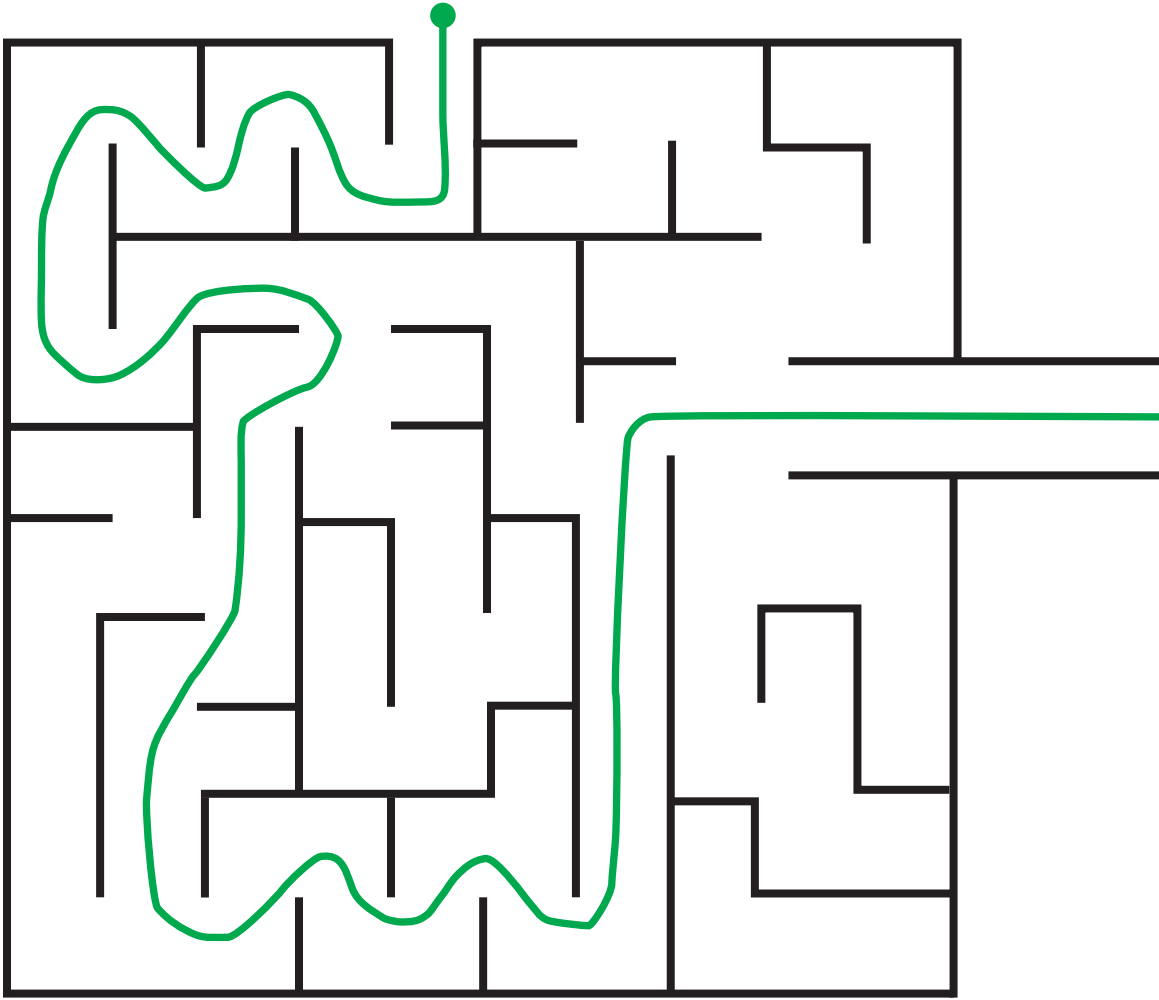
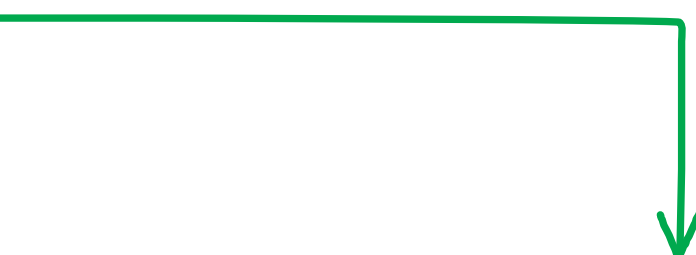


2016 annual report





THIS IS HOW CHANGE HAPPENS.

