

[Share](#)[Tweet](#)[Forward](#)

WE-Zine



PROGRESS, DELIVERED TO YOUR INBOX



Dear %FirstName%,

Happy Pride Month, Chicago! As June comes to a close, we celebrate the vibrancy, diversity, and resilience of our LGBTQ+ community. Pride Month is a time to honor the history, acknowledge the struggles, and uplift the voices of LGBTQ+ individuals. In a city as inclusive and progressive as Chicago, this celebration holds a special significance. Known as one of the most LGBTQ+-friendly cities in the nation, Chicago takes pride in its commitment to equality and inclusivity for all its residents.

This year, we are particularly proud to highlight the work of Mayor Brandon Johnson's LGBTQ+ Advisory Council. As a proud advisory council member, I am honored to be part of this vital group. Established under the Chicago Commission on Human Relations (CCHR) Enabling Ordinance, this council is one of five key advisory bodies, alongside those focusing on Equity, New Americans, Veterans Affairs, and Women. The LGBTQ+ Advisory Council plays a crucial role in advising city agencies, the Mayor's team, and other city bodies on issues that directly impact the LGBTQ+ community.

The council's consultancy objectives are clear: to advise on specific questions pertinent to the LGBTQ+ community, ensuring that their voices are heard in the decision-making processes that shape our city. Beyond consultancy, the council's community connection efforts aim to engage a diverse set of organizations, foster partnerships, and build awareness of the resources and services available to the LGBTQ+ community. Their goal is to meaningfully engage LGBTQ+ Chicagoans and organizations throughout the city, listening to their experiences and finding ways to collaborate effectively.

We also want to provide important information about the Chicago Pride Parade, set to take place on Sunday, June 30th. This year, there are a few changes to be aware of. The parade will begin at 11 a.m. CT, an hour earlier than in years past, and will step off from Sheridan and Broadway at 3900 N. Broadway. In addition to the earlier start time, there have been other significant changes to the parade this year, including a shortened route, and a decrease in the number of float entries. Originally the entries were going to be reduced from 199 to 125. However, thanks to the efforts of the LGBTQ+ Advisory Council, who worked closely with the Mayor's Office and City departments, we were able to raise that number to 150. The council will continue to collaborate with city agencies and Mayor Johnson's administration to ensure transparency and to refine and improve the parade for next year.

As we celebrate Pride Month, let us continue to show love and compassion to one another, fostering a community of understanding and acceptance. By supporting each other, we can make Chicago a place where everyone is free to express themselves and live authentically. Together, we can ensure that our city becomes a sanctuary of inclusivity, where each individual's unique identity is celebrated and respected. Let's continue to work towards a brighter future, advocate for policies that protect and invest in the LGBTQ+ community, and build a city where love and authenticity thrive.

Happy Pride, Chicago!

Starr De Los Santos
Senior Coalition Manager

Relive The Working Lunch With Us!



We're not sure about you, but we're still feeling energized and inspired from **The Working Lunch**! It was incredible having so many join us as we looked back over the past year's accomplishments and looked ahead to building a future of equity for working women, their families, and communities.

It was a delight to honor and lift up **Arise Chicago**, **BMO**, and **Amber N. Anderson**, Executive Director and Founder of the Black is Gold Organization, for their unwavering commitment to ensuring fundamental and systemic change at all levels. And our thought-provoking conversation on the interconnection between the issues facing working women, and the collaboration needed to drive change featuring **Rev. C.J. Hawking**, Executive Director of Arise Chicago; **Dr. Cristina Pacione-Zayas**, Chief of Staff for the City of Chicago; and **Audra Wilson**, President and CEO of the Shriver Center on Poverty Law, confirmed why it is necessary to continue to drive this work forward.



[Watch The Event Recap Video](#)

Because of your generosity and critical support, we are ensuring that more women—and particularly those who face the greatest barriers—are on a pathway towards economic power. Thank you for fueling our work. We are glad to have you as part of the Women Employed family.

