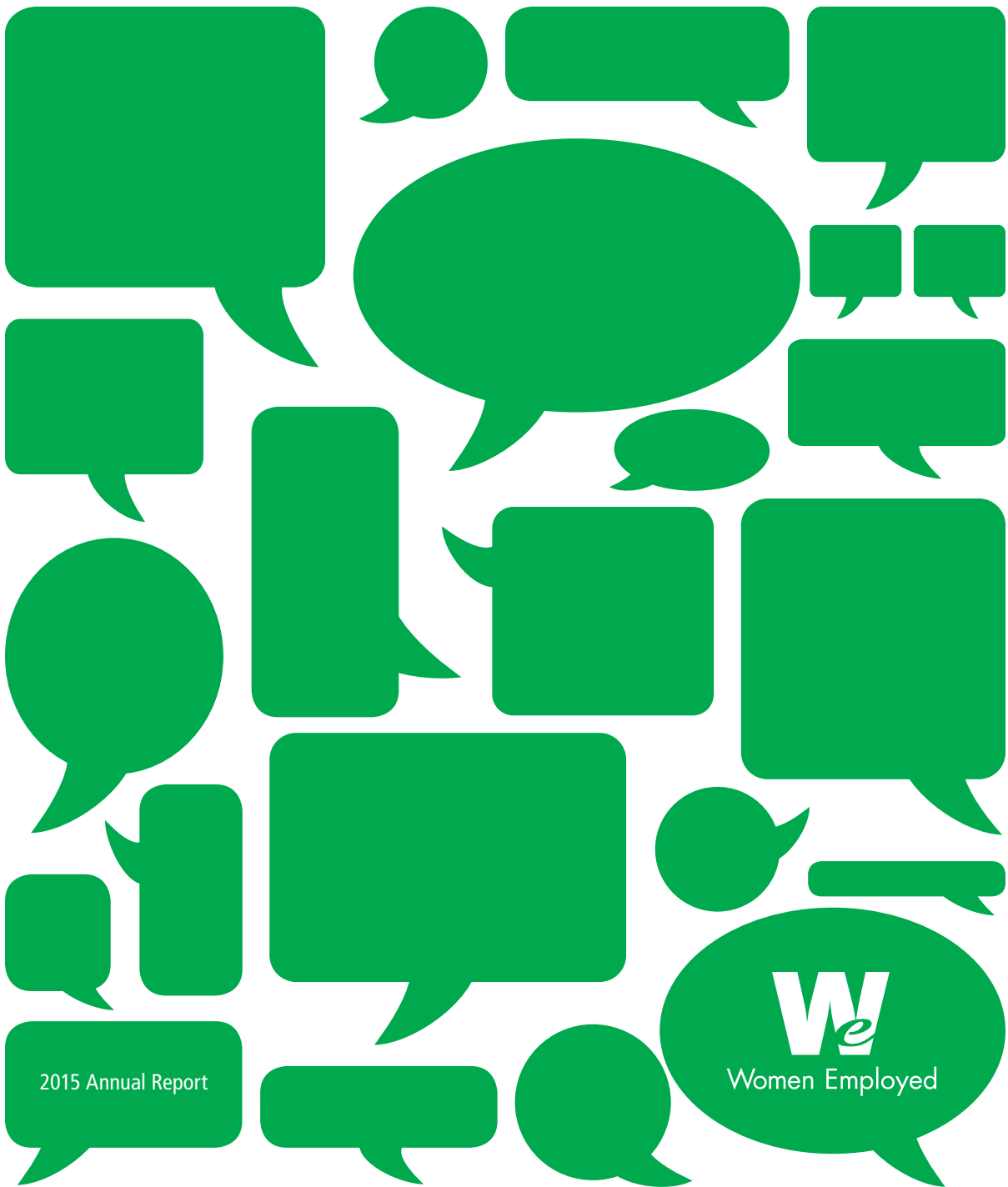


Not you.
Not me.

It's *we*.



In expanding employment
and educational opportunities
for women...

It's not just you.
It's not just me.
It's *we*.

All of us and Women Employed.

Dear Friends,

For more than four decades, **Women Employed** has been an ardent voice on behalf of working women. We believe that listening is important too, and it's the way we ensure that women's needs and experiences drive our work.

This year, we pioneered national opinion research with 1,000 professional women to explore the workplace issues that concern them and their awareness of the realities facing low-paid women workers. At the same time, we conducted focus groups with low-paid women in Chicago about their employment needs, aspirations, and challenges.

Although the women we heard from had widely varying life experiences, we heard strong commonalities: a yearning to do the best for their families, the importance of financial stability and security, a desire for work that is respected and fulfilling, a belief in fairness, and the importance of speaking up for change.

That is the vision we all share. The voices of working women are at the heart of this annual report.

