



# *Gaining Momentum* **2019 IMPACT REPORT**



**WOMEN'S FUND**  
of the **GREATER CINCINNATI FDN.**

# *Mission:*

The Women's Fund of the Greater Cincinnati Foundation leads our community in ensuring the economic self-sufficiency of women in our region and ignites a shared desire to improve it.

In 1995, our organization set out to improve the status of women in our region. What started as an idea has grown into a robust movement of people who are committed to speeding the pace of change for women's self-sufficiency.

We are a leader, bringing people and information together to find the mutual advantage. We are a partner, channeling support and resources into making systems more equitable. And we are a catalyst, changing hearts and minds across our community.

The Women's Fund is leading the charge for women to thrive in our region and blazing a trail for the nation to follow.

The Women's Fund focuses our efforts on these four areas that affect a woman's ability to be self-sufficient:

CHILD CARE

EMPLOYMENT

LIVING WAGE

TRAINING & EDUCATION



# *From the Executive Director & Leadership Council Chair*

Dear Women's Fund Supporters,

When nearly every income study shows similar income disparities for women and people of color, we quickly realize that the gender pay gap is much more than a collection of individual pay discrepancies. There is something going on at a much bigger level.

Although there are many factors that contribute to the pay gap, one leading reason is the practice of relying on an applicant's salary history to determine pay for a new position. This makes it difficult for people who have been underpaid, especially women and people of color, to shed their pay history and begin their new job at a salary that reflects the qualifications and experience needed for the role.

Thanks to your support, the Women's Fund had a big policy win in 2019 when Cincinnati became the first city in the Midwest to pass a salary history ban. The Women's Fund has been researching and working on the gender pay gap for years and was deeply involved in this legislation. It was a huge step in the right direction for pay equity.

There were myriad other steps in the right direction in 2019. Over the course of these pages, we hope you will discover how your Women's Fund is working to improve the ecosystem for women in Greater Cincinnati and how your support ensures that we can design a system where ALL women can participate, prosper and reach their full potential.

Onward!



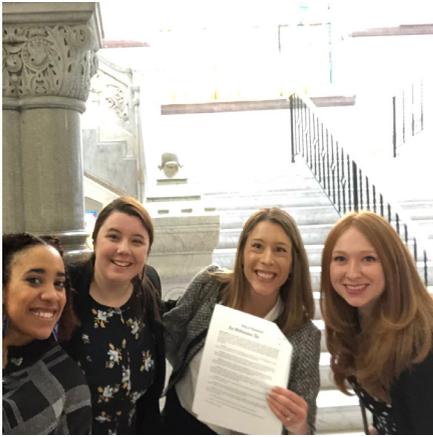
Sharahn Monk  
Leadership Council Chair



Meghan Cummings  
Executive Director







# 2019 *Highlights*



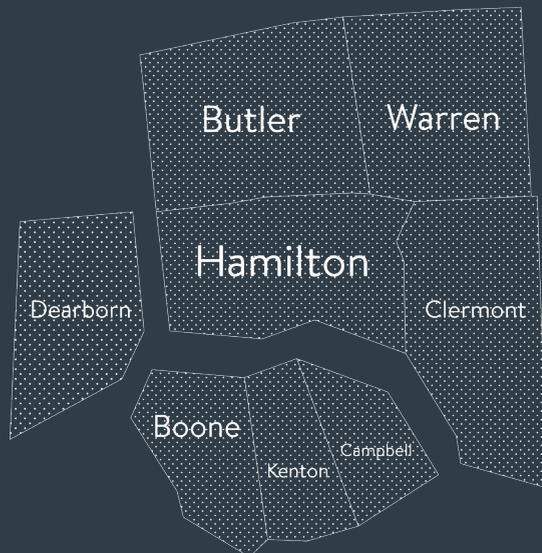
# We *Illuminate* RESEARCH

## *Providing a Solution to Attraction, Retention & Engagement Challenges.*

Many employers in our region are challenged with constant turnover of their lower-wage employees. Our workplaces have become a vicious cycle of disruption that hurts businesses and perpetuates poverty. That's why the Women's Fund created the Employer Toolkit, a resource of 60+ workplace policies to help employers recruit, retain and engage their lower-wage workers. Since its launch in May 2018 the resource has been downloaded by nearly 500 professionals across the country and has benefited countless employees. In 2020, the Women's Fund released an updated version of its resource with a policy search feature and resources on implementation.

