

Women and Girls Foundation

Femisphere Final Report Cover Page

SUMMARY OF OUTCOMES

I. Combining Educational Opportunities with Childcare and Transportation Assistance

- ✓ The WGF & CCAC partnership achieved dramatic results. The year prior to Femisphere, the HPOG program included **30 TANF participants (14% of the HPOG class)**. After year-one of this grant, we were proud to report enrollment was up to **61 TANF students (30% of HPOG class)**. After two years, we can report the 2018-2019 HPOG class now includes **192 TANF recipients (41% of the HPOG class)**.
- ✓ Of the 538 individuals enrolled in HPOG during these two years, **43% completed** a healthcare training program.
- ✓ **Additional 50 low-income single moms** are participating in the April 5-8th Femisphere Codeswitch Hackathon.

II. Increasing Awareness of the Need for Access to Paid Family and Medical Leave

- ✓ At our interim report, we shared results from a PA Department of Labor study on Paid Family & Medical Leave including a **2017 poll showing 78% of individuals were in favor** (regardless of party, gender, age, or regional geography). For this final report, we can add results from a statewide **2019 poll reporting 86% of GOP voters are now in support** of a statewide paid family and medical leave program.
- ✓ PA Department of Labor quantified **1,155,452 families could benefit from a state PFMLI program each year**.
- ✓ Media coverage on this issue, in our state, has increased **from 12 articles between January 2017 and February 2018 to over 954 articles in the past year!**
- ✓ Our coalition has grown to include **over 90 organizational partners** throughout the state.

III. Expanding Quality Childcare and Care During Non-Traditional Hours

- ✓ Due to the advocacy efforts of WGF's grantee partner Trying Together and their statewide partners at Early Learning PA, the coalition won an **increase of \$6.8 million in state investments for child care** services in the 2018-2019 state budget and helped draft a Program Revision Request for an additional **\$112 million investment (state and federal dollars) in the 2019-2020 state budget**.
- ✓ Before we began, in **December 2016, there were twenty-four Star 3 & thirty-five Star 4 Child Care Centers** in the Trying Together reporting area. As of the interim report (January 2018), Trying Together reports there are now **thirty-five Star 3 and forty-one Star 4 Child Care Centers**.
- ✓ Surveyed **over 500 parents statewide** in order to quantify the need for non-traditional hour child care.

IV. Protecting Current Rights & Services

- ✓ These past two years became a critical time to protect women and girls' rights and services. With Femisphere support, WLP filed **7 appellate briefs; conducted 24 judicial bypass trial-level hearings and 2 trial-level hearings for women with disabilities needing medical care; Negotiated 6 sexual harassment cases; and 50,000 workers in Pittsburgh are poised to benefit from the Paid Sick Days ordinance** the Women's Law Project argued for before the PA Supreme Court.

V. Leveraging Public Dollars for Future Opportunities

- ✓ **ROI on this project has been \$3 for every \$1 invested. Femisphere had a total project budget of \$1 million dollars. That total has been maximized at least three-fold by new public dollars invested in these efforts.** With WGF's advocacy and assistance: PA State Department of Labor (DOL) secured \$250K grant from U.S. DOL to conduct Paid Family Leave study; City Council is working to create a \$500,000 micro loan fund to support capacity building of non-traditional hour/overnight child care; Council voted to invest \$2 Million to increase star 3 and star 4 child care center capacity; PA Dept. of Human Services is releasing a multi-million dollar RFP for a statewide referral and resource system. **We caused a ripple effect in the philanthropic community.** The Pittsburgh Foundation recently announced a new emphasis on single mothers living in poverty along with a report reconfirming the data and recommendations presented in the 2016 Femisphere report.

I. Combining Educational Opportunities with Childcare and Transportation Assistance

EVALUATION QUESTION: *How have the Femisphere project efforts increased the number of low-income single moms who are enrolled in the CCAC HPOG program?*

OUTCOMES

- ✓ The year prior to Femisphere, the HPOG program included **30 TANF participants (14% of the HPOG class)**. After year-one of this grant, enrollment was up to **61 TANF students (30% of HPOG class)**. After two years, the 2018-2019 HPOG class now includes **192 TANF recipients (41% of the HPOG class)**.
- ✓ Of the 538 individuals that enrolled in an HPOG program during this time, 236 (or 43%) have completed a healthcare training program.
- ✓ **50 low-income single moms** are participating in the April 5-8th Femisphere Codeswitch Hackathon.
- ✓ WGF is also partnering with Academy Pittsburgh to underwrite childcare and transportation for low-income moms to attend and complete their 12-week web development boot camp this summer.

