develop leadership for girls and women across Colorado."

Though she's seen economic opportunities grow for women, LaRae notes we have a way to go before we achieve equal pay. She's confident that WFCO will continue to use advocacy, grantmaking, and other tools to build economic opportunity for women.

"I know that The Women's Foundation will be a good steward of my resources, and I care about its mission," LaRae said when describing her decision to leave a planned gift to WFCO. As in the worlds of business and community service, LaRae's leadership can guide other women in philanthropy.

"Too often women don't get their financial affairs in order once they build some independent wealth for themselves," she said. She encourages women to work with advisors to create their own planned gifts to the organizations they care about most to ensure lasting impact.

PLANNED GIVING FOR WOMEN'S PROSPERITY

Legacy giving creates a powerful, philanthropic legacy beyond your lifetime, amplifies your impact, builds an enduring tribute to loved ones, and sustains WFCO's work for women, girls, and families.

Women Will members plan gifts or bequests to fund the essential work of The Women's Foundation through their estates. You may name WFCO as the beneficiary of real property, marketable securities, qualified retirement plans, IRA accounts, or life insurance policies.

A Women Will membership allows us to thank and recognize you for the plans you have made without dues or obligations. Benefits of membership in Women Will include invitations to special events and educational opportunities. The most important benefit you will receive is knowing your passion for women's progress will continue through your gift to WFCO.



1.2%

Did you know that just 1.2 percent of million-dollar-plus gifts in the U.S. between 2000-2014 were made to specifically benefit women and girls?

Contact Renee Ferrufino, vice president of development, at reneef@wfco.org or 303-285-2969, to discuss including WFCO in your plans or share if you have left WFCO in your plans.

SPORTS ICON, EQUAL PAY ACTIVIST

BILLIE JEAN KING TO SERVE UP INSPIRATION AT 2018 ANNUAL LUNCHEON

WEDNESDAY, OCTOBER 10, 2018 | 11:30 A.M.

COLORADO CONVENTION CENTER, DENVER, CO



The Women's Foundation of Colorado announced on Equal Pay Day that Billie Jean King – sports icon, humanitarian, and crusader for social justice and equality – will serve up inspiration as our Annual Luncheon special guest on Oct. 10, 2018. The Foundation's Annual Luncheon is the state's largest fundraiser for the economic advancement of Colorado women and their families and will draw nearly 3,000 guests. Tickets are expected to sell out.

To continually bring new community voices and views to our work, at this year's Annual Luncheon, **Krystal Covington** – founder of Women of Denver and a Foundation PEP member – will interview Billie Jean King in a powerful cross-generational conversation about advancing gender equity.



About Billie Jean King

King has secured her place in history as a gamechanger, on and off the tennis court. She won 39 Grand Slam singles, doubles, and mixed doubles titles, including a record 20 Wimbledon championships. She famously defeated Bobby Riggs in a 1973 match that became known as the Battle of the Sexes. A historic moment in sports and a pivotal moment in the advancement of women, the match became the subject of the 2017 film "Battle of the Sexes" starring Academy Award® winner Emma Stone as King.

King's other major victories include:

- Securing equal prize money at the U.S. Open in 1973, the first of the four major tournaments to achieve pay equity. All four Grand Slam tennis tournaments now offer equal prize money.
- Receiving the Presidential Medal of Freedom, the nation's highest civilian honor, in recognition of her social justice work and accomplishments in sports.
- Founding the Women's Sports Foundation in 1974, which has awarded more than \$50 million in educational and cash grants to advance participation, research, and leadership in sports and physical activity for girls and women.
- Founding the Billie Jean King Leadership Initiative to address the critical issues required to achieve inclusive leadership in companies and organizations across the globe.

TICKETS AVAILABLE NOW

Premier Ticket » \$250
Includes morning reception with Billie Jean King

Individual Ticket » \$150
Includes Luncheon only

Young Professional Ticket » \$75

Morning Reception 10:15AM
Event Check-in 11:00AM
Luncheon 11:30AM – 1:30PM

Visit **WFCO.ORG** to purchase.
Space is limited.