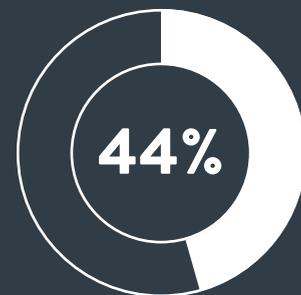
[toolkit.cincinnatiwomensfund.org](http://toolkit.cincinnatiwomensfund.org)

### *Who is using our Toolkit?*

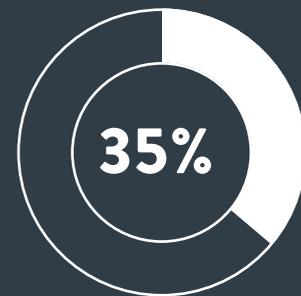


# 700,000

Employees in Greater Cincinnati potentially impacted by the Employer Toolkit.



Downloads from companies located in Greater Cincinnati.



Downloads from non-profits and workforce development agencies.



Our Executive Director was a guest on The Federal Reserve Bank of Atlanta, *Economy Matters* Podcast.

## *Using Job Data & Insights to Address Disparities*

In August 2019, the Women's Fund with our partners at the Cincinnati USA Regional Chamber, United Way, Partners for a Competitive Workforce and Strive Partnership released the Jobs Outlook 2028 report to the region. The report examines data and insights on job growth in the Cincinnati region from 2018 to 2028. The Women's Fund advocated for gender and race lenses in the report, so we could better understand the projected economic outlook for women and Black people in our region.



Registered nursing is one of our fastest growing occupations, as we are expected to gain 2,795 jobs in registered nursing by 2028. This is significant because the median annual earnings for registered nurses are \$64,977, and the occupation is 92 percent female.



Female workers are 31 percent more likely to earn less than a self-sufficient wage than male workers in the Cincinnati MSA (metropolitan statistical area).



In 2018, for white workers, the median annual earnings were about \$39,332, but for Black workers, the median annual earnings were about \$26,051.



Black female workers' median annual earnings are 36 percent lower than median annual earnings across all workers in the MSA.

You can review the full Jobs Outlook 2028 report by visiting our website, [cincinnatiwomensfund.org](http://cincinnatiwomensfund.org).

# We Catalyze

## PROGRAMMING



Interviewer Charisse Gibson talks with Soledad O' Brien.

### *A Conversation With...Soledad O' Brien*

“A Conversation With” is an annual signature event of the Women’s Fund of the Greater Cincinnati Foundation featuring a female history maker who shares her journey, triumphs and obstacles with an audience in an intimate setting. Award-winning journalist, entrepreneur and philanthropist, Soledad O’Brien, came to Cincinnati on April 25 as the speaker for the Women’s Fund.

On stage, Soledad drew from her life and career to stimulate thoughtful conversation on the roles we each play within our communities and organizations, leaving audiences with memorable takeaways on the power of individuals and companies to make meaningful and lasting change.

As the host of the Sunday morning syndicated political show, Matter of Fact with Soledad O’Brien, Soledad has established herself as one of the most recognized names in broadcasting by telling the stories behind the most important issues, people and events of the day.



Dr. Angelica Hardee and Janet Hill



Members of the Cincinnati chapters of Delta Sigma Theta Sorority, Inc. pictured with Soledad O' Brien, center.



Members of MUSE, Cincinnati Women's Choir, kick-off the show.



The Jones Family takes a selfie with Soledad O'Brien.



Audience responds to Soledad's uplifting message.



