An initiative of the Women and Girls Foundation with support from Henry L. Hillman Foundation
IN PITTSBURGH:
PERCENTAGE OF HOUSEHOLDS LIVING IN POVERTY THAT ARE HEADED BY SINGLE MOMS

Pittsburgh All Households
- Single Mothers: 42%
- Married Couples: 49%
- Single Fathers: 9%

Pittsburgh Poor Households
- Single Mothers: 77%
- Married Couples: 14%
- Single Fathers: 9%
IN PITTSBURGH:
PERCENTAGE OF HOUSEHOLDS LIVING IN POVERTY THAT ARE HEADED BY SINGLE MOMS

2005: 75%
2016: 77%
This Is Not A Local Phenomenon
Nationally Women’s Poverty Rates = 30% Higher than Men’s

Native American, Black, & Hispanic women: ≥ 2x the poverty rate of White women.

More than 1 in 4 Native American & Black women live in poverty.

POVERTY & RACE:

Pittsburgh All Households

- White, 67%
- Black, 26%
- Other, 6%

Pittsburgh Poor Households

- White, 31%
- Black, 60%
- Other, 9%

Pittsburgh Poor Female Headed Households

- White, 27%
- Black, 68%
- Other, 6%
IF WE CAN WORK TOGETHER TO IMPROVE POVERTY RATES FOR WOMEN IN OUR CITY, WE CAN CREATE A BLUEPRINT THAT OTHERS CAN USE IN THEIR COMMUNITIES.

……..CREATING A RIPPLE EFFECT
COMMUNITY VOICES

Qualitative Data & Survey Analysis conducted by
The Women and Girls Foundation

DATA ANALYTICS & MAPPING

Analytics provided by
Allegheny County Department of Human Services
Office of Data Analysis, Research, and Evaluation
Surveyed individuals at 22 family support centers

- Braddock Family Care Connection
- Clairton Family Center
- Duquesne Family Support Center
- Greater Hazelwood Family Center
- Hill District Center for Nurturing Families
- Hilltop Family Care Connection
- Lincoln Park Family Center
- McKeesport Family Center
- Prospect Park Family Center
- Providence Family Support Center
- Steel Valley Family Center
- Turtle Creek Family Care Connection
- Wilkinsburg Family Center
- Wilkinsburg Family Support Center
- Lawrenceville Family Care
- Connection East Allegheny Family Center
- Northview Heights Family Support Center
- Highlands Family Center
- Sto-Rox Center
- East Hills Family Center
- Homewood-Brushton Family Center
- Latino Family Center

Community Voices
Female Headed Households with Children
Living in Poverty 2010-2014 in Pittsburgh by Census Tract

Total Households
- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313
- City of Pittsburgh
- Rivers
### 10 Census Tracts Have 32% of Pittsburgh’s Single Mothers Living in Poverty

<table>
<thead>
<tr>
<th>Tract</th>
<th>Neighborhood/Municipality</th>
<th>Single Mothers in Poverty</th>
<th>Single Mothers in Poverty (of all Households)</th>
<th>Single Mothers in Poverty (of Households in Poverty)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1306</td>
<td>East Hills</td>
<td>301</td>
<td>41%</td>
<td>93%</td>
</tr>
<tr>
<td>3001</td>
<td>Knoxville</td>
<td>300</td>
<td>30%</td>
<td>76%</td>
</tr>
<tr>
<td>2620</td>
<td>Spring Hill-City View</td>
<td>210</td>
<td>35%</td>
<td>84%</td>
</tr>
<tr>
<td>2609</td>
<td>Northview Heights</td>
<td>201</td>
<td>64%</td>
<td>85%</td>
</tr>
<tr>
<td>5623</td>
<td>Glen Hazel</td>
<td>192</td>
<td>24%</td>
<td>57%</td>
</tr>
<tr>
<td>2902</td>
<td>Carrick</td>
<td>164</td>
<td>16%</td>
<td>76%</td>
</tr>
<tr>
<td>2715</td>
<td>Marshall-Shadeland</td>
<td>152</td>
<td>21%</td>
<td>92%</td>
</tr>
<tr>
<td>1301</td>
<td>Homewood North</td>
<td>146</td>
<td>29%</td>
<td>69%</td>
</tr>
<tr>
<td>5625</td>
<td>Sheraden</td>
<td>133</td>
<td>22%</td>
<td>100%</td>
</tr>
<tr>
<td>1803</td>
<td>Allentown</td>
<td>129</td>
<td>20%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td>Total for These Neighborhoods</td>
<td>1,928</td>
<td>28%</td>
<td>81%</td>
</tr>
<tr>
<td></td>
<td>Total for City of Pittsburgh</td>
<td>5,992</td>
<td>10%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Female Headed Households with Children Living in Poverty 2010-2014 in Pittsburgh by Census Tract