Our research reminds us that **WE** is more than our acronym—**we** stands for the aspirations that unite working women. It stands for what **we** can accomplish together.

Thanks to our many partners, activists, and supporters, we made important progress this year. Together, we'll continue to work towards a world in which all women can advance economically and achieve their aspirations.



Anne Ladky
Executive Director




Lisa Pattis
Board Chair

Working together, we will.

Women Employed is mobilizing individuals, organizations, policymakers, and civic leaders to achieve our vision of expanding women's educational and employment opportunities. Even though these goals seem straightforward, they aren't easy to achieve. But we have a clear destination and the know-how and experience to get there. **Working together, we will.**







"I am not just a number.
I matter."

"A working mother should be able
to see her kids before they go to
bed and have enough money to
provide for her family."

We all deserve a workplace that is fair and employers who treat us with respect.

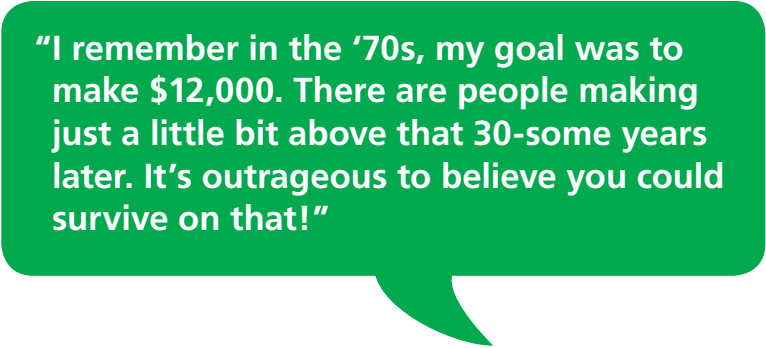
Whether our job site is a factory, an airplane, a hotel, a cubicle, or the corner office, our work has value. **We** all deserve to be treated with dignity and respect. We want equal pay for equal work. We want our country's rhetoric about the importance of families to be matched by workplace policies that actually help.

Women Employed is leading the way on issues like pay transparency and scheduling practices to ensure fair treatment for all women workers.

Our work to ensure equal pay for equal work took a major step forward with the Obama administration's decision to prohibit pay secrecy by companies doing business with the federal government. A new Executive Order makes it possible for workers and job applicants to share information about pay without fear of discrimination. **Women Employed** worked for years with the U.S. Department of Labor to shape this policy and advocate for this important advance for equal pay.

Our work for fair pay also includes our continuing advocacy for a higher minimum wage federally and in Illinois and an end to a "subminimum" wage level for tipped employees. Having to work for tips often leads to harassment and discrimination—and undermines fairness.

Women Employed is addressing another employer practice that undermines economic stability—unstable and unpredictable schedules. In sectors like retail and food service, hourly employees have little notice of their schedules or the number of hours they'll get, which makes it impossible to budget, obtain child care, or fulfill family responsibilities. We are shining a spotlight on this issue and its consequences for women and families, sharing their stories with the public and policymakers, devising policy options, and promoting "best practice" solutions to employers.



"I remember in the '70s, my goal was to make \$12,000. There are people making just a little bit above that 30-some years later. It's outrageous to believe you could survive on that!"

We all need opportunities to grow, to achieve.

Whether working women aspire to be employed full-time or part-time, to become chefs or CEOs, **we** all deserve the opportunity for education as a path to achieving our dreams. For millions of women, education beyond high school has been essential to their advancement. Millions more aspire to go to college but face barriers: the cost of tuition, the demands of work and family, lack of academic preparedness.

Women Employed is working to ensure that all women have access to the education and training they need to achieve their goals.


We built partnerships with colleges, advocated for policy changes, and created curricula with the City Colleges of Chicago and trained nearly 60 of their teachers in order to make “bridge programs” widely available. Bridges combine basic academic instruction with career education, leading to jobs paying family-supporting wages. Since **Women Employed** began this effort, more than 3,000 Illinoisans have enrolled in bridges, and the number is rising rapidly as more schools adopt this approach.

This year, we built Career Foundations, a critically needed beginning step for low-skilled adults who haven’t chosen a career field. This is especially important for women, who often lack good career information. The Career Foundations curriculum, now available on the web, introduces students

“People have a sense of pride when they have a job they are proud of or something they are good at.”


to ten employment sectors that they can prepare for at City Colleges. This 32-hour course, the first of its kind, is now being offered at six City Colleges. To reach more adults who want to begin on a career pathway, we partnered with twelve community-based organizations on an exciting effort to implement the Career Foundations curriculum and enable more of their participants to transition to college.

To ensure that more low-income adults have the opportunity to enroll in college, **Women Employed** continues to lead the fight for adequate funding for MAP, the state’s financial aid program. Throughout the state’s budget stalemate, we are making sure that policymakers hear from their constituents about the vital role MAP plays for them and for the economic health of the state.