For more information, contact
luncheon@wfco.org or 303-285-2967.

2018 ANNUAL LUNCHEON CHAIRS DRIVEN BY PASSION, COMMITTED TO PEP

Gracie Gallego's commitment to equity comes from the heart.



Gracie Gallego

"I'm the single mother of two amazing daughters and it's my passion to create an environment for them in which they can reach their full potential and know their worth," said Gracie, a 2018 Annual Luncheon co-chair. "I support The Women's Foundation because it does that for the broader community and helps women and children across Colorado."

She shares her passion with co-chair Helen Gair, who became involved with WFCO through Beyond Our Borders, a group-advised fund housed at WFCO that focuses on grantmaking to international organizations with missions that benefit women and girls in global settings.

"The Women's Foundation of Colorado is an organization that really stands for elevating the status of women and girls," said Helen. "WFCO does important work fighting for and supporting public policy and legislation that expand economic opportunity for all women."



Helen Gair

Helen, who began her career in social work before transitioning to the corporate sector, brings a breadth of experience to her role as co-chair, including a 25-year investment banking career. Her deep commitment to The Foundation spans from being a PEP member to a WFCO investment committee member to a past member of WFCO's gender-lens investing task force.

Gracie is also a member of PEP, a group of over 250 women and men who sustain WFCO's ongoing work with three-year pledges. Now thriving in her second career as a sales executive with Heritage Title, Gracie also began her career in social services, where she gained a deep understanding of the needs of women and families.

The co-chairs and PEP members are excited to invite more Coloradans to expand pathways to prosperity for women by attending this year's Annual Luncheon.

"2017 was an amazing year in terms of women's momentum and for The Women's Foundation," said Helen. "In 2018, we're building on that momentum. The luncheon gives the community the opportunity to come together and make a big statement about how we value women and girls in Colorado."

WHAT IS PEP?

PEP (Power of Extended Philanthropy) members are a united philanthropic force for Colorado's women and their families. PEP members pledge a minimum annual gift of \$1,000 to WFCO for three years (paid monthly, quarterly, or annually) to sustain our essential work and strengthen our impact. Benefits of a PEP membership include two Annual Luncheon tickets as well as access to networking events and educational opportunities.

For more information about PEP, contact Colleen LaFontaine, director of development, at colleenl@wfc.org or 303-285-2963.

2018 ANNUAL LUNCHEON SUPPORTERS

2018 LUNCHEON CHAIRS

Helen Gair and Gracie Gallego

2018 HONORARY CHAIRS

Elise A. Barish, Karen Chapman, Patti Klinge & Connie McArthur, Susan & Lee McIntire, Gloria Schoch, Faye Tate

2018 LUNCHEON COMMITTEE

Akasha Absher, Laura Apodaca, Elise A. Barish, Kelly Birner, Stephanie Bruno, Rosalyn Carpenter, Karen Chapman, Sandra Cook, Allie Coppeak, Krystal Covington, Elizabeth Dahill, Marcela De La Mar, Miné Esen, Jane Feldman, Mary-Katherine Fleming, Shelley Ford, Helen Gair, Gracie Gallego, Marcela Garza Robbins, Perla Gheiler, Lisa Goda, Shani Hilliard, Joni Johnson-Powe, Ana Kemp, Jan Levy, Mary Ann Littler, Paula McClain, Nneka McPhee, Tricia Miller, Alexis Newton, Nicole Pearson, Katie Policaro, Joanne Posner-Mayer, Linda Ramirez-Eaves, Jodi Rogers, Krystal Schulz, Emily Snooks, Melissa Weingart, Carly Wendt

PAY GAP NARROWS, BUT NOT FOR ALL WOMEN

Updated research from the Institute for Women's Policy Research (IWPR) funded by WFCO shows the gender pay gap has narrowed for some women in Colorado, but there is a long way to go to achieve equal pay for all women.