### 10 Census Tracts with Highest Rate - Single Mothers Living in Poverty Are 30-70% of All Households

<table>
<thead>
<tr>
<th>Tract</th>
<th>Neighborhood/Municipality</th>
<th>Single Mothers in Poverty</th>
<th>Poor Single Mothers in Poverty (of All Households)</th>
<th>Poor Single Mothers in Poverty (of Households in Poverty)</th>
</tr>
</thead>
<tbody>
<tr>
<td>511</td>
<td>Terrace Village</td>
<td>98</td>
<td>70%</td>
<td>97%</td>
</tr>
<tr>
<td>2609</td>
<td>Northview Heights</td>
<td>201</td>
<td>64%</td>
<td>85%</td>
</tr>
<tr>
<td>509</td>
<td>Bedford Dwellings</td>
<td>149</td>
<td>50%</td>
<td>73%</td>
</tr>
<tr>
<td>1306</td>
<td>East Hills</td>
<td>301</td>
<td>41%</td>
<td>93%</td>
</tr>
<tr>
<td>1016</td>
<td>Garfield</td>
<td>109</td>
<td>40%</td>
<td>73%</td>
</tr>
<tr>
<td>2503</td>
<td>Central Northside</td>
<td>101</td>
<td>37%</td>
<td>83%</td>
</tr>
<tr>
<td>2507</td>
<td>California-Kirkbride</td>
<td>59</td>
<td>36%</td>
<td>83%</td>
</tr>
<tr>
<td>2620</td>
<td>Spring Hill-City View</td>
<td>210</td>
<td>35%</td>
<td>84%</td>
</tr>
<tr>
<td>1204</td>
<td>Larimer</td>
<td>63</td>
<td>35%</td>
<td>70%</td>
</tr>
<tr>
<td>3001</td>
<td>Knoxville</td>
<td>300</td>
<td>30%</td>
<td>76%</td>
</tr>
</tbody>
</table>
In your opinion, considering the last 5 years, has the overall quality of life in your community…

- Improved: 10%
- Stayed the Same: 29%
- Worsened: 61%
When you think specifically about single mothers in your neighborhood, what do you see as the top 3 barriers to their economic security?

Top 3 Barriers

- Childcare
- Transportation
- Jobs

* Surprisingly only 1% mentioned housing.
WHAT WE HEARD — CONCERNS AROUND CAREGIVING

“Stress levels are insane.”

“Child care and housing are affordable in our neighborhood, but very low quality.”

“My sister had breast cancer at age 31 and had two young kids - she faced long-term economic effects from taking time off work.”

“Paid Family Leave would be awesome!”

“As a single mom myself, I had to take care of my son with appendicitis. I had to use all my vacation time at once, despite this being frowned upon. We need to strengthen services for families. Healthy mothers = Healthy Babies. Healthy means financially stable.”
How would you rate access to childcare in your community?

- Unsatisfactory: 66%
- Satisfactory: 19%
- Good: 5%
Of the City’s 223 childcare facilities:

- **54%** are Center-based
- **46%** are home-based
- **118 (53%)** are unrated
- Only **36 (16%)** have a high-quality rating (STAR 3 or 4)
- There are only **21** subsidized programs for children at risk of school failure
CHILD CARE FACILITIES IN SELECTED NEIGHBORHOODS
BY STAR QUALITY RATING

Out of 68 facilities:

Only 12 have a high-quality rating
40 are unrated

<table>
<thead>
<tr>
<th>Neighborhood</th>
<th>Total Facilities</th>
<th>Star 4</th>
<th>Star 3</th>
<th>Star 2</th>
<th>Star 1</th>
<th>No STAR Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Liberty/Larimer</td>
<td>12</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Hill District</td>
<td>10</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Homewood</td>
<td>10</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Northside</td>
<td>36</td>
<td>2</td>
<td>3</td>
<td>8</td>
<td>22</td>
<td>6</td>
</tr>
</tbody>
</table>
## Child Care Facilities in Selected Neighborhoods & Programs for Children at Risk of School Failure