"They Said": Meet the Summer Leaders



**Isabella
Barrios**



**Melissa
Flores**



**Makeda Joy
Hill**



**Daysia
McDonald**



**Jac
Mizdrak**



Magnus
Noble

Yolenna
Regmi

Denali
Roque

Maria
Jose Sierra

Kennedi
Strong

For six weeks out of every summer, the Women Employed team grows as we welcome an impressive group of interns as part **The Pattis Family Foundation Summer Leadership Program**. The Summer Leadership Program provides college students with the opportunity to learn professional skills by exposing them to leadership training, front-line research, and awareness of the barriers low-paid workers experience. They also get a chance to learn the ins and outs of nonprofit work through workshops, guest speakers, and projects.

Our Summer Leaders bring with them a unique set of skills, enthusiasm, aspirations, and eagerness to learn. And this group is no different. From wanting to learn more about public policy to having dreams of entering the higher education field, the sky is the limit for them, and it brings us great joy to have a hand in helping to shape their bright futures.

In this month's "She Says," which we are calling **"They Said,"** meet this year's class of Summer Leaders and learn fun facts about them, where they see themselves in five years, what they are proud of, and how they are going **ALL IN**.

[Read More](#)

LGBTQIA+ Equal Pay Day

Nearly **30%** of LGBTQ+ employees have experienced at least one form of employment discrimination because of their sexual orientation or gender identity, including not being promoted or receiving raises.

#LGBTQIAEqualPay



Source: The Williams Institute

**Women
Employed**

LGBTQIA+ Equal Pay Awareness Day was June 13th. Our quest for equal pay is inclusive, recognizing the larger wage gap experienced by transgender folks, gender non-conforming individuals, and LGBTQIA+ women. LGBTQIA+ women earn about 87 cents for every dollar that the typical worker earns. Trans women face even greater wage disparities compared to the average worker, earning only about 60 cents for every dollar earned by the typical U.S. worker.

On LGBTQIA+ Equal Pay Awareness Day, we confront a system that undervalues the contributions of LGBTQIA+ folks. We strive for a future where work is valued equally, regardless of gender identity or sexual orientation. It's time to advocate for change for everyone!

Dads Need Paid Leave Too!

Dads Need Paid Leave Too



Moms aren't the only ones who need to care for themselves and their families. Father's Day was June 16th, and one of the best gifts for working dads is paid leave. Earlier this year, in January, working people in Illinois gained the right to earn and use up to five days of paid leave for any reason. But that's not all. On July 1st, most workers in the City of Chicago will gain the right to earn five days of paid leave that can be used for any reason, in addition to the five days of paid sick time they were already entitled to earn. We're fighting for paid family and medical leave for Illinois to cover longer-term care needs, too.

To learn more about your paid leave rights in Illinois, visit sicktimeil.org. And if you live in Chicago, [check out our fact sheet on the new city law](#).

Managing Menopause at Work: The Need for Better Workplace Supports and Policies



"We believe it is time to bring menopause out of the shadows and include it in the suite of life circumstances we need to provide workplace supports around in order for women to be their most successful selves at work."



Menopause is having a moment. [Celebrities](#) from Jennifer Aniston to [Michelle Obama](#) are talking publicly and frequently about this reality of women's lives as they age, challenging the notion of menopause as a taboo subject. Halle Berry has been testifying on Capitol Hill and making public appearances alongside First Lady Jill Biden ([including in Chicago](#)) to lobby Congress for additional funding for menopause research, which is severely underfunded. At Women Employed, we are noticing that for all the talk of menopause as a common health condition, the piece that is often absent in these conversations is the impact on the workplace and the ways in which [millions of working women](#) are affected by menopause at work every year.