DATA SOURCES

- Baseline statistics from CCAC at beginning of project.
- Statistics from CCAC semi-annually in January and June of each year to benchmark program impact.
- Rochelle and the CCAC team hosted in person info sessions (where WGF provided childcare and transportation assistance) in order to gather information on barriers to retention.
- MotorMouth Media worked with us to recruit moms to participate in the Codeswitch Hackathon.

TO ACHIEVE THESE OUTCOMES, THE WGF FEMISPHERE STAFF:

- **Connected** the HPOG program with executive staff at state and local Department of Human Services to set up a direct referral system from the county assistance offices to HPOG.
- **Arranged** meetings with state Department of Human Services Bureau of Employment Programs to talk about the benefits of the HPOG program for TANF clients.
- **Strategized** ways to reach clients who are in contracted programs of the Employment Programs as well as ways to reach clients who are exempt from the TANF work requirement.
- **Invested** significant amount of time helping HPOG Program manager understand basics of TANF and childcare policies which is foundational knowledge she needed in order to develop a good outreach plan for their participation & retention in the program.
- **Developed** our own outreach material for the HPOG program targeting single moms as core audience.
- **Inspired** by WGF's Femisphere initiative, CCAC decided to conduct its own survey of their entire student body to learn what percentage are single mothers. Prior to Femisphere, administrators had only considered the student body as being a high concentration of "low-income" individuals. Having learned through Femisphere that single mothers are such a high percentage of households living in poverty, the CCAC administration wanted to learn whether a large percentage of their students are single mothers, and if so, how the school might serve them better.
- **Conducted** Lunch N' Learn sessions in the targeted neighborhoods -Allentown, Braddock, Northview Heights, Central Northside, Wilksburg, California-Kirkbride, Spring Hill-City View, and Homewood North. In addition, we have also had sessions in Braddock and Turtle Creek. During the sessions we provide food, childcare and gift cards for their participation. The two top barriers moms identify at these meetings have been lack of access to non-traditional hour childcare and transportation.

II. Increasing Awareness of the Need for Access to Paid Family and Medical Leave

EVALUATION QUESTION: *How have the Femisphere project efforts increased awareness of this need and the importance of the issue among key stakeholders?*

OUTCOMES

- ✓ WGF worked with the PA State Department of Labor to conduct and publish a research report/analysis quantifying the pros and cons of paid family leave.
- ✓ The report was released to the public in January 2018 and showed strong public support for a statewide program from the public (78% favor) and employers (56%).
- ✓ The report quantified the number of families that could benefit from the program each year to be 1,155,452.
- ✓ Over a ten-year period, the report estimated that 16,035,850 individuals would be positively impacted by the program.
- ✓ At our interim report, we shared results from a PA Department of Labor study on Paid Family & Medical Leave including a **2017 poll showing 78% of individuals were in favor** (regardless of party, gender, age, or regional geography). For this final report, we can add results from a statewide **2019 poll reporting 86% of GOP voters are now in support** of a statewide paid family and medical leave program.
- ✓ PA Department of Labor quantified **1,155,452 families could benefit from a state PFMLI program each year**.
- ✓ Media coverage on this issue, in our state, has increased **from 12 articles between January 2017 and February 2018 to over 954 articles in the past year**.
- ✓ We partnered with Healthy Start to **survey 50 moms** in their Breastfeeding Circle. Only **2% reported having access to paid leave** to support their time with their infant post-partum.
- ✓ Our coalition includes **over 90 organizational partners** throughout the state now including AARP, Pediatric Palliative Care, ARC PA, Veterans Breakfast Club, Great Lakes Hospice, and Pittsburgh Business Group on Health.
- ✓ Some key findings of note in regard to potential impacts on infant and maternal health, and employer impacts, based on the impacts seen in the states where Paid Leave Programs have been in place.
 - “An additional 10 weeks of paid leave for new parents, on average, reduces post-neonatal mortality by up to 4.5 percent.”¹
 - “A direct relationship was found between the length of maternity leave and the risk of postpartum depression. At six weeks, 12 weeks and six months, women who were on maternity leave had significantly lower postpartum depression scores compared to their peers who had returned to work.”²
 - “That women with paid family leave are 93% more likely to be working after having a baby one year later than those that take no leave.”³
 - In a random sample of 253 firms, employers in California where state PFL had been in place for ten years reported that PFL had no noticeable effect, or a positive effect, on productivity (89%), on profitability (91%), on turnover (93%), or morale (99%). 87% of employers reported no cost increases associated with the program, and 9% reported cost savings via reduced turnover or reduced benefit costs.³