Soledad fields questions from the audience with the help from Women's Fund team member Holly Hankinson.



Ellen Katz, President/CEO of the Greater Cincinnati Foundation.



Barbara Turner, President & Chief Operating Officer of Ohio National Financial Services and Women's Fund Leadership Council Member



A sell-out crowd packs the Cintas Center!

# We Catalyze PROGRAMMING

## *Celebrating our Male Allies with “Guys Who Get It”*

The Women’s Fund held its seventh annual “Guys Who Get It” Happy Hour. Each year we lift up our male supporters who are passionate about our shared vision - a world where all women can participate, prosper and reach their full potential. They understand that societies can’t thrive until women thrive. In 2019, we also invited our “Guys Who Get It” to immerse themselves in the work of the Women’s Fund.



At this year’s happy hour, we recognized our 2nd Red McNeill Award honoree Jeff Walton. Jeff serves as the Human Resources Director for the Cincinnati Zoo & Botanical Gardens and has made the organization a trailblazer in employee-centric workplace policy, including a best-in-class parental leave program.



### ***Cincinnati Zoo & Botanical Gardens***

**Jeff Walton,  
Human Resources  
Director, Cincinnati  
Zoo & Botanical  
Gardens**

*One of the things I have most enjoyed about working with the team and the Women’s Fund is their approach. They engaged us in a very safe manner. It has always been a “meet us where we are” mindset to help us learn ways we can see employee issues through a different lens, and offer a range of solutions to consider; never to show us how we are doing things incorrectly. No guilt involved, just learn from their research and figure out what can work for your organization. Take some intentional baby steps, see what works and get some feedback. Everybody wins. And your employees benefit the most, which has a tremendous impact on your culture. I have referred a number of people to their resources and will always be a strong supporter of their work.*

# *Convening Our Non-Profit Partners to Inform our Strategy*

Our non-profit partners are critical to our mission. Several times a year, the Women’s Fund convenes about 35 agencies to understand the trends, opportunities and roadblocks they are experiencing as they serve women and their families. Through these conversations and based on their expertise in the field, our research and advocacy agendas are developed. This helps the Women’s Fund be as responsive and helpful to the ecosystem of non-profits as possible.

As these agencies deliver critical services each day, we complement their efforts by providing a strong research and advocacy function that can articulate the need and amplify their voices. Breakthrough policy change can accelerate the pace of change for everyone working on self-sufficiency issues.



Women’s Fund Advisory Council.

## *Shifting the Decision-Making Power to Those Who are Closest to the Issues*

The Women’s Fund worked with Cohear, a community engagement and strategy company, to create the Women’s Fund Advisory Council to center the voices of those women most affected by self-sufficiency issues. This group of everyday experts meets quarterly to advise the Women’s Fund - sharing their lived experiences and bringing relevant issues to the forefront. In its first meeting, the Advisory Council reviewed grant applications from 22 local non-profit organizations and selected five to receive programmatic funding. These participants are compensated for their time and given transportation and childcare.

“When we center the voices and give power to those closest to issues we want to address, we get better, more effective solutions. This Council, along with input from our non-profit partners group, help us hone in on the most promising policy interventions and make change that will benefit our community the most.”

**Meghan Cummings,**  
Executive Director



## *The Christ Hospital*

In 2019, The Christ Hospital announced a new program to support their lower-wage employees called NEST or Nourishing Employee Strengths & Talents. With a workforce of 6,500 including 1,300 classified as entry-level, this program is designed to help employees reach self-sufficiency through internal career paths and pathways to meet the individual needs of their employees, like addressing food insecurity. NEST was created after Christ Hospital reviewed and implemented recommendations from the Employer Toolkit. This is just one example of how the Toolkit has helped inspire a mindset-shift for our employers.