A close-up photograph of a person's hands kneading a large piece of white dough on a wooden surface. The person is wearing a light-colored apron over a dark long-sleeved shirt. The background is slightly blurred, showing a kitchen setting with a bag of flour and a stove.

"My dream is
to own my own
catering company."

"Our educational system falters in trying to
help people who are low-income, who don't
have exposure to higher education, to know
exactly what is out there for them."

A close-up photograph of two hands, one larger and one smaller, holding each other. The hands are positioned diagonally across the frame. The background is a soft, out-of-focus bokeh of green and yellow light, suggesting sunlight filtering through leaves. Two green speech bubbles with white text are overlaid on the image.

**"When you advocate for women,
you are advocating for the entire
family. It's a snowball effect."**

**"This is a moral issue. People get sick or they
need to take care of a family member who is
sick. I don't understand what kind of society
people want to live in when we have policies
like this that don't address these issues."**

We all need jobs that enable us to care for ourselves and our families.

White collar, blue collar, hourly, or salaried, we all get sick sometimes. So do our children and parents. Emergencies happen. All of us need employers who understand and support our desire to contribute at work and do our best to care for our families. Research shows that when we are healthy and engaged, we are also more productive employees.

Women Employed is leading the effort to ensure that every employee can earn sick time. In Chicago, we worked with advocates and aldermen to draft an ordinance to create a basic earned sick time requirement and built support for passage. At the urging of advocates, Chicago's Mayor appointed a Working Families Task Force to address issues including sick time, irregular scheduling practices, and other family support concerns. Our Executive Director co-chaired the group during a six-month process comprised of community-level focus groups with employers and employees, expert testimony, research, and deliberations. When the task force issues recommendations in early 2016, **Women Employed** will continue to play a leadership role by advocating for public policy and urging businesses to adopt best-practice solutions.

During the first year since the passage of Illinois' Pregnancy Fairness Act, **Women Employed** worked to ensure strong implementation of the law by creating and disseminating materials to inform women about their rights and inform employers of their obligations.

We're promoting sound public policies and voluntary employer action to expand the availability of paid parental leave—which both women and men need and want. This year, we developed a model policy that we are disseminating to encourage employers to include paid leave in their benefit programs.

At the same time that support for family caregiving is growing, Illinois' governor provoked a serious crisis for low-income parents with drastic cuts to child care subsidies. **Women Employed** joined advocates across the state to put pressure on the governor and legislators and won restoration of the critically needed funds.

"My dad is 84 and I take him back and forth to the doctor. I don't know from week to week which days I'll be off, and his appointments are set weeks or months in advance."

There is unity in community.


Though we come from different places with diverse backgrounds, **we** share ideals about equality for working women.

For more than 40 years, **Women Employed** has mobilized people and organizations to drive change. Today, Facebook has replaced flyers, and Twitter is used more than the telephone, but our commitment remains unchanged: to build a community of advocates who are passionate about economic justice for women.

Through thought-provoking public events, dialogues with policymakers, social and traditional media, councils and committees, and our online action network, **Women Employed** is raising awareness and attracting new voices to our advocacy efforts.

Together, we've created and will continue to build a community that expands opportunity for all.

It's up to us.



"I realize I need to protest in some way—call or email, get noisy, ask questions, create media buzz. I think that's the only way."

"With all the resources and everything that you learned that made you successful, why wouldn't you pass that on to someone else? I am going to make sure that I do."

DONORS

Just as many voices inform our work, many hands enable us to achieve results. We are deeply grateful to all those who invest in economic advancement for working women by supporting **Women Employed**.

We salute the many foundations, corporations, organizations, and individuals who have supported us over the years. The following donors generously contributed between July 1, 2014 and September 30, 2015. We recognize the importance of every contribution and regret that we cannot list the many people who donated less than \$100. Heartfelt thanks to all our supporters.

ORGANIZATIONS

\$100,000 and up

Adah Wilson Fund for Nursing at the Chicago Community Trust
Ford Foundation
Grand Victoria Foundation
Joyce Foundation
JPMorgan Chase Foundation

\$25,000–\$99,999

Allstate Insurance Company
Alphawood Foundation
Anonymous
The Boeing Company
Chicago Foundation for Women
Chicago Tribune Charities, a McCormick Foundation Fund
Crown Family Philanthropies
Elizabeth Morse Genius Charitable Trust
Family Values @ Work
Lloyd A. Fry Foundation
Paul M. Angell Family Foundation
Polk Bros Foundation
Richard H. Driehaus Foundation
Searle Funds at the Chicago Community Trust

\$10,000–\$24,999

Aon Corporation
ComEd

Northern Trust
Pert Foundation
RBC Capital Markets/
RBC Wealth Management
Union Pacific
Walgreens Company
Wintrust Financial Corp.
Woods Fund of Chicago
W.W. Grainger, Inc.