It's never a straight line. Advocacy campaigns are long battles with many twists and turns. New discoveries, barriers, and tactics emerge. Over four decades, Women Employed has developed the strategic know-how, flexibility, and tenacity it takes to win. This report recounts the winding path to two vital advances for working women.

Impossible choices for millions

Employees—especially women, who bear the majority of family caregiving responsibilities—suffer without the right to earn sick time. Unable to afford a day off, they come into work sick or are forced to make impossible choices between taking care of their families and keeping their jobs.





Women Employed has been on the front lines for over a decade, educating leaders and the public, building support, and pushing for change.

Organizing, Establishing the Coalition, Drafting Illinois Bill

In 2000, Women Employed formed the Illinois Paid Leave Coalition. We began pressing state lawmakers for paid family and medical leave and educating the public about the problem. We commissioned research on the costs. In the years following, we refocused on earned sick time and drafted an Illinois bill, then advocated for its passage. It stalled in committee and didn't move forward after several years of trying to mobilize support.

Shifting Focus from Statewide to City

Disappointed but undeterred, we turned our attention to the city of Chicago where we saw greater opportunity. In 2013, we drafted a sick time ordinance for the city and gained support from two dozen aldermen—not enough for passage but enough to encourage us to stay the course.



Co-Chairing the Mayor's Working Families Task Force

When an advisory referendum on the February 2015 ballot resulted in 82 percent voter support for a paid sick time requirement, the Mayor convened a Working Families Task Force. Because of Women Employed's leadership on this issue, the Mayor asked Executive Director Anne Ladky to co-chair. After months of research, negotiations, and



listening to business owners and hourly workers, the Task Force issued a recommendation to allow Chicagoans to earn up to five paid sick days per year.

Mobilizing Aldermen and the Public for Passage

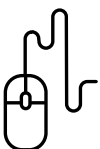
Women Employed and Earned Sick Time Chicago coalition members launched an extensive public awareness and action campaign and held in-depth meetings with aldermen. At the June 2016 City Council meeting, the ordinance—which covers 460,000 employees—passed unanimously.

Pivoting towards an Unexpected Opportunity

The Chicago ordinance created an immediate opportunity with Cook County. Within 24 hours of passage, we got a call from County Commissioners who wanted to introduce an ordinance that would expand coverage to 440,000 workers in the suburbs. Less than four months later, we celebrated a major victory for individuals and families who have now gained access to this life-changing workplace benefit.

Nearly 1 million employees in Chicago and Cook County will now have earned sick time.

**THIS IS HOW
CHANGE HAPPENS.**



visit womenemployed.org/howchangehappens



Too few signposts on the path to college and careers

Low-paid working women trying to better their futures through education encounter many obstacles. They are often unaware of what career path may be the best option for them or how to navigate their way.



Since the 2000s, Women Employed has led the effort in Illinois to create high-quality pathways to guide adult students from wherever they start their education to a better job.

Building Bridges across Illinois

One key component of an effective pathway system is bridge programs, which combine basic skills improvements with solid career preparation in specific growth fields. In 2006, we published a 125-page guide, *Bridges to Careers for Low-Skilled Adults*, to make the case for expanding these programs and ensuring high quality. It outlined a step-by-step process for designing a bridge program curriculum, promoting it to students, and getting funding. By 2014, over 40 providers were serving thousands of students with this new approach.



Success with Bridges Spotlights a New Barrier

Students in City Colleges of Chicago’s bridges were succeeding and transitioning to college-level programs at astonishingly high rates. But what about prospective students who didn’t know what career area they wanted to pursue? We realized we had to build a new step on the pathway that would help adult students make informed decisions about where to spend their higher education time and money. This created an exciting opportunity to build new partnerships between City Colleges and community-based organizations.