<table>
<thead>
<tr>
<th>Neighborhood</th>
<th>Total Facilities</th>
<th>HeadStart / PreKCounts</th>
<th>No Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Liberty/Larimer</td>
<td>12</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>Hill District</td>
<td>10</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Homewood</td>
<td>10</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Northside</td>
<td>36</td>
<td>1</td>
<td>35</td>
</tr>
</tbody>
</table>

Out of 68 facilities, only 7 offer subsidized high-quality programs for children at risk of school failure in these neighborhoods.
Child Care Providers
for City of Pittsburgh and Surrounding Municipalities

Legend
- City of Pittsburgh
- Major rivers
- FHH with Children and Living in Poverty
  - 0 - 25
  - 26 - 50
  - 51 - 100
  - 101 - 150
  - 151 - 313
- OCDEL Child Care Providers
  - No STAR Level
  - STAR 1
  - STAR 2
  - STAR 3
  - STAR 4

Source: OCDEL March 2016
CURRENT CAPACITY CANNOT ACCOMMODATE NEED

<table>
<thead>
<tr>
<th>Neighborhood</th>
<th>Population of Children Age 3-5</th>
<th>Facilities Offering PreKCounts /HeadStart Programs</th>
<th>Children 0-5 per Facility</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Liberty/Larimer</td>
<td>217</td>
<td>3</td>
<td>72</td>
</tr>
<tr>
<td>Homewood</td>
<td>350</td>
<td>1</td>
<td>350</td>
</tr>
<tr>
<td>Hill District</td>
<td>238</td>
<td>2</td>
<td>119</td>
</tr>
<tr>
<td>Northside</td>
<td>561</td>
<td>1</td>
<td>561</td>
</tr>
<tr>
<td>Total</td>
<td>1,366</td>
<td>7</td>
<td>195</td>
</tr>
</tbody>
</table>
What we heard — Concerns regarding Transportation & Employment

“The maternity clinic was just shut down, forcing mothers to take 2 buses to access good health facilities.”

“If I could change anything, I would have more sources of employment, and not just construction jobs, jobs for women. Not saying that women can't do construction, but...women are the majority of the people we serve, the poor, and they want access to jobs to take care of their families.”

“There's a reproductive health care center in town but otherwise you have to go all the way to children's hospital, and again, transportation is a major issue to accessing health care.”

“Transportation is very limited with the port authority system, especially on the weekends and in the evenings.”
How would you rate access to transportation in your community?

- Unsatisfactory: 66%
- Satisfactory: 24%
- Decent/Good: 10%
Transportation Access for Female Headed Households with Children Living in Poverty 2010-2014 for Pittsburgh and Surroundings
How would you rate access to jobs in your community?

- Satisfactory: 33%
- Unsatisfactory: 66%

* 0% responded “Good”
Workforce Development, Family Support Centers, and FHH with Children Living in Poverty in Pittsburgh and Surrounding Municipalities

Resources
- Family Support Centers
- Workforce Training Locations
- Workforce Development Providers

FHHwC in Poverty
- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313

- City of Pittsburgh
- Major rivers
- Pittsburgh neighborhoods
## TRAINING SERVICES

<table>
<thead>
<tr>
<th>Location</th>
<th>Training Services Offered</th>
<th>Specific Population</th>
<th>Total Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pre-Employment</td>
<td>Job Training</td>
<td>Employment Support</td>
</tr>
<tr>
<td>Allegheny County</td>
<td>97%</td>
<td>73%</td>
<td>73%</td>
</tr>
<tr>
<td>City of Pittsburgh</td>
<td>97%</td>
<td>81%</td>
<td>71%</td>
</tr>
</tbody>
</table>

Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).
## WIA/WIOA WORKFORCE DEVELOPMENT TRAININGS, 2014-2016

<table>
<thead>
<tr>
<th>Race</th>
<th>Female</th>
<th>% of Total</th>
<th>Male</th>
<th>% of Total</th>
<th>Total</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td></td>
<td>N</td>
<td></td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>49</td>
<td>18%</td>
<td>79</td>
<td>29%</td>
<td>128</td>
<td>46%</td>
</tr>
<tr>
<td>White</td>
<td>38</td>
<td>14%</td>
<td>85</td>
<td>31%</td>
<td>123</td>
<td>45%</td>
</tr>
<tr>
<td>Other/Unknown</td>
<td>11</td>
<td>4%</td>
<td>20</td>
<td>7%</td>
<td>29</td>
<td>11%</td>
</tr>
<tr>
<td><strong>Total Participants</strong></td>
<td><strong>94</strong></td>
<td><strong>34%</strong></td>
<td><strong>182</strong></td>
<td><strong>66%</strong></td>
<td><strong>276</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Females made up \( \frac{1}{3} \) of participants

Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).
## EMPLOYMENT POST-TRAINING

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>% of Female Participants</td>
<td>N</td>
</tr>
<tr>
<td>Total Participants</td>
<td>94</td>
<td>100%</td>
<td>182</td>
</tr>
<tr>
<td>Entered Unsubsidized Employment</td>
<td>37</td>
<td>39%</td>
<td>120</td>
</tr>
<tr>
<td>Training Related to Employment</td>
<td>28</td>
<td>30%</td>
<td>92</td>
</tr>
</tbody>
</table>

39% of female participants reported employment post-training, compared to 66% of males.

Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).
## UPDATED INFORMATION FROM PARTNER4WORK ON WORKFORCE TRAININGS

### 2016 Training

<table>
<thead>
<tr>
<th>2016 Training</th>
<th>Individual Training (traditional post-secondary institutions)</th>
<th>Cohort Training (employer-driven technical training)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Share of participants</td>
<td>Completion rate</td>
</tr>
<tr>
<td><strong>Women</strong></td>
<td>34%</td>
<td>61%</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>66%</td>
<td>79%</td>
</tr>
</tbody>
</table>

Source: Partner4Work
# Title I Program Outcome Measures by Gender (2015-2016 Program Year)

## Allegheny County

<table>
<thead>
<tr>
<th></th>
<th>Job Placement Rate</th>
<th>Retention Rate</th>
<th>Avg 6-month Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adult Program</td>
<td>Dislocated Worker Program</td>
<td>Adult Program</td>
</tr>
<tr>
<td>Total</td>
<td>84.6</td>
<td>88.2</td>
<td>84.9</td>
</tr>
<tr>
<td>Male</td>
<td>84.9</td>
<td>86.8</td>
<td>84.5</td>
</tr>
<tr>
<td>Female</td>
<td>84.3</td>
<td>90.0</td>
<td>85.2</td>
</tr>
</tbody>
</table>

## City of Pittsburgh

<table>
<thead>
<tr>
<th></th>
<th>Job Placement Rate</th>
<th>Retention Rate</th>
<th>Avg 6-month Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adult Program</td>
<td>Dislocated Worker Program</td>
<td>Adult Program</td>
</tr>
<tr>
<td>Total</td>
<td>87.2</td>
<td>81.9</td>
<td>86.9</td>
</tr>
<tr>
<td>Male</td>
<td>84.9</td>
<td>76.1</td>
<td>85.9</td>
</tr>
<tr>
<td>Female</td>
<td>89.3</td>
<td>89.8</td>
<td>87.6</td>
</tr>
</tbody>
</table>

Source: Partner4Work
## Participation and Average Wage for Workforce Development Employed Graduates

<table>
<thead>
<tr>
<th>Industry / Area</th>
<th>Female</th>
<th>Male</th>
<th>Total N</th>
<th>Avg. Wage/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>% of Total</td>
<td>N</td>
<td>% of Total</td>
</tr>
<tr>
<td>Management</td>
<td>4</td>
<td>1%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Accounting</td>
<td>2</td>
<td>1%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Technology</td>
<td>3</td>
<td>1%</td>
<td>18</td>
<td>7%</td>
</tr>
<tr>
<td>Commercial driving</td>
<td>8</td>
<td>3%</td>
<td>126</td>
<td>46%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>56</td>
<td>20%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Construction</td>
<td>1</td>
<td>0%</td>
<td>13</td>
<td>5%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>0</td>
<td>0%</td>
<td>20</td>
<td>7%</td>
</tr>
<tr>
<td>Paralegal</td>
<td>1</td>
<td>0%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Administrative support</td>
<td>18</td>
<td>7%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Personal care</td>
<td>1</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Counseling and mental health</td>
<td>0%</td>
<td>0%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>94</td>
<td>34%</td>
<td>182</td>
<td>66%</td>
</tr>
</tbody>
</table>

92% of employed graduates earn over $15/hour.

Males are mainly employed in **commercial driving, manufacturing, technology and construction**.

Females are mostly employed in **healthcare** and **administrative support**.