“

*After reading the Employer Toolkit, we realized that there were simple, incremental policies and practices we could change to support our hourly-wage workers. So, really for us the Employer Toolkit was the beginning of the journey through this work. Now, we are implementing a robust, hourly-worker focused program called TCH NEST that will help support our employees, as they work toward self-sufficiency.*

”

Ashley Clos,  
Director of Volunteers, Community and  
Government Relations, The Christ Hospital



## *Cohear*

“

*The Women’s Fund is not afraid to lead on important issues regarding racial and gender equity, and we are incredibly proud of our partnership. From early on, Women’s Fund leadership recognized the value in listening to and learning from the community they serve, and has consistently built that everyday expertise into their work. The Women’s Fund has developed an innovative model for foundational support and advocacy, and we hope their leadership is emulated across the city!*

”

Dani Issacsohn,  
Founder, Cohear



# *Congratulations* **GRANT RECIPIENTS**

## *Grantmaking for Systemic Change*

In 2019, the Women's Fund announced two different vehicles for grant support: programmatic funding and systems-level grants.

### *Systems-Level Grants*

Supports organizations in their efforts to fundamentally change and/or improve the way they understand and collect data or deliver their mission.

#### **BRIGHTON CENTER**

Funding will enhance the offerings of the Center for Employment Training by allowing the Brighton Center to understand how women of color are engaging in career pipelines and what they bump up against in elevating within that pipeline.

#### **WOMEN HELPING WOMEN**

Funding will go towards the build-out of the organization's database, increasing efficiencies in the ability to analyze services, barriers and polyvictimization to drive change in the region.

This year, we teamed up with Greater Cincinnati Foundation to double the amount of grant funding, bringing this year's total investment to

***\$50,000***



*Congratulations to our recipients who received grant funding in 2019!*

## *Programmatic Funding*

Helps organizations serving women striving to become self-sufficient.

### CINCINNATI UNION COOPERATIVE INITIATIVE

Funding will help women develop business ownership and boost their wages.

### ECONOMIC & COMMUNITY DEVELOPMENT INSTITUTE

Funding will support minority and low-income women, launch and grow businesses.

### LADIES OF LEADERSHIP

Funding will go towards building leadership and interpersonal skills for women in poverty, providing child care, professional development and other services.

### OHIO JUSTICE & POLICY CENTER

Funding will help provide free legal assistance to survivors of human trafficking to remove or seal their criminal records so they can get better jobs.

### SAMARITAN CAR CARE CLINIC

Funding will be used to sponsor vehicle repairs for women who can't afford them.

# We Drive SYSTEMIC CHANGE

## *Putting Cincinnati on the Map with the Salary History Ban*



On March 13, 2019, Cincinnati City Council passed a law prohibiting employers in the City of Cincinnati from asking job applicants about their salary or wage history. The Women's Fund was deeply involved in the passage of this ordinance, providing key testimony and working with City Council and other interested parties to negotiate the final language of the law.

As a result of this ordinance, Cincinnati employers may not inquire about, screen, or rely upon salary history information (including wages, benefits or other compensation) during the job application process. Why does this matter? Women in the Cincinnati region make \$0.80 for every \$1.00 earned by men, adding up to an average loss of \$327,953 in wages over the course of a career. This wage gap is even greater for persons of color. The salary history ban will prevent historic gender and racial disparities from following an employee from one job to the next.

There is not one magic solution to eliminating the gender and racial wage gap. However, research shows that salary history ban ordinances like this one are a tangible step forward to closing the gender pay gap. The Women's Fund is proud to have played such a large role in the passage of this law in Cincinnati.

“ On balance, we believe that this law moves our community in the right direction toward gender and racial equity. ”

Holly Hankinson, Advocacy Director

# *Empowering our Women & Girls through Civic Engagement*



Women's Fund team at City Hall.



Women's Fund joins Senator Sherrod Brown for a press conference.

The Hamilton County Commission on Women & Girls was created to facilitate partnerships between government, nonprofits, and businesses to encourage women to seek leadership positions in society and to help girls develop leadership skills. Our Advocacy Director, Holly Hankinson, serves on this Commission.