DATA SOURCES

- PA Study: <https://www.paidleaveforpa.org/dol-report> (which includes 2017 polling data and data on people to be served).
- Osage Research 2019 Statewide Poll re: Paid Family and Medical Leave and GOP voters (provided as enclosure).
- Burrelles Luce media tracking service (media tracking reports provided as enclosures).
- Coalition Partner list (provided as enclosure).
- ¹ Ruhm, C. J. (2000). Parental leave and child health. *Journal of Health Economics*, 19(6), 931-960.
- ² Maternity Leave Duration and Postpartum Mental and Physical Health: Implications for Leave Policies. Authors: Rada K. Dagher, Patricia M. McGovern, Bryan E. Dowd. *Journal of Health Policy Law* (2014) 39 (2): 369-416.
- ³ Harvard Business Review, “Paid Family Leave Pays Off In California” by Eileen Applebaum and Ruth Milkman.

III. Expand Quality Childcare & Care During Non-Traditional Hours

EVALUATION QUESTION: How have PAEYCE's (now called Trying Together) efforts increased the number of STAR 3 or STAR 4 Childcare centers serving the 16 core Femisphere communities – and increased access to non-traditional hour child care - from 2016 to 2018?

OUTCOMES

- ✓ Due to the advocacy efforts of WGF's grantee partner Trying Together and their statewide partners at Early Learning PA, the coalition won an **increase of \$6.8 million in state investments for child care** services in the 2018-2019 state budget and helped draft a Program Revision Request for an additional **\$112 million investment (state and federal dollars) in the 2019-2020 state budget.**
- ✓ Trying Together surveyed **over 500 parents statewide** in order to quantify the need for non-traditional hour child care. 157 respondents in Allegheny County and an additional 400 statewide.
- ✓ Per the state survey, **45% of respondents said they were required to work later than 6pm** at least one a month.
- ✓ Among Agh survey respondents, **65% said they had difficulty finding care arrangements during these hours.**
- ✓ Before we began, in **December 2016, there were twenty-four Star 3 & thirty-five Star 4 Child Care Centers** in the Trying Together reporting area. As of January 2018, Trying Together reports there are **thirty-five Star 3 and forty-one Star 4 Child Care Centers.** The good news is we have seen overall improvement but we may not be able to provide more specific information from our partners at this time. *

DATA SOURCES

- Baseline statistics from Allegheny County DHS & WGF Femisphere report and OCDEL report.
- Statistics from OCDEL semi-annually in January and June to benchmark program impact.
- A research brief summarizing results from the Non-Traditional Hour Child Care surveys are enclosed.
- Child Care Data and state childcare investment figures were provided by Trying Together.
- OCDEL and Trying Together provided data on Star/Quality Childcare Centers, but not broken down by county or zip code.
- **The WGF team is especially grateful to Susan Chase who assisted us in analyzing this data in order to provide a more detailed accounting of these numbers per Femisphere neighborhoods and zip codes for this report.**