Source: Allegheny County Department of Human Services, Office of Data Analysis, Research, and Evaluation (2016).
## Average Commute Time to Training Providers With Highest Female Enrollment

<table>
<thead>
<tr>
<th>Provider</th>
<th>Location</th>
<th>Female Participants</th>
<th>Travel Time on Public Transportation from Select Neighborhoods*</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCAC</td>
<td>Downtown Pittsburgh</td>
<td>31</td>
<td>min 17 to 44 minutes</td>
</tr>
<tr>
<td>Kaplan Career Institute</td>
<td>Downtown Pittsburgh</td>
<td>22</td>
<td>min 20 to 27 minutes</td>
</tr>
<tr>
<td>All State Career School</td>
<td>West Mifflin</td>
<td>6</td>
<td>min 1:20 to 1:38 hr (multiple transfers)</td>
</tr>
<tr>
<td>Steel Center Area Vocational Technical School</td>
<td>Jefferson Hills</td>
<td>5</td>
<td>min 1:15 to 1:28 hr (multiple transfers)</td>
</tr>
</tbody>
</table>

Source: Google Maps estimates, arriving by 9:00 am

* North Side, Homewood, Larimer/East Liberty, Hill District
The North Side and Surrounding Neighborhoods

Child Care Providers
- Family Child Care Home
- Child Care Center
- Group Child Care Home
- No STAR Level
- STAR 1
- STAR 2
- STAR 3
- STAR 4

FHHwC in Poverty
- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313

- Workforce Training Locations
- Workforce Development Providers
- Family Support Centers
- Port Authority Bus Routes
- Busways
- City of Pittsburgh
- Pittsburgh neighborhoods
- Streets
- Major rivers
Larimer, East Liberty and Surrounding Neighborhoods

Child Care Providers
- Family Child Care Home
- Child Care Center
- Group Child Care Home
- No STAR Level
- STAR 1
- STAR 2
- STAR 3
- STAR 4

FHHwC in Poverty
- 0 - 25
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- Workforce Training Locations
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The Hill District and Surrounding Neighborhoods

Child Care Providers
- Family Child Care Home
- Child Care Center
- Group Child Care Home
- No STAR Level
- STAR 1
- STAR 2
- STAR 3
- STAR 4

FHHwC in Poverty
- 0 - 25
- 26 - 50
- 51 - 100
- 101 - 150
- 151 - 313
- Workforce Training Locations
- Workforce Development Providers
- Family Support Centers
- Port Authority Bus Routes
- Busways
- City of Pittsburgh
- Pittsburgh neighborhoods
- Streets
- Major rivers
How would you rate access to money/capital to start a new business in your community?

- Unsatisfactory: 66%
- Satisfactory: 22%
- Good: 5%

* 0% responded “Good”
How would you rate access to affordable housing in your community?

* 0% responded “Good”
How would you rate access to reproductive healthcare in your community?

- Unsatisfactory: 15%
- Satisfactory: 45%
- Decent/Good: 40%
PUBLIC POLICIES
• Said that **having paid sick days** would have a positive impact on their community.

• Said that **having paid family leave** would have a positive impact on their community.

• Said that **increasing the minimum wage** would have a positive impact on their community.

**Public Policies with Broad Community Impact**
How likely is it that you or someone in your family would face significant economic hardship if you had to take unpaid time off from your job to deal with a serious illness, to care for a new child or to care for a family member who is ill?

74%
Closing the Gender Wage Gap would Cut Poverty In Half

Poverty Rate for Families with and without Equal Pay

- **Single Mothers**: Current: 29%  
  If working women earned the same as comparable men: 15%
- **Other Single Women**: Current: 11%  
  If working women earned the same as comparable men: 5%
- **Married Women**: Current: 2%  
  If working women earned the same as comparable men: 1%

OPPORTUNITIES FOR IMPROVEMENT

Currently workforce – transportation – and childcare are disconnected.

Currently there are no WIA/WIOA trainings for child care workers. And not enough “star” childcare centers in communities.

Currently few employers provide paid sick days or paid family leave.

Currently few SFHH have access to start-up capital to start a new business.
How Can We Work Together To Create A Femisphere?

- Put women at the center of development efforts.
- Think of them when creating new workforce opportunities.
- Connect trainings and jobs to transportation and childcare.
- Advocate for workforce policies to support working families – paid family leave, paid sick days, increased minimum wage.
- When we are “investing” in communities, let’s make sure we are investing in women.
Thank You!

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