



MOVING FORWARD, TOGETHER

2017 annual report



Women Employed

DEAR SUPPORTERS,

Equity. It's one of our core values. At Women Employed, we believe every woman should have the ability to achieve financial security for herself and her family.

In a tumultuous year for our country, we have never wavered from this value. With you, we've forged ahead to ensure all women can access fair workplaces, quality jobs, and education and training leading to better opportunities. In this report, you'll read about crucial advances we've made this year on equal pay, paid sick time, and pathways to college and careers. The key to our success is you. More than ever, in 2017 we've seen the power of women coming together. It really is up to us. Thanks for your continued support.

Sincerely,

Iliana A. Mora
President and CEO

Lisa Pattis
Board Chair

GALVANIZING A NEW WAVE OF ADVOCATES

Activism is in Women Employed's DNA. From our early days organizing female office workers in downtown Chicago, to our current work mobilizing advocates around issues like equal pay, paid sick time, and access to education, we recognize the power of women working together.

This year we have seen new threats to women's economic security, and we have seen old threats revived. But we have seen even more women rise to the occasion and stand up to make their voices heard.

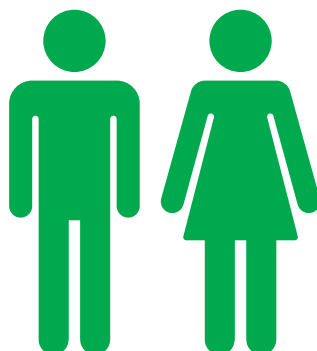
And we have given thousands of those women a place to be advocates—whether by marching and rallying; writing or calling legislators; or volunteering to get involved—channeling their passion into concrete actions that are making a real difference.

It has been inspiring to see so many women step up and speak out about things that matter to us all. And we're not done yet. Join us. Visit womenemployed.org/act to see what you can do today. ■



Watch Missy talk about what getting involved with Women Employed has meant to her. womenemployed.org/forward-together

1,100+
NEW
VOLUNTEERS AND
ACTION TAKERS



3,000+
CALLS, EMAILS, AND LETTERS
TO ELECTED OFFICIALS





91 & **35** **VOTED YES**
REPRESENTATIVES SENATORS

ONE STEP CLOSER TO CLOSING ILLINOIS' WAGE GAP

Despite the enormous advances women have made in every industry, women still earn less than men, and the wage gap has hardly budged in the last decade. Race compounds the issue. For example, Latinas make just 54 cents to a white man's dollar.

One reason the wage gap is so persistent? The common practice of employers asking job candidates for their salary history. When a woman has experienced unfair wages in one job, a salary offer based upon those previous wages perpetuates the inequality.

Ending this practice is one key to closing the wage gap. Women Employed spoke to legislators and

the media about the importance of banning salary history questions during the hiring process. We also joined a coalition of partner organizations to advocate for a "No Salary History" law in Illinois. The bill passed with bipartisan support, and we mobilized scores of advocates to call the governor and encourage him to sign the bill into law.

The governor vetoed the bill, but we're not done yet. We're building support for an override. Visit womenemployed.org/equalpay to see where this measure stands! ■



How do salary history questions impact women? Hear real stories.
womenemployed.org/forward-together

OPENING DOORS TO BETTER CAREERS

Education is the key to a better future for many women and their families. But it can be hard to know where to start when you don't have a high school diploma or the math, reading, writing, or English skills to succeed in college.

That's where Women Employed comes in. Through our partnership with City Colleges of Chicago, we are championing innovative programs that are helping more women get degrees in fields such as information technology, healthcare, and the culinary arts. These "bridge" programs help students build basic academic skills in the context of their chosen career field. With City Colleges,

we have co-written lesson plans for programs in 5 industries, which nearly 1,000 people from colleges and community providers across the country have downloaded.

The data show that these programs work. This year, the healthcare bridge we helped create was chosen as a model in a national study funded by the U.S. Department of Education. The research highlights ground-breaking programs that are making a difference for students, and is aimed at helping education providers across the country improve their own programs, which will mean brighter futures for even more women. ■



See how bridge programs are changing the lives of one instructor's students.

womenemployed.org/forward-together



63% OF BRIDGE STUDENTS GO ON TO COLLEGE

COMPARED WITH JUST **4%** OF STUDENTS IN TRADITIONAL ADULT EDUCATION PROGRAMS

HELPING CHICAGOLAND WORKERS EXERCISE THE RIGHT TO PAID SICK TIME

Everyone gets sick. At Women Employed, we believe that every working person should have the right to take the time they need to get better without fear of losing their jobs.

In the summer of 2016, Women Employed won a major victory when the paid sick time ordinances we advocated for in Chicago and suburban Cook County passed. The new laws, which went into effect in July of 2017, apply to all working people—whether part-time or full-time; hourly or salaried; and regardless of employer size.

But research showed that up to 80 percent of the more than half a million hardworking people who stood to benefit didn't know about their new rights.

We jumped into action, launching the largest public education campaign in Women Employed's history. We built an online hub—sicktime.org—with all the information people need to know to exercise their new rights. We ran ads on trains and online; spoke to the media; utilized social media; and worked with 60 community organizations and government agencies to get the word out.

Now, thousands more people know about their right to earn and use paid sick time. ■



Get a glimpse of the positive change this law will bring to working people. Watch Kahphira's story. womenemployed.org/forward-together

MORE THAN 1 MILLION PEOPLE REACHED THROUGH TRAIN ADS, NEWS STORIES, COMMUNITY OUTREACH, AND ONLINE RESOURCES



PAID SICK TIME IS NOW THE LAW IN CHICAGO AND COOK COUNTY.