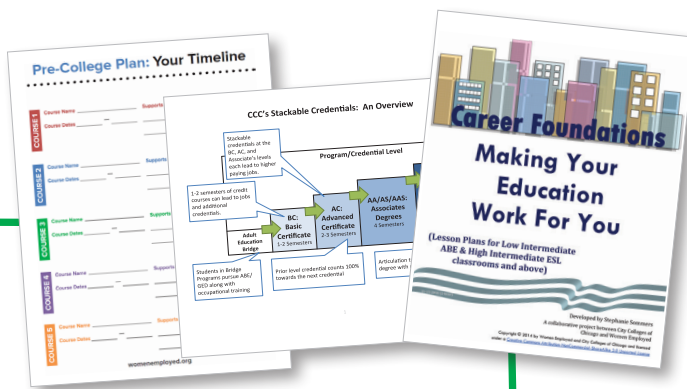
System-wide Input and Collaboration

In 2013, we began working with City Colleges leaders to create Career Foundations. The program includes skills and career interest assessments, introductions to 10 career areas, and detailed information on how to make the right college plan to achieve career goals. Community-based organizations provided input and helped refine lesson content.

Designing, Testing, Training

In 2014, we tested Career Foundations at six campuses of the City Colleges and got positive feedback from 94 percent of students surveyed. We used student and teacher feedback to further refine the curriculum and prepare for a public rollout at City Colleges and several community-based organizations. We provided 12 hours of in-depth training to teachers on how to deliver the program.



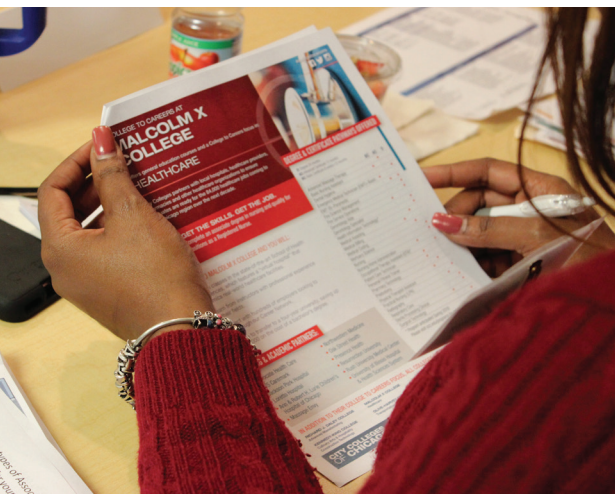


Expanding the Pathways System

Today, 14 community organizations across Chicago have joined with us to make Career Foundations work for their adult students starting on an educational pathway. Our consortium is providing peer support and technical assistance, sharing best practices on teaching techniques, and making adjustments based on experience. The curriculum is available on our website and is garnering interest nationwide.

At community colleges and organizations, students seeking a better future can discover good career path options, make plans to pursue them, and smoothly transition along the educational path to get there.

**THIS IS HOW
CHANGE HAPPENS.**



watch @ [womenemployed.org/howchangehappens](https://www.womenemployed.org/howchangehappens)

Dear friends,

We're proud of this year's big wins on earned sick time and our work to chart new pathways to college. Like all our accomplishments, these victories required us to navigate plenty of twists and turns to achieve our goals. Our guiding light is a firm commitment to realizing a stronger, more secure economic future for all working women.

The spark and the staying power come from you. Coalition partners who strategize, organize, and lobby. Working women and men who share their struggles and aspirations. Community college teachers and administrators who care deeply about student success. Elected officials who listen and act. Individual donors, foundations, and sponsors who invest generously in our work.

Today, grave threats to women's economic equity and security are taking shape at the federal level. Closer to home, state leaders are standing by as vital programs and services for women and families are dismantled by inaction on the budget.

That means that in the coming year, our partnerships with our allies, activists, and donors must be even stronger. With your support, we are determined to move forward—resisting rollbacks of hard-won gains, crafting new strategies and collaborations, speaking out loudly, and mobilizing others.

We're hopeful and heartened by your involvement and support, and we look forward to navigating the unprecedented challenges ahead—together.



Lisa Pattis
Board Chair



Anne Ladky
Executive Director

Thanks to our donors and partners for making change happen.

We salute the many foundations, corporations, organizations, and individuals who have supported us over the years. The following donors generously contributed between July 1, 2015 and September 30, 2016. 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.