Since 2015, the gender pay gap in Colorado has narrowed for women aged 16 and older who work full-time, year-round from 80.0 cents to 86.0 cents on the dollar earned by men who also work full-time, year-round.

However, even as our state's economy has grown, many women have struggled to grow their own wages. A higher percentage of all women live in poverty than just three years ago, and the gap between the wages of most women of color and white men (the highest earners) has worsened.

Research Findings on the Gender Pay Gap and Poverty

The updated research from IWPR shows that:

- Hispanic women earn just 53.5 cents for every dollar earned by white men and black women earn 63.1 cents. Both percentages have declined slightly since IWPR's *Economic Status of Women in Colorado 2015*.
- While some have experienced economic progress, other women have fallen further behind. In 2004, 90.4 percent of all women lived above the poverty level. That number fell to 85.7 percent in 2016.
- The difference between women's and men's median annual earnings, \$7,000, would pay for 1.9 years of community college tuition, a path to prosperity that WFCO makes attainable to low-income women through direct-service programs provided by grantees.

"These trends are troubling because our vision is a future where Colorado women and girls of every background and identity prosper and that's not happening," said Lauren Casteel, president and CEO of WFCO. "As a state, we must do better."

Julie Andersen, IWPR senior research associate, agreed. "Since 2004, Colorado's grade for women's poverty & opportunity has actually gotten worse, moving from a B to a B- due to an increase in the percent of women in poverty, despite the increasing share of women with higher levels of education," explained Andersen. "To improve the economic status of women in the state and the economy overall, addressing the low earnings and high rates of poverty faced by women of color will be critical."

THE DIFFERENCE BETWEEN WOMEN'S AND MEN'S MEDIAN ANNUAL EARNINGS—\$7,000—WOULD PAY FOR:



Annual cost of infant care in a center in Logan County

Annual rent of a one-bedroom apartment in Pueblo



2 years tuition at Pikes Peak Community College

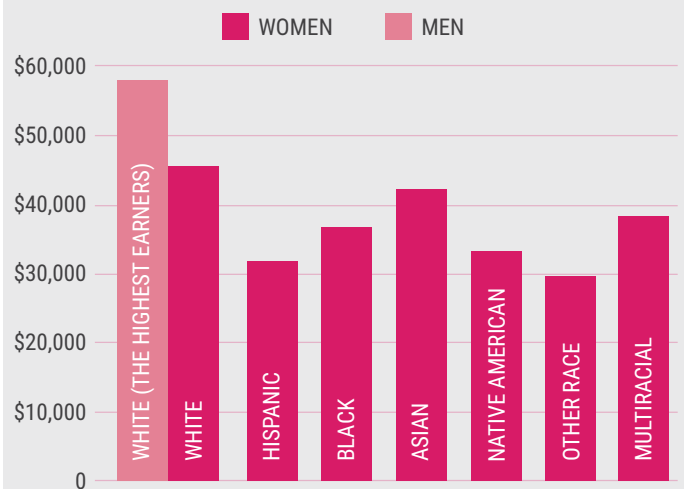
The Essential Work of WAGES

The findings from the report reinforce WFCO's essential WAGES (Women Achieving Greater Economic Security) work. WAGES focuses on programs and nonpartisan policies that boost and maintain economic gains for women and their families through access to careers with livable wages, job training and education, affordable child care, and pay equity.

"Achieving pay equity would propel more Colorado women toward economic security and strengthen the economic engine of our entire state," said Louise Myrland, WFCO vice president of programs. "From IWPR's 2015 report, we know that if Colorado achieved pay equity, an additional \$9.2 billion would be added to the economy."

WFCO continues to prioritize closing the gender pay gap for every woman in Colorado. During the 2018 General Assembly, WFCO supported two House bills that would have helped, although both died in the Senate. Additionally, our Annual Luncheon special guest, Billie Jean King, is a groundbreaking equal pay advocate. She will share her experience of securing equal prize money at the U.S. Open in 1973, the first of the four major tournaments to achieve pay equity. All four Grand Slam tennis tournaments now offer equal prize money.