\$5,000–\$9,999

Barnes & Thornburg LLP
Bill Bass Foundation
Charles Jacob Foundation*
DeVry Education Group
Erie Family Health Center
Fifth Third Bank
GATX Corporation
Kirkland & Ellis LLP
Mendelsohn Legal, Inc.
Miner, Barnhill & Galland PC
The PrivateBank
Reva and David Logan Foundation
Schiff Hardin LLP
Vedder Price
Woodward, Inc.*

\$1,000–\$4,999

AFSCME Council 31
Aramark
Ariel Investments, LLC
Coalition of Women’s Initiatives in Law

DLA Piper
Flora Connections
Grisko LLC
High Ridge Partners
Hughes Socol Piers Resnick & Dym, Ltd.
Isobar
John D. & Catherine T. MacArthur Foundation
KPMG
Local 881 UFCW
Motorola Solutions
Noelle Brennan & Associates*
North Shore Law
Polsinelli Shugart PC
Public Communications Inc.
RBC Foundation
San Francisco Foundation
SIPI Metals Corporation
Taft*
Tressler LLP
University of Chicago Medicine
Winston & Strawn Foundation
Workers’ Interests Network
Workright Training, LLC.

\$100–\$999

Allison, Slutsky & Kennedy, P.C.
Allstate Foundation
Apogee Enterprises, Inc.
Aronberg Goldgehn Davis & Garmisa
Bank of America Foundation

Blue Foundation
Brown & Brown PC
Center for High Performance
Chicago Association of Legal Personnel Administrators
Chicago Lawyers Committee for Civil Rights Under Law
Daspin & Aument, LLP
DHS Consulting
Doing Good LLC
Forms, Etc.
Horwood Marcus & Berk Chartered
Jenner & Block, LLP
Law Offices of Gary R. Waitzman LLC
Mendelsohn Legal, Inc.
Metra
Milwaukee Valve Company, Inc.*
Nash Brothers Construction Co., Inc.
National Partnership for Women & Families
Patricia C. Bobb & Associates P.C.
Robert R. McCormick Foundation
SEIU Local 1
Selden Fox, Ltd.
Sorooptimist International of Chicago
United Scrap Metal, Inc.
United Way of Metropolitan Chicago

INDIVIDUALS

**Leadership Circle
\$10,000 and up**

Linda Friedman
Nancy and Rick Kreiter*
Jim and Kay Mabie
Pattis Family Foundation

**Champions for Change
\$5,000–\$9,000**

Kathleen Almaney
Fay Clayton and
Lowell Sachnoff
Alice Greenhouse +
Jerry Newton
Janice Rodgers
Debbie Thorne and Jerry Esrig

**Partners for Change
\$2,500–\$4,999**

Anonymous
Lucy Ascoli
Katharine and Basil Babcock
Virginia Bartholomay
Marion Cameron
Anne Megan Davis
Martha Garcia
Deborah Golden
Cynthia Hardie
Harriet Harty
Davis Jenkins
Tracie Morris
Lisa Rosenberg and
Howard Balikov*
Janet Schumacher +
Lisa Snow and Franco Turrinelli
Teresa Soppet
Gloria Ysasi-Diaz

**Investors for Change
\$1,000–\$2,499**

Jill Allread
Patricia Arnold
Shauna Babcock
Charlene and Bob Baizer*
Pamela Baker
Bernadette Barron
Ann Becker
Marti and Tony Belluschi*
Mary Beth Berkes
Kate Boege
Andrea Bueschel
Lydia Bueschel
Ann Byrne
Ellen Carnahan and Bill Daniels
Kristin Case
Elizabeth Cole
Shayna Cook and
Todd Ferguson
Vicki Curtis +
Mary Deissler

Mary Kay Devine
and Jason Coulter
Sara Dioguardi
Gail Edgar
Sharon Eiseman
Barbara Engel
Judy Erwin +
Sara Gourley Euler
Brian Fabes and
Lisa Schneider Fabes
Julie Fenton and Stuart Chanen
Karen Fishman and
Anne Ladky +
Noam Frankel and Laura Sova
Gwyn Friend
Aviva Futorian
Mary Gardner
Lee Glazer*
Shelley Gorson and
Alan Salpeter Family Fund*
Sharon Harris
Debra Hass and Buc Rogers
Gabrielle Hatley
Toni and John Henle
The Jastromb Family
Philanthropic Fund
Fern Josephs +
Melissa Josephs
Patricia Katz
Lori Kaufman
Judith Kossy
Ali and Brian Kreiter*
Susan Lambert
Flora Lazar
Christine Leahy
Susan Lichtenfeld
Kate Maehr
Marcia Mawe
Judy McCaskey
Patricia McKiernan
Paddy McNamara
Dorri McWhorter
Ambar Mentor-Truppa
and Mike Truppa
Melissa Moore
Iliana Mora
Leslye Mueller
Pamela Oettel
Katina Panagopoulos
Sheila Penrose*
Joan Perkins +
Day Piercy
Jean Pogge
Erika Powers
Anna Rappaport
Michelle Repko
Stephanie Riger
Elena Robinson
Laurie Rompala
Sheli Rosenberg
Loretta Rosenmayer