In 2019, the commission's focus included pay equity, housing insecurity, gender-based violence and ending period poverty. Through research and working with community partners, they created a framework for a pay equity pledge, advocated for increased gender-based violence training for students and County employees, presented a pilot program to increase access to menstrual health products in Cincinnati Public Schools and hosted a community forum on housing insecurity. The commission also created a foundation for the future through expanded fundraising, branding and advocacy procedures.



*My concern is not just with assuring that women or women of color serve on boards or commissions. My concern is that they serve on boards/commissions that have the most power and that make the most important decisions.*



*Appointed interview with civic board member.*



Nia Baucke (center) leading discussion at *Appointed*, 2019.



Images show participants during break out sessions, *Appointed*, 2019.



# *Appointed.*

**511**

Women signed up for *Appointed*.

**28%**

Members are women of color.

**47**

Board opportunities advertised.

**16**

Appointments to local boards.

## *Civic leadership should reflect the communities they serve.*

Through research, we noticed a discrepancy on our local civic boards and commissions. Despite comprising 51 percent of the Cincinnati MSA population, women only hold about 29 percent of the civic board and commissions seats. That is why in 2018 we developed and launched *Appointed*, a non-partisan initiative that identifies opportunities for women to serve on civic boards & commissions and empowers them to seek a seat at the table.

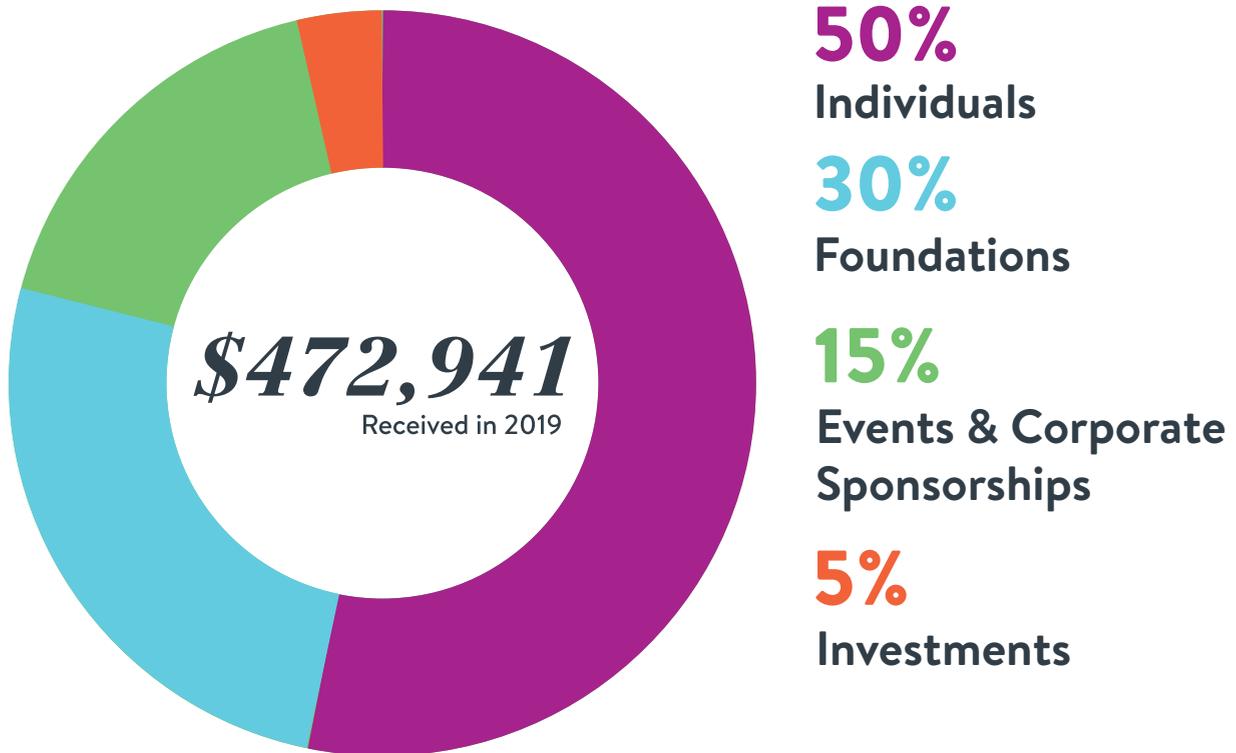
In 2019, we hosted one networking and one training event for our *Appointed* members. We also expanded our efforts across the region, empowering *Appointed* leadership teams in Butler County and Northern Kentucky to increase recruitment and meet with local leaders in their own communities. Finally, we created new opportunities for networking and coaching for our recent board appointees.