COMPARING WOMEN'S TO WHITE MEN'S ANNUAL EARNINGS



WOMEN ON THE MOVE:

A FAMILY'S JUMP FORWARD IN BOULDER COUNTY

Following a divorce, Angie was doing everything she could to take care of her five young children, including twin grandsons. After almost two decades as a stay-at-home mom raising her oldest children, she found herself limited to minimum wage jobs that didn't cover her mortgage. She and her children were eventually evicted from their home.

Amid this crisis, Angie found a new home in transitional housing at Boulder's Emergency Family Assistance Association (EFAA), where she discovered a program between EFAA and Workforce Boulder County that connects low-income single parents with on-the-job training, boosting their earning potential. This program, now called JUMP (Job Uptake for Motivated Parents), launched with grant funding from The Women's Foundation of Colorado.



Angie at her new home in Boulder. Photo by: Katy Tartakoff

"The Women's Foundation was pleased to help EFAA pilot this innovative program," said Louise Myrland, vice president of programs at The Women's Foundation. "It sets moms up for success with a full spectrum of resources for themselves and their families while they pursue work-based learning opportunities and prepare for careers."

Through JUMP, Angie secured a paid internship as an administrative assistant at a Head Start site, where her grandsons blossomed in the high-quality early education program. The position also gave her flexibility to care for her children and grandchildren while building her professional skills. At the same time, EFAA offered a full spectrum of support, linking Angie to transportation resources, helping her get much-needed glasses, and providing groceries through its food pantry.

"Working in a professional setting boosted my self-confidence," Angie explained. "At first I was not sure how much I would know or be able to do, but I learned there's a lot of things I'm good at."

Now a JUMP graduate, she's found a job as a bus aide with the local school district and is pursuing additional training to move into a higher-paying bus driver position. She also works part time as an in-home aide and is proud that she and her family have moved into a new home.

"The change in my economic security is like night and day," Angie said. "EFAA did so much to help me get here. I found a community, and my kids are doing really well. Eventually I want to own my own home and save a little more money. I want to give back, too, to help others like we've been helped," Angie said.

In JUMP's first year, EFAA worked with 17 parents and caregivers. On average, participants who finished the program more than doubled their salaries.

"Thanks to funding from The Women's Foundation, EFAA was able to launch this pilot program – a program that has had such success and positive impact on working families that Workforce is pursuing funding to expand the number of paid internship slots," said Julie Van Domelen, EFAA's executive director. "This financial mobility can help a family's long-term well being, especially as it relates to children. When it comes to working toward ending generational poverty, combining workforce employment training with comprehensive family support and coaching can have an enormous impact."



An EFAA participant shops in the nonprofit's food pantry. Photo by: Katy Tartakoff

Because of JUMP's successful pilot year, Workforce Boulder County is exploring opportunities to replicate the program.

A LEGISLATIVE SESSION OF HITS AND MISSES FOR WOMEN'S ECONOMIC PROGRESS

Women are the co- or sole-breadwinners in nearly half of Colorado households with children under 18. Their economic success lifts families, communities, and our economy for generations to come. But persistent barriers, such as the gender pay gap and lack of work supports, have impeded their economic progress for far too long.

WFCO is the only statewide community foundation focused on generating economic opportunities for women. We know that when women thrive, we all thrive. Through our WAGES (Women Achieving Greater Economic Security) work, WFCO and our grantee partners focus on nonpartisan public policies and direct-service programs that create transformative opportunities for women and families in our state.

In the 2018 legislative session, Colorado hit some high notes for women in the workplace but missed several key opportunities to foster their economic security.

We are proud that our work with other advocates, policy makers, and stakeholders led to access to job training programs and family planning resources for women. Measures passed will invest in and boost the quality of child care and ease the cost burden of care, a significant barrier to women's economic advancement.