Nancy Ross
Janet and Philip Rotner +
Lisa Rowe
Bettylu and Paul Saltzman
Carole Schecter
Erin Schrantz
Jana Schreuder
Joan Shapiro
Rebecca Sive
Cynthia Smith
Beverly Butz Sosa
Ingrid Stafford
Ronna Stamm and Paul Lehman
Julia Stasch
Cindy Stuyvesant
Sharon Terry
Mabel Tung
Lisa Turley
Linda and Terry Van Der Aa*
Sandra VanGilder
Leslie Veon
Darlene Vorachek
Lynn Watkins-Asiyanbi
Joyce Webb
Elaine Weiss
Steven Wiesner
Jenny Wittner
Julie Zaideman

\$500–\$999

Linda Ballard
Sarah Bradley
Eryn Brasovan
Patricia Broughton
Suzanne Brown and Denise Foy
Alexandra Buck
Elizabeth and David Bueschel
Jennifer Campe
Lindsay Chase-Lansdale
Delia Coleman
Doris Conant
Jeff Cummings
Susan Darby
Kemery Bloom Derby
Sarah Duncan
Suzanne Farrand
Barbara and Michael Fishman
Lisa Swedenborg Getson
and Jeremy Getson*
Julianne Getty
Alexis Gladstone
Margaret Gregory
Robbin Cohen Gross
Brenda and James Grusecki
Sydney Hans and
Lawrence Strickling
Deborah Minor Harvey
Kathryn Hayley
Kathleen and Larry Holleran*
Polly Kosyla

Karen Lewis
Gail Ludewig
Kay McCurdy
Theresa Melroy
Lydia Stazen Michael
and Daniel Michael
Jacqueline Moore
Brandon Neese and David Wick
Diana Nelson
Sharon O'Keefe
Jean Perkins and
Leland Hutchinson
Vikki Pryor
Becky Raymond
Susan Resko
Eleanor Revelle
Edna Schade
Sandra Schirmang
James and Sheila Schultz
Susan Schwartz
Kathleen Sedey
Mary Ann Sedey
Jacqueline Taylor
and Carol Sadtler
Katherine Toll
Rachel Unruh
Julia Van Vliet
Carole Veronesi
Lynne and Ricky Weber*
Barbara Wilson
Debra Wilson-Sumbry
Judith Wittner

\$100–\$499

Thelma Stevenson Ablan
Barbara Adelman
Bonnie Agnew*
Barbara and Tom Alt*
Sharon Alter
Rina Alvarez
Sally and Vincent Anderson
Patti Anderson
Lucia Annunzio*
Cynthia Archer
Veronica Arreola
Sue Augustus
Lori Baas
Rebecca Bacon
Sharon Barton
Enriqueta Bauer
Henry Bayer and
Jacqueline Kinnaman
Rosemary Bayzer
Kathleen Beaulieu
Sara Beazley
Cynthia Beckel
Brenda and Martin Becker*
Lisa Bedner
Tracey Bell
Deanna Bellandi
Nancy Bellew