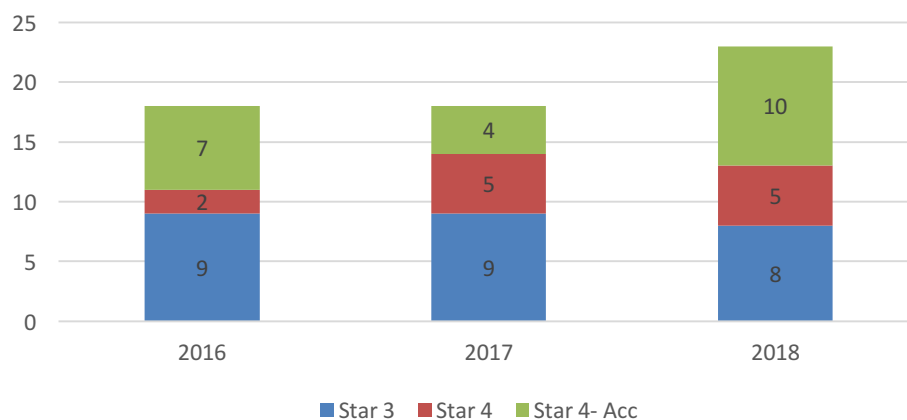
Changes in the Availability of Quality Childcare in Femisphere Target Zip Codes

Star 3, 4, and 4-Acc Centers, 2016 to 2018

Data Source PA Office of Child Development and Early Learning

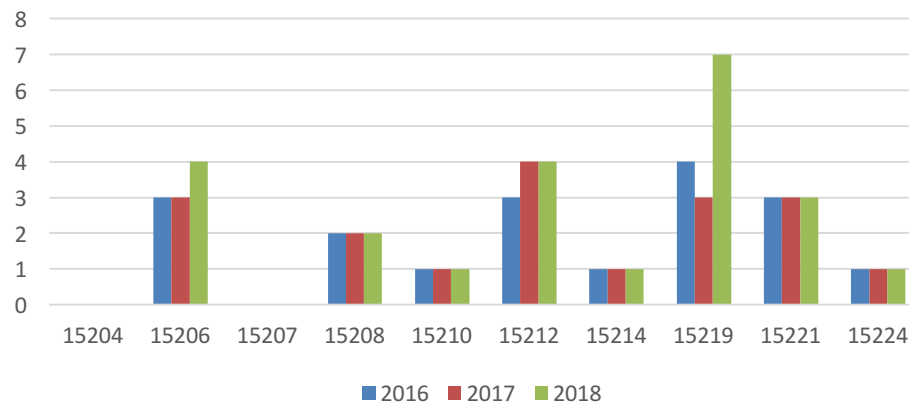
The total number of quality child cares centers (defined as Star Level 3, 4 or 4-Acc) has increased across the zip codes that are focus areas for the project.

Change in Number of Star 3, 4, and 4-Acc Childcare Centers Across All Target Zipcodes



The increase in the number of quality child care centers occurred mainly in three zip codes – 15206, 15212 and 15219. As of 2018, there were no child care centers at this OCDEL Star Level in 15204 or 15207.

Star 3, 4 and 4-Acc Centers
in Target Zipcodes 2-16 to 2018



IV. Protecting Current Rights & Services

EVALUATION QUESTION: How has the Women’s Law Project worked to protect existing educational and work place rights for women?

OUTCOMES

- ✓ These past two years became a critical time to protect women and girls’ rights and services. With Femisphere support, WLP filed **7 appellate briefs; conducted 24 judicial bypass trial-level hearings and 2 trial-level hearings for women with disabilities needing medical care; Negotiated 6 sexual harassment cases; and 50,000 workers in Pittsburgh are poised to benefit from the Paid Sick Days ordinance** the Women’s Law Project argued for before the PA Supreme Court.
- ✓ Femisphere grant **allowed WLP to double their ability to serve clients** by hiring an additional full-time staff attorney, Christine Castro. Christine is also a native Spanish speaker.
- ✓ Achieved major reproductive rights victory with *Bruni v. City of Pittsburgh*, Pittsburgh Buffer Zone case.

DATA SOURCES

- Women’s Law Project legal case files and records and census data.

“Ms. Castro’s fluency in Spanish enabled WLP to serve immigrant and Spanish-speaking women who we previously had not been able to help. We held two Community Conversations with a group of undocumented Latina women to discuss barriers to health care and build relationships with organizations that serve the Latina community. Over the grant period, Ms. Castro provided legal counsel to numerous clients on matters ranging from sexual harassment and assault to contraceptive coverage. This work included direct legal representation of clients in the courtroom as well as consultation and referral services. **Over the course of this grant, our office provided legal information, consultation, and referrals to over 1,000 women.”**

“Here is one powerful example. These consultations usually involve identification of potential claims and remedies, educating the caller about their legal rights and demystifying legal procedures and jargon. Many are time-intensive and require systems-level advocacy. **Christine helped an impoverished Spanish-speaking survivor of domestic violence** cut through a thicket of language and resource barriers to **obtain legal representation and counseling services**, a process that took three months and uncovered numerous systemic obstacles. **Christine found that a domestic violence hotline’s outgoing message** contained instructions for accessing the Spanish version of the message only at the very end of the lengthy recording, by which time any non-English speaker would have already hung up. **As a result of Christine’s intervention**, that hotline message is being re-recorded to direct Spanish callers to the correct extension at the beginning of the recording.”