This year, we also saw continued partnership with governments across the region. We distributed 28 board opportunities to our *Appointed* members, resulting in seven appointments. We continued our partnership with the Hamilton County Commission on Women & Girls, leveraging their platform to advocate for board representation in local government throughout the County. Finally, in 2019 we began work on a guidebook of best practices for governments to use to increase inclusivity on their civic boards. We look forward to releasing this government resource in 2020.

# Mobilized Giving

## FUNDRAISING

### SOURCES OF FUNDRAISING REVENUE



Total Raised in 2019	<b>\$472,941</b>	
<b>Individuals</b>	50%	\$240,553
<b>Foundations</b>	30%	\$141,000
<b>Events &amp; Corporate Sponsorships</b>	15%	\$68,920
<b>Investments</b>	5%	\$22,468



# Purple Presence



Members Sally Loud and Dionn Tron share their artwork for the new space.

The Purple Presence was established in our 20th year to thank and celebrate the people who ensured our arrival to that point was successful. Today, we honor donors who have given to the Women’s Fund consistently for five years or more.

To honor and thank our most loyal donors we present them with their own piece of purple – either a pashmina (or, more appropriately, a “passion”mina) or a pocket square. At our events, it identifies them; it calls them out as someone who is a pillar of empowerment for the Women’s Fund.



*The Women’s Fund addresses inequities facing women and families by systematically exploring underlying causes and providing viable action plans our community can use to improve this. Through extensive research, targeted collaboration and bringing all necessary parties to the table, the talented staff of the Women’s Fund improves the status of women every day.*

*I support the exemplary work of this organization with both my time and my financial resources.*



***Dionn Tron***

Donor & Purple Presence Member

# Thank You

## 2019 Donors



Women's Fund team has lunch with Founder Les McNeill.

### FOUNDERS *\$5,300 & above*

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### 365 SOCIETY *\$365 annual gift*

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Purple denotes a Purple Presence member.

\* Denotes GCF Donor Advised Funds.

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# Partnerships that Create Momentum

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## GOLD SPONSORS

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THE WOODHOUSE  
*day spa*

## SILVER SPONSORS



Dianne & J. David Rosenberg

## BRONZE SPONSORS





## *Amanda McDonald*

*I believe when you invest in women and their families, you invest in the progress of your community. And, that is why I am passionate about supporting the Women's Fund. Through serving on committees at the Women's Fund, I have gained special access to opportunities to make systematic changes in removing barriers and recommending policies, creating pathways to economic self-sufficiency for women.*

Amanda McDonald  
Monthly Donor & Purple Presence Member

# Leadership Council



**Lisa FitzGibbon**  
**2019 Chair**  
January-June  
Alpine Insight, LLC



**Sharahn Monk**  
**2019 Chair**  
June-December  
US Leader, Enterprise Learning & Development, WorldPay, Inc.



**Diane Altmix**  
Managing Director,  
Accenture



**Desiré Bennett**  
Senior Social Equity Specialist, Design Impact



**Jyotsna Bernet**  
Data Strategy Lead  
Business Analyst, 84.51



**Julie Bernzott**  
Director of Corporate Relations, Great Parks of Hamilton County



**Dena Cranley**  
Consultant, DBCD Consulting



**Dr. Fernando Figueroa**  
President, Gateway Community & Technical College



**Chris Flores**  
Founder & Lead Planner, Three Corners Capital



**Jodi Geiser**  
Retired EY Partner, Community Leader



**Elizabeth Hopkins**  
State Organizing Director, American Civil Liberties Union



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**Dr. Sally Lloyd**  
Professor (retired), Miami University Dept. of Educational Leadership