Heidi Belz	Pamela Cullerton	Katharine Friedman	Peggy Hillman
Robin and Allen Berg*	Barbara Flynn Currie	Shanin Fuller	and Herbert Krist
Anne Berkeley	Linda Cushman	Mia Furlong	Claire Holland
Susan Berkowitz	Lynn Cutler	Susan Gallagher	Halcolm Holliman*
Robin Berkson	Leslie Darling	Matt Galo	Lawrence Hollins
Fredda Berman	Ann Darnton	Bridget Gavaghan	Roxanne Hori
Cinda Berry	Autumn Darnton	Madeline Gelis*	Elizabeth Hubbard
Ellen Best	Andrew Davis	Cynthia Gentles	Heli Jaason
Brenda Betts	Renee Davis	Christine George	Nancy Jacobson
Stella Black	Dale Davison	Audrey George	Marjorie Jeanchild
Courtney Slovin Blenner	Louise Dechovitz	Meredith Conant George	Luz Jimenez
Lindsay Blohm	Kathleen Deitch	Larry Giddings	Mary Ann Johnson
Angela Bobbitt	Edith DeMar	Ruth Williams Gieser	Karen Johnson
Mary Boehler	Catherine Dennis	Linda Ginzel	Gwen Jordan
Susan Boone	Jennifer DePriest	Jennifer and Hersh Glagov	Diana Juarez
Deborah Bornstein	Bernardo DeSimone	Stephanie Glass	Margaret Jungels
Sarah Bornstein	Jane Dewey	Leona Gleason	Stacy Kahan
Leslie Borre	Adriana Diaz	Linda Glick	Suzanne and Dan Kanter
Elizabeth Brackett	Jennifer Dirkin	Susanne Glink	Kathy Kaplan*
Jane and Eddie Brandwein*	Joyce and Paul Dlugosch*	Mita Goel	Angela Marie Karesh
Christine Breitzman	Joanne Driscoll	Ilise Goldberg	Marc Kaufman
Patty Bresnahan	Donna Dudley	Michael Golden	Anne Kavanaugh
Cynthia Bridges	Julie Dunai	Gail Golden	Laura Luckman Kelber
Donna Brookins	Evan Earley	Jill and Steve Gomberg*	Shelly Kellner
Carol Brosk	Hillary Ebach	Rémi González	Krenna Kelly
Julie Brown	Therese O'Connell Echeveste	Merle Gordon	Kathleen Kenefick
Penny Brown	Andrea Egle	Lou Gottlieb	Brooke Kerendian
Angela Burke	Suzanne Ehrenberg	Betsy Grais	Paige Kerr
Greg Burns	Irene Elkin	Ron and Marilyn Grais	Diane Kessler
Jeanette Castellanos Butt	Cyndi Elliott	Ashley Grant	Peter Killian
Merle and Michael Cahan*	Ellen Engel	Sallie Gratch	Maria Kim
Mary Callow	Sharon Ephraim	Joanna Greene	Erin Kirchner
Nancy Duff Campbell*	Abigail Erwin	Gwen Gregory	Rebecca Klein-Collins
Edie Canter	Karyn Esken	Marc Greitens*	Linda Kohut
Joanne Canyon-Heller	Daniel Esrig	Adrienne Grier	James Kolstad
Mary Kennedy Carew	Ricardo Estrada	James Grimes	Linda Kroll*
Karen Case	Jessica Fairchild	Colleen Grogan	Janet Krueger
Dan Casey	Lili Farrok-Siar	Theresa Gronkiewicz	Susan Kruesi
Julianne Cecchi	Diana Ferguson	Rachel Gross	Tammy Kufahl
Deborah Chalfie*	Stan and Mary Ferguson	Frances Grossman	Anemona Kuhlman
Annette Charles	Denise Ferguson	Joan Gunzberg	Jessica Kumar
Nidhi Chaudhary	Tiffany Ferguson	Nancy Gupta	Jim and Julie Ladky
Ann Chipman	Jo-Ann Finkelstein	Anne Hamada	Jeanne C. Ladky
Yoonsun Choi	Sunny Fischer	Julie Hamos	John Ladky
Nancy Clawson	Gretchen Fitzgibbons	Dolores Hanna	Jessica LaGrange
Lydia Cochrane	Delilah Flaum	R. Norman Harden	Anne Larson
Joyce Coffee	Toren Flink and Peter Kroll*	Mary Harkenrider	Lynn Lavender
Wendy Cohen	Craig Foley	Timothy Harmon	Martha Lawlor
Amber Coisman	Joann Foriest	Linda Chaplik Harris*	Della Leavitt
Kristin Coleman	Meg Fox	Emily Harris	Khun Lebakken
Elizabeth Coleman	Tricia Fox	Leigh Harter	Wendy Leifer
Alison Conlon	Penina Frankel	Julie Hayes	Phaedra Leslie
Colleen Connell	Aaron Frankel	Sara Hays	Karen Levin*
Sue Anne Copeland*	Katherine Frankle and David Goldman	Mary Kay Heffernan	Rebekah Levin
Judy Cottle	Marcia Franklin	Christie Hefner	Susan Lewers
Carol Lynn Coughlin	Mary Frey	Julie Heneghan	Marilyn Lissner
Wendy Coulter	Maya Friedler	Julia Henly	Gretchen Livingston
Amy Cowen	Anita Friedman	Elizabeth Higashi	Karen Lobdell
Hannah Costigan Cowles			Aphrodite Loutas

INVESTORS FOR CHANGE

Special thanks to our Investors for Change, who make gifts of \$1,000 or more annually. Their support provides Women Employed with the flexible resources necessary to pursue the best opportunities for change to benefit low-paid working women.

NANCY B. KREITER ADVOCACY FUND

Special thanks to donors to this fund which supports Women Employed's work to strengthen federal equal opportunity policies.

GENERATIONS CIRCLE

Generations Circle members have included Women Employed in their estate plans. Their legacy will help ensure that women of all generations have meaningful opportunities to achieve their aspirations for themselves and their families.