LEARN MORE AT sicktime.org

ZNAJ SWOJE PRAWA. sicktime.org

Platne chorobowe w Chicago i powiecie Cook jest teraz prawem. Od 1 lipca 2017 r. możesz otrzymać płatne dni chorobowe, jeżeli ty lub członek twojej rodziny jesteście chorzy.

Kto kwalifikuje się na płatne chorobowe?
 Jeśli pracujesz w powiecie Cook lub w miejscowości podlegającej wyjątkowo "City" (z wyjątkiem powiatu Cook), pracujesz na pełny etat lub na część etatu, jesteś zatrudniony przez pracodawcę, który ma więcej niż 100 pracowników, lub pracodawca jest przedsiębiorcą, który ma więcej niż 100 pracowników, kwalifikujesz się na płatne dni chorobowe.

Na jakiej zasadzie naliczane jest chorobowe?
 Zgodnie z tym przepisem możesz otrzymać wypłatę chorobową w wysokości 66,67% swojej stawki godzinowej lub dziennej, w zależności od rodzaju pracy. W przypadku pracowników na pełny etat wypłata chorobowa może być naliczana na podstawie liczby godzin, które przepracowałeś lub przepracowałaś w poprzednim roku kalendarzowym.

Kiedy może być wykorzystane?
 Możesz skorzystać z płatnych dni chorobowych w celu leczenia choroby, opieki nad dzieckiem, członkiem rodziny lub osobą, która jest członkiem rodziny, lub w celu opieki nad dzieckiem, członkiem rodziny lub osobą, która jest członkiem rodziny, w celu opieki nad dzieckiem, członkiem rodziny lub osobą, która jest członkiem rodziny, w celu opieki nad dzieckiem, członkiem rodziny lub osobą, która jest członkiem rodziny.

Informacje twójce pracodawcy
 Jeśli pracodawca nie chce wykonać twoich praw, możesz zgłosić sprawę do Komisji ds. Pracy i Bezpieczeństwa. Możesz również zgłosić sprawę do Komisji ds. Pracy i Bezpieczeństwa, jeśli pracodawca nie chce wykonać twoich praw.

Skąd się wziął?
 W 2016 roku w Chicago i powiecie Cook zostały uchwalone przepisy o płatnych dniach chorobowych. W 2017 roku przepisy te weszły w życie.

Więcej informacji
 Możesz uzyskać więcej informacji na temat swoich praw i sposobów ich wyegzaminowania, odwiedzając www.sicktime.org lub zadzwoniv do linii pomocy.

Informacje dodatkowe
 Ten dokument jest tylko informacją i nie stanowi porady prawnej. Aby uzyskać więcej informacji, skontaktuj się z prawnikiem.

THANKS TO OUR DONORS AND PARTNERS FOR MOVING US FORWARD.

We salute all the corporations, foundations, organizations, and individuals who made a gift between July 1, 2016 and June 30, 2017, and regret that we cannot list those who donated less than \$250. A heartfelt thanks to all our supporters!

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NANCY B. KREITER ADVOCACY FUND* / Special thanks to the donors of this fund that supports Women Employed’s work to strengthen federal equal opportunity policies.

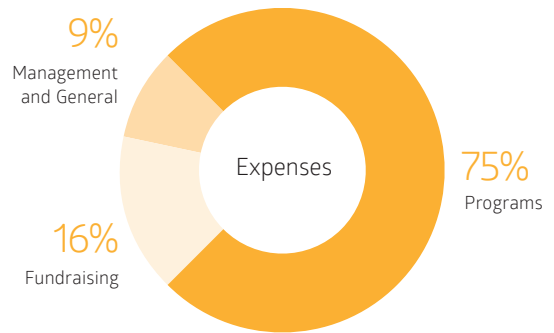
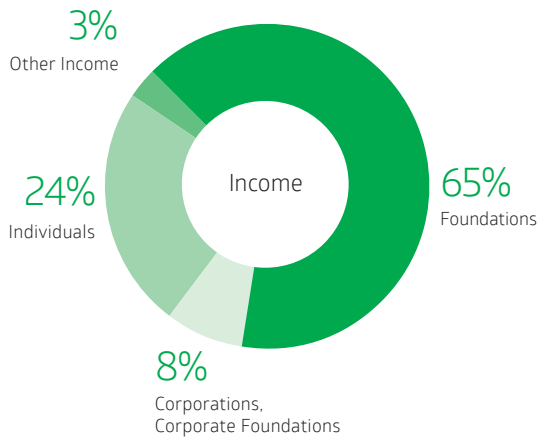
ANNE LADKY LEADERSHIP FUND* / Thank you to these donors who have designated the total or a portion of their gift to the fund created in Anne Ladky’s honor. All donations will support initiatives aimed at empowering the next generation of women to lead the work of Women Employed and strengthen the future for all women.

GENERATIONS CIRCLE / Thanks to our supporters who have included Women Employed in their estate plans, future generations of women will have meaningful opportunities to achieve their aspirations for themselves and their families.

DEDICATIONS / Honor a loved one with a gift in their name to Women Employed for a birthday, anniversary, or other special occasion. Donations in memory of a special person honor their life and continue their legacy. The tribute gifts noted are donations of \$150 and above.

For more information about these special giving opportunities, call Linda at 312.782.3902 ext. 245 or visit womenemployed.org.

FINANCIALS



INCOME

Foundations	1,692,579
Corporations, Corporate Foundations	221,431
Individuals	626,603
Other Income	81,987
Total	\$2,622,600

EXPENSES

Programs	1,757,535
Fundraising	384,866
Management and General	215,437
Total	\$2,357,838

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