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

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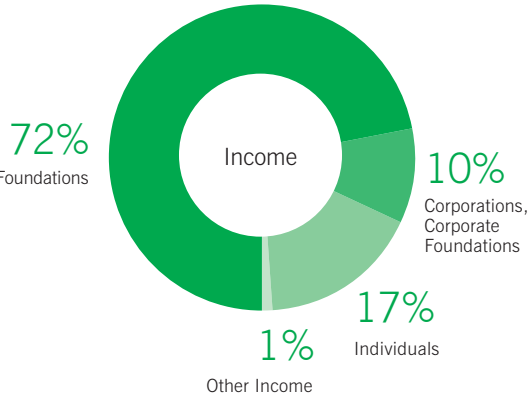
GENERATIONS CIRCLE / Thanks to the supporters who have included Women Employed in their estate plans, future generations of women will have meaningful opportunities to achieve their aspirations for themselves and their families.

To learn more about how you can become a Generations Circle member and continue your legacy of support, please contact Linda Ballard at 312.782.3902 ext. 245.

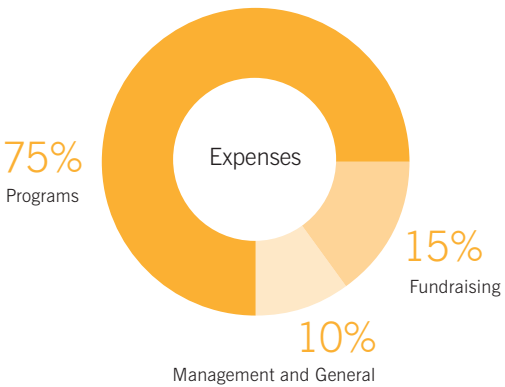
In Honor of Nancy Kreiter and Janet Rotner Shelley Gorson*	In Honor of Mary Beth Sova Jan Kallish	Ellen Reiter Janet Schumacher Nancy Shier Rebecca Sive Trent Spence Paul Waterhouse	Shelley Gorson and Alan Salpeter Family Fund*
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In Honor of Elena Robinson Gwen Gregory	In Memory of Fritz Lynn McGovern	In Memory of Yvette Robison and Nettie McIntosh Carta Robison	In Memory of Jean Schmell Liz Gerber
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In Honor of Janet Rotner Merle Gordon	In Memory of Peggy Hillman Allison, Slutsky and Kennedy, P.C. Henry Bayer and Jacqueline Kinnaman Angela Bobbitt Mary Harkenrider National Institute for Fitness and Sport Nancy and Rick Kreiter* Anne Ladky and Karen Fishman Gail Mrozowski Michael Mulder		In Memory of Barbara R. Stoppert Mary Stoppert
In Honor of Janet Schumacher Anne Myers Carol Rizzolo Sherry Sohn Shirley Staffan			
In Honor of Jessica Sklarsky Flora Lazar			

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.

FINANCIALS



Foundations	1,613,050
Corporations, Corporate Foundations	213,727
Individuals	378,646
Other Income	17,351
Total Income	\$2,222,774



Programs	1,601,499
Fundraising	329,848
Management and General	207,115
Total Expenses	\$2,138,462

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Linda Ballard <i>Development Officer</i>	Sarah Labadie <i>Senior Policy Associate</i>
Dana Castillo <i>Policy Associate</i>	Anne Ladky <i>Executive Director</i>
Amanda Collins <i>Program Coordinator</i>	Jessica Lawson <i>Development Officer</i>
Elizabeth Cunneen <i>Director of Finance and Administration</i>	Judy Miyashita <i>Senior Communications Associate</i>
Mary Kay Devine <i>Director of Community Initiatives</i>	Mehwesh Siddiqi <i>Bookkeeper/Accounting Assistant</i>
Tina Erickson <i>Director of Development</i>	Eric Stock <i>Salesforce Administrator/IT Associate</i>
Jessie Gotsdiner <i>Program Coordinator</i>	Christina Warden <i>Director of Education and Training Policy</i>
Aisha Ismail <i>Program Coordinator</i>	Rebecca Wellisch <i>Director of Marketing and Communications</i>
Susan Ismail <i>Student Advocacy Coordinator</i>	
Melissa Josephs <i>Director of Equal Opportunity Policy</i>	

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