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

Marcena Love	Portia Morrison	Beverly Pierce	Mary Rychener
Rita Luce	Mary Morten	Francie and Stuart Pinkwater*	Tina Rzepnicki
Mary-Ann Lupa	Adria Mossing	Lucille Pirri	Jordan Sadler
Susan MacGregor	Dawn Muir	Yoni Pizer and Brad Lippitz	Carol Sonnenshein Sadow
Stephen and Rosemary Mack	Clare Munana	Wendy Pollack	Jane Saks
Mary Mackay	Veronica Munoz	Lisa Pollard	Shira Saliman
Sharon Mackes	Mary Murphy	Paige Ponder	Kaarina Salovaara
Kathleen Madden	Isobel Neal	Jeanne Poorman	Joan Saltzman*
Beth Malloy	Katherine Nee	Maureen Powers	Anita Samen
Katie Malone	Lisa Neubauer	Sylvia Pozarnsky and Tom Riley	Laura Samson
Sarah Mansberger	Cindy Nguyen	Karen Prieur	Gina Samuels
Mary Maraventano	Liz Niederkorn	Erin Ptacek	Carol and Emilio Santi*
Kellyn Marks	Camilla Nielsen	Thomas Pulver	Anita Sarafa
Helen Marlborough	Gail Niemann	Nancy Quinn	Elizabeth Sarnik
Judy Marwick	Karin Norington-Reaves	Mary Raitt	Kathleen Scallan
Mary Marzullo	Dolores Norton	Mrinalini Rao	Renee Schleicher
Emily Masalski	Gerard Notario	Cynthia Rathunde	Aimee Schnabel
Erin McAdams	Stephen and Ilene Novack*	Mary Reaves	Linda Schwartz
Elaine and Bill McCloud*	Joan Oberndorf	Steve Redfield and Patricia Pippert	Renee Schwartz
Lisa McClung	Jessica O'Brien	Holly Reed	Susan Ringel Segal*
Ann McCready	Mary O'Connor	Rena Reiss	Linda and Jeffery Semel
Lynn McGovern	Anita Orlikoff	Stephanie Rever-Chu	Nancy Semerdjian
Jean McLaren	Barbara Orth	Susan Ridihalgh	Linda Shapiro
Marcia Medema	Carolyn Ou	Carol Rizzolo	Reeva Shulruff
Larry Meisner	Jessica Paik	Harriett Robinson	William Siavelis
Jane Mentzinger	Debra Parker	Kathy Rocklin	Michael Sicher
Saundra Unke Mertz	M. Bernadette Patton	Ellyn Rosen	Jill Sickle
Michael Meshenberg	Marva Paull	Leora Rosen	Diane and David Sigman*
Susan Meyer	Dana Pearl	Tricia Rosman	Jodi Silberman
Rebecca Stark Meyer	Mary Pearlman	Heather Ross	Susan Silver
Robert Michaels	Wanda Pelz	Marcia Ross	Leslie Silverman
Verett Mims	Mary Penn	Sharyl Ross	Audra Simel
Stephanie Lucas Mitchell	Mark Perez	Susan Rubens	Anita Sinha
Susanna Mlot	Jane Sisco Perkins	Susan Rubnitz	Mindy Crandus Circus
Jeffrey Mono	Karen Perlmutter	Cathryn Ruggeri	Patricia Sklar
Jody Moran	Jennifer Phillips	Janet Rustigan	Nan Smith
Jennifer Moran	Debra Pickett	Kathleen Ryan	Whitney Smith
Elizabeth Morris	Martha Pierce		Kathryne Smith

Moleska Smith
Ann Smith
Christine Sobek
Sherry Sohn
Irena Sokol
Stephanie Sommers
Jennifer Soule*
Whitman Soule*
Mary Beth Sova
Michelle Speller-Thurman
Trent Spence
Jennifer Staben
Shirley Staffan
Evanca Stalley
Alexandra Stan
Wilma Stevens
Susan Stiber
Marjorie Stinespring
Rita Stols
Suzanne Strater
Susan Straus
K. Sujata
Peggy Sullivan
Arvind Suresh

Jill Svoboda
Lorelle Swader
Helena Swanson-Nystrom
Bintou Sy
Abigail Sylvester
Pamela Tate
Barbara and Robert Taylor
Laura Colton Tepper
Tom and Karen Terry
Carrie Thomas
Rhonda Thomas
Karen Thompson
Carole Thudium
Ashley Waddell Tingstad
Verena Tonnesen
Jackie Traynere
Tracy Treger
Michele Trickey
Joyce Tucker*
Julia Turk
Helen Turley
JoAnn Ugolini
Ann Uitto-Snyder
Karin Ulstrup

