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WE-Zine



PROGRESS, DELIVERED TO YOUR INBOX



Dear %%FirstName%%,

I was recently asked what motivates me to show up to work at Women Employed each day. And while I listed several reasons, including having a supportive working environment, wonderful colleagues, and great management, my main reason for the work that I do is my daughter. I want her to inherit a better world than what we currently live in and know that she is valued, appreciated, and important. More so now than ever, given the most recent presidential election results.

After learning that Vice President Kamala Harris did not win, I felt a wave of sadness. Not just for what this means for me but also for how it will affect my daughter and her future. In a world where women, especially Black women and girls, often do not have the same rights, permission, or support as their white, male counterparts, I questioned how I could protect her. How do I teach her to advocate for herself when she may not have the option? How do I remind her that her voice is important, that her words have power, and that she is brilliant when society is going to try to silence her or see her brilliance as a threat? How do I teach her to be soft when the world does not give those liberties to Black women and girls? Granted, these were all concerns going into motherhood, but now they're heightened.

Today, I have an even greater call to action, and think about how I can fight for my daughter's future in the present. Because crying about the results of a presidential election is not going to ensure that she will have the future of my, nor her dreams. So, I do my part in ensuring that not just my daughter but all our daughters have the right to **equal pay**, are informed of their **rights on the job**, can access a quality, **higher education**, have the resources to fulfill their **entrepreneurial dreams**, and can freely **take a day off work** without falling behind on expenses.

Each day, I show up to work at Women Employed because women and girls, especially Black and Latina/x women and girls, deserve to live in an equitable world where they can forge their own pathways and not have to settle for what has been given to them. We show up and fight so that we don't have to live in fear of our futures due to election results or anything else that tries to hinder our progress. We show up and fight because we know that families and communities thrive when women succeed. And, I show up and fight to prevent anyone and anything from making my daughter's dreams a reality.

Now, I ask, what motivates you to show up and fight?

In Solidarity,

Racquel C. Fullman
Communications Coordinator

"She Says" with Leeatt Rothschild





“

SHE SAYS

We produce wonderful gifts that do good and partner with organizations and companies that are embedding purpose in what they produce. And the recipients feel connected to the positive impact created in communities across the country.

- Leeatt Rothschild

”

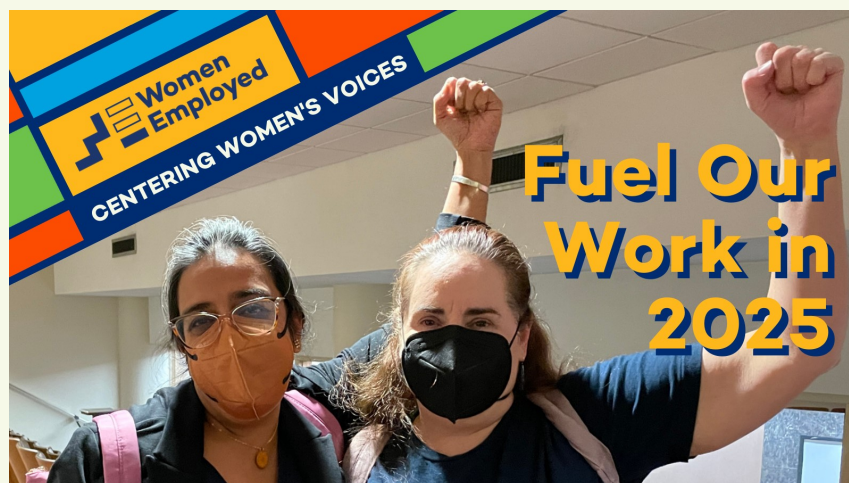
The holiday season has arrived, and companies worldwide are preparing to send and receive gift boxes and baskets filled with delectable treats, gourmet goodies, and exclusive items to show their appreciation for others and spread cheer. However, one thing these thoughtful tokens are often missing is a societal benefit. Leeatt Rothschild took notice of this and decided to do something about it. After years of advising corporate executives on how to use their social responsibility dollars to help others, in 2017, she launched [Packed With Purpose](#). There, she not only curates custom gift boxes for consumers, but she also partners with organizations and companies that are embedding purpose in what they produce, thus connecting recipients to the positive impact created in communities across the country.

Since launching, Leeatt and her Gift Concierge team have created a seamless gifting process with their "Always Make it Right" pledge. They have impacted nearly 1.5 million lives, and have sourced products from over 140 purpose-driven organizations that she affectionately calls, "Impact Partners." Leeatt is on a mission to raise awareness about and connect others to organizations that are doing good so that people can be inspired to help them further their impact.