But we are disappointed that legislators did not do more. Colorado had a chance to pass measures that would have boosted equity, helped women overcome barriers to workplace entry and stabilization, and ensured they could take off needed time to care for their families without having to forego pay.



PROGRESS MADE FOR WOMEN

- Child care quality and affordability
- Job training programs
- Family planning resources
- Colorado Civil Rights Division



PROGRESS MISSED FOR WOMEN

- Family leave
- Equal pay for equal work
- Emergency employment support
- Salary history availability

PROGRESS MADE

- Expand Child Care Expenses Income Tax Credit – HB18-1208: This key measure will ease hardworking families' tight budgets by helping them save on costly child care expenses. An estimated \$3.5 million will be available for low-income families.

- Rehire – HB18-1334: This bill reauthorized the transitional employment program for five more years. Rehire Colorado will directly improve the financial situations of single mothers by helping them develop skills needed to secure good jobs. It will indirectly improve their financial situations by giving noncustodial parents employment opportunities so that they can meet their child support payment responsibilities.
- Continuing Child Care Contribution Tax Credit – HB18-1004: The five-year extension of the child care contribution tax credit expands investments in child care, which boost the quality of care and increase affordability. An estimated \$60 million in investments in child care centers and other youth-serving organizations is expected.
- Continue Civil Rights Division and Commission – HB18-1256: This reauthorization will ensure justice and equity-focused work that safeguards fair workplaces for women occurs at the state level for nine more years.
- Income Tax Check-Off Nonprofit Donation Fund – SB18-141: Strengthens the nonprofit sector and promotes philanthropy. Taxpayers who receive state tax refunds will be able to designate contributions from the refunds directly to eligible charitable organizations.
- Long-acting Reversible Birth Control (LARC): The Colorado state budget included support for the Colorado Family Planning Program, which offers long-acting reversible contraception to low-income women. WFCO is proud to be part of the coalition that upheld access to LARC because we know that family planning resources are essential for promoting economic security.

PROGRESS MAINTAINED

- Religious Organization Childcare Licensing Exemption – SB18-201: WFCO opposed this bill as it would have eroded the quality of child care in our state. The bill's failure to advance helps to maintain the progress Colorado has made to provide high-quality child care to families.
- Request Self-Sufficiency Medicaid Waiver Program – SB18-214: The death of the self-sufficiency Medicaid waiver program helped to ensure more limits and barriers won't stand in the way of women's access to the critical resources that their families need to be healthy and thrive.

PROGRESS MISSED

- **Equal Pay for Equal Work – HB18-1378:** Colorado missed an opportunity to boost gender equity when this bill failed to advance. It included common sense measures to promote pay transparency, prevent wage disparities, and close loopholes in the Federal Equal Pay Act.
- **FAMLI Family Medical Leave Insurance Program – HB18-1001:** Colorado lost out on a solid strategy to support and retain women in the workplace through a statewide, employee-paid family and medical leave insurance program that would have provided partial wage replacement for workers while on leave.
- **Emergency Employment Support Services Pilot Program – HB18-1310:** Colorado missed an opportunity to pilot emergency employment support services to help women living in poverty overcome barriers to employment.
- **Income Tax Credit for Endowment Contributions – HB18-1013:** This bill would have strengthened nonprofit sustainability by offering income tax credits of up to 25 percent of the contribution to donors investing in eligible charitable organizations' endowments.
- **Prohibit Seeking Salary Information on Job Applicant – HB18-1377:** Passage of this bill would have promoted pay equity by making it an unfair employment practice for employers to seek wage or salary history information about a job candidate. Prior low pay should not be a reason for continuing women's lower pay.

2018 ELECTIONS

The Colorado legislative session has ended, but our commitment to create long overdue change will never wane. For the 2018 elections, WFCO is developing a nonpartisan election platform based on our research to educate candidates and voters about issues affecting women's economic security.