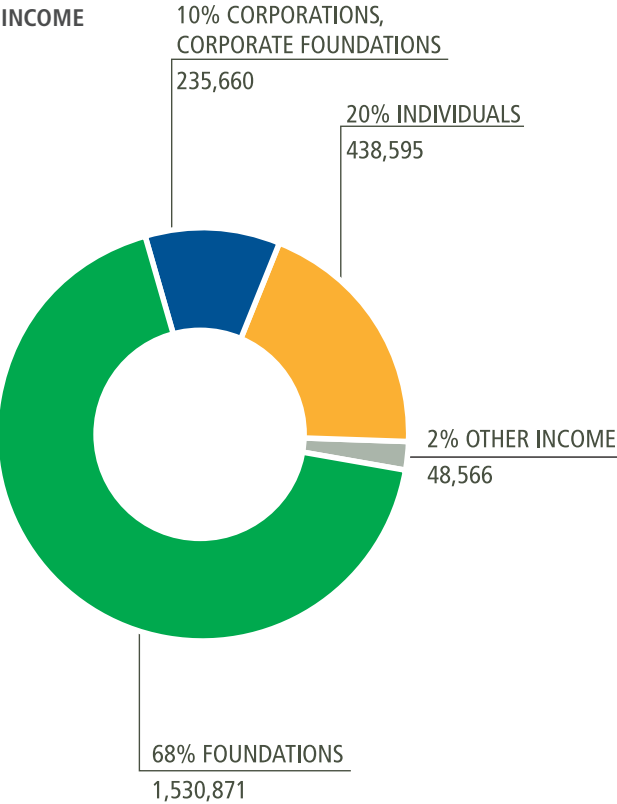
Caroline Upton
Susan Valentine
Mary Ellen Vales
Caren Van Slyke
Ellen Vargyas*
Elizabeth Vincent
Penny Visser
Tiffany Voltz
Gail Vuckovich
Amy Waldon
Judith and Roger Wallenstein*
Valerie Waller
Barbara Waller*
Gail Ward
Christina Warden
Elaine Waxman
Sonia Weaver
Tara Webb
Eryn Weber-Shifrin
Beata Welsh
Debra Weninger
Tiffany White
Lindsey Whitlock
Tami Wielgus

Julia Williams
Stephanie Williams
Rachel Williams-Newman
Jane Wilmoth
Cynthia Wilson*
Mary Jane Wilson
Charlotte Winkler
Jodie Winnett
Laura Winters
Deborah Winton*
Brenda Wolf
Chiara Wrocinski
Julie Wrona
Caren Yanis
Marci Ybarra
Carolyn Yelton
Laurie and Michael Young*
Susan Young
Donna and Phillip Zarcone
Alison Zehr
Chelsey Ziegler
Gabi Zolla
Jerrold Zoloto

+ Generations Circle member *Gifts to the Nancy B. Kreiter Advocacy Fund

FINANCIALS

INCOME



EXPENSES



BOARD OF DIRECTORS

- Kate Boege
- Lydia Bueschel, *Secretary*
- Deborah Golden, *Vice Chair*
- Gabrielle Hatley
- Harriet Harty
- Fern Josephs
- Anne Ladky, *Executive Director*
- Susan Mendelsohn
- Ambar Mentor-Truppa
- Iliana A. Mora
- Tracie Morris
- Lisa J. Pattis, *Chair*
- Elena Robinson
- Laurie Rompala
- Lisa Rowe
- Lisa Snow
- Teresa Soppet
- Deborah L. Thorne, *Vice Chair*
- Gloria M. Ysasi-Diaz, *Treasurer*
- Lynn Watkins-Asiyanbi

**ADVOCACY COUNCIL
LEADERSHIP COMMITTEE**

- Ambar Mentor-Truppa, *Chair*
- Abigail Sylvester
- Adriana Díaz
- Beth Kenefick
- Carta Robison
- Megan Cikara

WOMEN EMPLOYED STAFF

- Linda Ballard
Development Officer
- Dana Castillo
Program Coordinator
- Amanda Collins
Program Coordinator
- Elizabeth Cunneen
*Director of Finance
and Administration*
- Starr de los Santos
*College Support Specialist/
Student Advocacy Coordinator*
- Mary Kay Devine
*Director of Community
Initiatives*
- Kristin Ginger
Communications Associate
- Emily Greenberg
Development Officer
- Melissa Josephs
*Director of Equal
Opportunity Policy*
- Sarah Labadie
Senior Policy Associate
- Anne Ladky
Executive Director
- Judy Miyashita
*Senior Communications
Associate*
- Gloria Ortiz
Policy Associate
- Shirley Perry
Network Administrator
- Mehwesh Siddiqi
*Bookkeeper/Accounting
Assistant*
- Sylwia Sokolowski
*Database Coordinator/Data
Entry Specialist*
- Christina Warden
Senior Program Manager
- Rebecca Wellisch
*Director of Marketing
and Communications*
- Jenny Wittner
Associate Director