In this month's ["She Says,"](#) we talk with Packed With Purpose founder and CEO, Leeatt Rothschild on her six impact areas, the importance of selecting products from small, women-owned businesses, and how she is centering the needs of women.

[Read More](#)

We Need YOU to Help Us Persevere.



The time for action is now. We have over 50 years of experience fighting for women and winning. As we begin making our next moves, we are asking you to join us, and to help [fuel our work in 2025 with an end-of-year donation](#).

In the past fiscal year alone, we have:

- Helped hundreds of women entrepreneurs start and grow their own businesses with Women's Entrepreneurship Hub (WE Hub),
- Won expanded paid time off for Chicago workers, and led a public education campaign to ensure millions across Illinois know their new paid leave rights,
- Passed a full and fair wage for tipped workers, who are overwhelmingly women,
- And so much more!

And we're not slowing down. In 2025, we plan to defend these hard-won victories against rollbacks, ensure working women know their rights, solidify Illinois's status as a safe haven and a beacon for working women and families, and advance critical policies and programs to close the wealth gap at the intersection of gender and race.

To fund this critical work, we need your partnership and your support. Please contribute as generously as you can and share with your networks.

[Give Now](#)

Know Your Rights to Fair Pay

5 THINGS TO KNOW ABOUT SALARY TRANSPARENCY



Salary transparency is an increasingly hot topic in the workplace these days. As more companies recognize the importance of fair pay and equal opportunity, salary transparency has become a key element of many organizations' commitment to equity and openness. But what exactly is salary transparency, and why is it important?

Salary transparency is best described as the practice of openly communicating salary information, such as pay ranges. It most commonly includes providing salary ranges and information about benefits in job postings but can also include employees having access internally to pay ranges for their own and other positions, and an explanation of how salaries are calculated. It helps employees with making informed decisions about their career trajectory, improves communication, and boosts overall satisfaction and morale in the workplace. But that's not all. From increasing trust to sparking conversations surrounding compensations and benefits, here are five things you need to know about salary transparency.

[Read More](#)

And be on the lookout for our salary transparency campaign in January, where you can get involved and help spread the word!

Native Women's Equal Pay Day

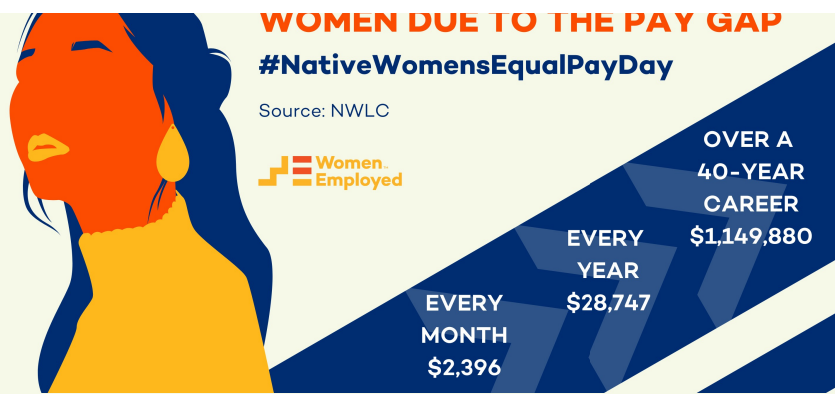
WAGES LOST BY NATIVE

WOMEN DUE TO THE PAY GAP

WOMEN DUE TO THE PAY GAP

#NativeWomensEqualPayDay

Source: NWLC



Today is Native Women's Equal Pay Day. On this day, we are raising awareness about one of the most significant wage disparities in the U.S. When looking at both full- and part-time workers, Native American women are paid just 52¢, on average, for every \$1.00 paid to white, non-Hispanic men. If you break it down by Tribal nation, some Native American women are paid even less.

Recent data shows that the majority of Native American mothers are breadwinners for their families, yet with Native women earning about half the amount of white men, it creates an economic barrier to provide for themselves and their families. Low pay, economic abuse, and the lack of employment protections play a huge role in why so many cannot safely leave abusive situations. Therefore, long-term safety is almost impossible.

Achieving equity for Native women involves listening to the voices and leadership of Native communities, respecting their sovereignty, traditions, and cultural practices, and making new workplace and other economic justice policies—like equal pay and paid leave—a priority.

Take action against both the gender- and race-based wage gap. Know your rights to equal pay at <http://equalpayillinois.org/>.