Thank you to our statewide partners who join us as we drive toward equity and advocate for progress toward prosperity for women in Colorado, including 9to5 Colorado, the Bell Policy Center, Colorado Center on Law and Policy, Colorado Children's Campaign, Colorado Fiscal Institute, Denver Metro Chamber Leadership Foundation, Executives Partnering to Invest in Children, Young Invincibles, Colorado Women's Bar Association, Frontline Public Affairs, Save the Children Action Network (SCAN), our public policy committee members and advisors, and our regional committee members and advocates.

We are grateful to those who make our public policy work possible: Women's Funding Network; The Chambers Fund, a donor-advised fund of The Women's Foundation of Colorado; Women Give – United Way of Larimer County; and generous individual donors.

WFCO elects to submit a 501(h) form to declare our activities related to lobbying to ensure that we are within IRS guidelines.

FIRST LOBBY DAY KICKS OFF ADVOCACY EVENTS STATEWIDE

March 15, 2018 | United by a passion for gender equity, 70 women from across the state attended WFCO's first Lobby Day at the Capitol. WFCO designed the day to equip aspiring activists with advocacy tools and advice and to meaningfully connect them with policy makers.

In all, 26 legislators joined us throughout the day to learn about the policies WFCO supports and meet their constituents.

Participants learned to lobby by observing the legislative process and interacting with legislative aides and organizers. They left energized and ready to act. One participant from Northern Colorado used her newfound knowledge and met with her elected official shortly after Lobby Day. She provided this update:

"...We caught up on Fort Collins things, but she also filled me in on her role at the Capitol, some of her bills and sponsorships, and how she loves working on issues WFCO is involved with. She asked if I wanted to lobby her on anything, and I reiterated that I support legislation or policies that improve women's lives and their families' best interests."

If you missed Lobby Day, don't worry. More advocacy events will bring these tools to communities across the state this summer.



Lobby Day participants touring the Capitol.

DOTTIE LAMM AWARD APPLICATIONS DUE JULY 20

Do you know a young woman who has overcome challenging circumstances on her personal journey toward economic security? Encourage her to apply for the 2018 Dottie Lamm Award. In 1987, WFCO created the Dottie Lamm Leadership Award to honor the former first lady of Colorado's commitment to women and recognize the resilience of women who are creating better lives for themselves and their families. Applicants are eligible for the \$1,500 award if they can answer "yes" to the following criteria:

- You are 18 to 25 years old
- You are a Colorado resident
- You identify as a woman
- You can demonstrate you have overcome significant challenges as you work toward economic security
- You can identify a Colorado organization or community resource that made a difference in your journey
- You are available to attend and possibly speak at our Annual Luncheon on October 10 in Denver
- You can provide a valid taxpayer I.D. or social security number to accept the \$1,500 award (if selected)

To learn more and to apply, please visit wfc.org/dottielammaward. For questions, contact Ayesha Khan, executive assistant and office manager, at ayeshak@wfc.org or 303-285-2965.



The Women's Foundation of Colorado

Women Thriving. Colorado Rising.®

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SUMMER 2018 NEWSLETTER

JOIN US FOR THESE UPCOMING EVENTS

MONDAY, JUNE 18 (COLORADO SPRINGS)

Pikes Peak Women Presents: 2018 Colorado Legislation by and for Women

THURSDAY, JULY 12 (FORT COLLINS)

Northern Colorado Advocacy Day

TUESDAY, JULY 17 (DENVER)

"Battle of the Sexes" Film Screening at Sie FilmCenter

THURSDAY, JULY 26 (PUEBLO)

"Battle of the Sexes" Film Screening and Discussion at the Pueblo Library

WEDNESDAY, AUGUST 22 (VAIL VALLEY)

Vail Valley Summer Games

WEDNESDAY, OCTOBER 10 (DENVER)

2018 Annual Luncheon with Billie Jean King



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MORE INFORMATION AT WFCO.ORG