V. Leveraging Public Dollars for Future Opportunities

Evaluation Question: *How have education, workforce development, and other public or private economic development, community, or poverty reduction programs become more mindful to put women at the center of their work – and particularly the needs and barriers of low income single mothers?*

OUTCOMES

The ROI on this project has been at least \$3 for every \$1 we invested. Femisphere had a total project budget of \$1 million dollars. As you will see, that total has been maximized at least three-fold by new public dollars invested in these efforts.

With WGF's advocacy and assistance:

- ✓ PA State DOL secured \$250,000 grant from U.S. DOL to conduct Paid Family Leave study;
- ✓ City Council is working to create a \$500,000 micro loan fund to support capacity building of non-traditional hour/overnight child care in Femisphere core neighborhoods;
- ✓ City Council voted to invest \$2 Million through the Early Learning Resource Center to increase star 3 and star 4 child care center capacity;
- ✓ PA Dept. of Human Services is releasing a multi-million dollar RFP for a statewide referral and resource system. Femisphere Director Rochelle Jackson has been extremely involved in this process.
- ✓ Rochelle is also working with DHS to develop a public investment in a ride-sharing program for moms in Allegheny County with Ruby Rides.
- ✓ Conversation seeds we planted with Uber regarding a publicly subsidized ride sharing program for low-income moms has sprouted into a pilot project which they are implementing with Carnegie Mellon University.
- ✓ We facilitated a new partnership between HPOG and Community2Work, which is a new project from Davis Consulting Solutions who is contracting with UPMC Health Plan to recruit TANF clients for employment within the UPMC Health system.
- ✓ After conversations with the Femisphere team, the Mayor of Pittsburgh pledged to replace the Steven Foster sculpture with a sculpture of a historically important woman of color. We continue to work with the Mayor's Office, the Art Commission, and a committee of local activists to support the implementation of this idea.
- ✓ Rochelle also is an appointee to the PA Income Maintenance Advisory Committee (IMAC) and serves on one of its subcommittees, the Employment Programs Committee. One significant improvement coming from this work is the elimination of the TANF employment and training programs, EARN and Work Ready. This is a huge win because these programs have been inefficient for years and have not served moms well with regards to finding living wage employment or addressing barriers to employment. The new approach will provide more intensive individual case management and address the whole person as well as their barriers.
- ✓ Another improvement has been the extension of allowable time spent in an education and training program. As we spend extensive time recruiting and enrolling TANF moms in the HPOG programs, this will ensure that they will have the time they need to complete their programs while receiving cash and other supportive services from TANF.
- ✓ This sub-committee's work has also resulted in the expansion of education/training activities to include GED/ABE/ESL. Almost 40% of TANF consumers do not have a GED which directly affects their ability to find employment.
- ✓ Rochelle has also been appointed to the Consumer Sub-Committee for the Medical Assistance Advisory Committee. This committee advises the Deputy Secretary for the Office Medical Assistance and the importance of this committee is to ensure fair and quality access to health insurance and care for low income moms and their children.
- ✓ **And finally, one of the most compelling impacts of this project has been the cultural ripple effect we have seen in the philanthropic community.** The Pittsburgh Foundation recently announced a new emphasis on single mothers living in poverty along with a report reconfirming the data and recommendations presented in the 2016 Femisphere report. In 2016, when we first released our report, many people were shocked and in disbelief that single mothers made up 77% of households living in poverty. Now, several local organizations talk readily about the need to focus on single mothers and the need to put moms "at the center" of the conversation. This is one of the most important and long reaching impacts of this project to date. That in just two-years we have been able to shift the conversation and bring more focus & resources to moms in need.