**Tina Macon**  
President & Senior Consultant, AllMac & Associates



**Chad Maggard**  
Portfolio Manager, Johnson Investment Counsel



**Ross Meyer**

Executive Leader & Social Innovator



**Peggy Murriner**

Founder, Pair Up Systems Technology & Business



**Amy Neyer**

Strategy Consultant, Vecteris



**Elizabeth Pierce**

President & CEO, Cincinnati Museum Center



**Karl Preissner**

Senior Manager, Diversity & Inclusion, P&G



**Aftab Pureval**

Hamilton County Clerk of Courts



**Bill Tucker**

Executive Director, Flywheel



**Barbara Turner**

President & Chief Operating Officer, Ohio National Financial Services



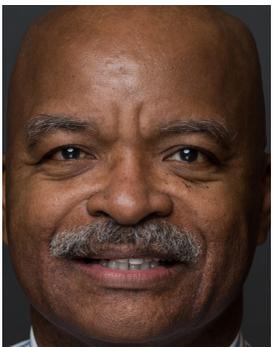
**Janice Urbanik**

Senior Director, National Fund for Workforce Solution



**Moira Wair**

President & CEO, United Way



**Rick Williams**

President & CEO, The Home Ownership Center of Greater Cincinnati



2019 Leadership Council Holiday Happy Hour



Cohear Advisory Council Meeting

# Committee Members

## ADVOCACY

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 Amber Brown  
 Nan Cahall  
 Jasmine Coaston  
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**Holly Hankinson**  
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**Barb Linder**  
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**Sam Molony**  
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**Adrienne Taylor**  
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Director



**Kate Tepe**  
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# Support the **MOVEMENT**

## INDIVIDUAL GIVING LEVELS



**CASH GIFTS**



**HONORARY  
GIFTS**



**SECURITIES  
(CASH, BONDS, ETC.)**



**MATCHING  
GIFTS**



**LIFE  
INSURANCE**



**PLEDGES**



**ENDOWMENTS**



**PERSONAL  
PROPERTY**



**BEQUESTS**

### ***Founders***

*“The responsibilities and possibilities of change are within our power!”*

\$5,300 Annual Gift. The original amount invested to create The Women’s Fund.

### ***Visionaries***

*“I envision a world where everyone thrives!”*

\$1,000 Annual Gift.

### ***365 Society***

*“I believe in equality for women every day!”*

Annual giving of \$365 - \$999.

### ***Supporters***

*“I want to be part of the movement!”*

Annual giving of \$1 - \$364.



[cincinnatiwomensfund.org](http://cincinnatiwomensfund.org)

**Greater Cincinnati Foundation**

720 E. Pete Rose Way  
Cincinnati, OH 45202



Make checks payable to the  
Greater Cincinnati Foundation -  
The Women’s Fund

## *Maple Knoll Village*



*Through our Employer Toolkit and Cliff Effect research, Beth Thress, VP of Human Resources, of Maple Knoll Communities was able to advocate for an increase in pay for their State Tested Nursing Assistants. Additionally, she reworked shift schedules from 12-hour shifts to 6-hour shifts to accommodate more flexibility for her workforce. As a result, her turnover rate decreased and the quality of care given to residents improved. Most importantly, this change is helping them become more economically mobile.*

***Thank you for  
supporting  
the Women's Fund!***



**WOMEN'S FUND**  
*of the* **GREATER CINCINNATI FDN.**

720 E. Pete Rose Way  
Suite 120  
Cincinnati, OH 45202



[cincinnatiwomensfund.org](http://cincinnatiwomensfund.org)  
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