Menopause typically intersects with a critical career stage for women—a time when many of us are seasoned professionals and step into new or greater leadership positions. It is estimated that over 30 million women in the menopausal age range are employed (approximately 20 percent of the workforce) and that the large majority of those women will experience menopause symptoms, typically for 4-7 years, though for some much longer. And while we typically talk about cisgender women ages 45 or over when discussing menopause, it's important to note that non-binary, trans people, and some younger women may experience menopause, including medically induced menopause.

In our recent [blog post](#), read about why Women Employed believes it is important to provide workplace supports for those experiencing menopause, so that they can be their most successful selves at work.

[Read More](#)

In Solidarity with Fearless Fund

“

Women Employed is in solidarity with the Fearless Fund, and in support of the desperately needed equity efforts that attempt to stand in the gap between our country's promise, and its reality.



On Monday, June 3rd, a federal court of appeals panel suspended a grant program for Black women business owners, ruling that a conservative group is likely to prevail in its lawsuit claiming that the program is discriminatory. [The Fearless Fund](#), the nation's first venture-capital (VC) firm run by Women of Color that invests exclusively in tech and consumer-goods companies owned by Women of Color, runs the grant program.

Women Employed is alarmed by this latest salvo in the escalating assault on DEI and affirmative action and the wide-ranging ramifications for disenfranchised communities. The lawsuit against the Fearless Fund was filed by same person who brought the affirmative-action cases decided by the Supreme Court in June 2023, in which the court struck down race-based college-admissions programs. He unironically alleges that the Fearless Fund's grant program—which awards funding and business-development services to Black women entrepreneurs—violates the nation's federal civil rights law, a cynical weaponization of the law and abandoning of its intent, as well as a willful ignorance of the deep racial disparities rooted in past inequity that reverberate into today.

Check out our [blog post](#) to read the rest of our statement on the suspension of The Fearless Fund. And [click here](#) to read WE's President and CEO, Cherita Ellens' op-ed on this important matter.

Where in the World is Women Employed?



As we all know, June represents the official start of summer, better weather, and increased opportunities for fun, sun, and laughter. But the temperatures aren't the only thing that's ramping up. Here at Women Employed (WE), there's been no shortage of invitations to present at conferences, facilitate trainings, attend networking events, and show off our Pride. We even found time to support a fellow staff member at their modeling debut, introduce a brand-new event series, and have an in-person social gathering with one of our volunteer groups. Needless to say, WE has been on the move!

But before we close out June and prepare to welcome July, we thought we'd give you a recap of where we've been. From kicking the month off with a convening on postsecondary student needs to wrapping things up with our Marketing Council summer social, enjoy June's [Where in the World is Women Employed](#).

[Read More](#)

WE In The News

[The Workplace Equity Episode with Cherita Ellens](#)

The Broad Cast

[Backlash against diversity and inclusion attempts to keep women of color on the margins](#)

Chicago Sun-Times

[Unions call on Pritzker to sign Worker Freedom of Speech Act](#)

The Labor Tribune

[Building wealth to increase health](#)

Austin Weekly News

What We're Reading

Deep Dive: The State of the Student Debt Crisis for Black Women

Student Borrower Protection Center

The Color of Wealth Chicago

Institute on Race, Power, and Political Economy

Breaking the Cycle of Racial Wealth Inequities and Higher Education Outcomes

Institute for Higher Education Policy

One Fair Wage: Women Fare Better in States with Equal Treatment for Tipped Workers

National Women's Law Center

Even as women outpace men in graduating from college, their earnings remain stuck

The Hechinger Report

The Retirement Income Gap Leaves Women Aged 65+ at Higher Risk of Poverty than Men

Institute for Women's Policy Research



[DONATE](#)

| [SUBSCRIBE](#)

| [READ PAST ISSUES](#)



Women Employed and WE are registered in U.S. Patent and Trademark Office. Women Employed is a registered 501(c)(3) non-profit. All donations are tax deductible.



marketing cloud

This email was sent by: Women Employed
1 East Wacker Dr., Suite 2520, Chicago, IL, 60601 US

[Privacy Policy](#)

[Update Profile](#)

[Unsubscribe](#)