November is National Family Caregivers Month



If there's one thing this country runs on, it's care. From relatives and neighbors to close friends stepping in to support loved ones caring for themselves, these selfless individuals are some of the most called-upon in times of need, yet they don't receive the recognition, praise, or support they deserve. That is why we celebrate the caregivers in our lives each November, also known as National Family Caregivers Month. During this time, we not only honor them for the work they do in ensuring that we receive the best care, but we raise awareness on issues they may be facing, recognize and reduce their feelings of isolation, and work hard to increase support for them at both the local and state level. One important support that caregivers need is paid leave.

Did you know that as of January 1, 2024, in Illinois, you can earn and use up to five days of paid leave for any reason? Maybe you need to take time off from work to assist a relative with their doctor's appointments. Maybe you're experiencing caregiver burnout and need to take a mental health day for some much-needed self-care. Or maybe you've started feeling some isolation and want to attend a caregiver support group meeting to feel less alone. No matter the reason, you can use your earned paid leave, and your employer cannot retaliate against you for taking your time off. They also cannot make you find a replacement.

But that's not all. As of July 1st, most workers in the City of Chicago gained the right to earn up to five days of paid leave for any reason, in addition to the five days of paid sick time they were already entitled to earn.

To learn more about your paid leave rights in Illinois, visit sicktimeil.org.

And if you work in Chicago, visit sicktimechicago.org.

And, we're not done yet. We're also fighting for paid family and medical leave in Illinois to cover longer-term care needs. [Sign our petition](#), and stay tuned for other ways to take action.

Women Employed's Statement on the 2024 Election Results



The election results have left many feeling anxious, worried about the future and about the rights we've fought so hard to win. There is no doubt that a second Trump administration will be a setback—that many of the advances we've made will be at risk, and that further progress will be challenging.

But one truth is certain—Women Employed (WE) will not back down. WE have been here before. WE are battle tested, and WE have proven time and again over our five decades of history that **even in the toughest of times, we know how to protect, defend, and advance the rights of working women and families.** Since WE's founding in 1973, we have been involved in nearly every major advancement for working women, and much of that progress was won despite staunch opposition.

And while we have the experience and the strategic chops, we know the next four years won't be easy. It will require diligence and grit, flexibility and collaboration, and a focus on defending our rights from attacks from the incoming administration, from members of Congress, and from the courts.

[Read More on Our Statement](#)

Take Action. Make a Difference.





WE won't stop advocating for change until every woman—from those who make the tips to those who make the laws—is given her due. There can never be too many people on the right side of history. WE are doubling down on rising up, and we're asking you to join us.

Here are some concrete actions you can take right now that will make a real difference:

- **Make a donation** to Women Employed. We cannot do this work without financial support. The stakes are high, and the moment is now. We thank you for your generosity.
- **Take action** on issues that matter. We've got a few you can take right now.
- **Sign up for our Action Network.** We'll email you with more timely actions you can take that will make an impact.
- **Join our Advocacy Council,** a group of volunteers who organize and advocate to advance WE's mission to improve the economic status of women and remove barriers to economic equity.
- **Learn about your workplace rights.** And share them with your friends, families, and networks!

When people work together, things change. With your help, we can make life better for millions of working women. **Together, WE can defend our democracy, protect our rights, and find opportunities in Chicago and Illinois to be a beacon of hope.**

Where in the World is Women Employed?



What do we want? Equity! When do we want it? Now! How do we get? By sharing the importance of closing the wage gap and the wealth gap, creating safe spaces for Black and Latina/x entrepreneurs and mompreneurs, celebrating leaders and organizations making a difference in the community, and engaging in discussions on the recent election and where we go from here. This month, we did all of that, and took the time to connect and share what's on the horizon with committed supporters.

Want to learn more about what we've been up to? Read this month's edition of *Where in the World is Women Employed*.

[Read More](#)

WE In The News

[Chicago Politics - Election 2024: Post-Mortem Analysis](#)

CAN TV

What We're Reading

[Three states had paid leave on the ballot. Voters overwhelmingly approved all of them.](#)

The 19th

[How States Can Help Workers Boost Their Financial Security](#)

The National Conference of State Legislators

[Here's how minimum wage and paid sick leave measures fared in the election](#)

NPR

[Economic and Health Justice for Women and Families in Illinois](#)

National Partnership for Women and Families

[The Recovery Paradox: Women and Families Need More Support to Sustain and Improve Economic Gains](#)

National Women's Law Center

[What Makes Work More Than Just A Living? Determinants of Employment Quality in Illinois](#)

University of Illinois Urbana-Champaign Labor Education Program



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