

Mission Driven.

Vol. 1, 2015

Our Name Is...

*"my name is many and in truth
without all parts i have no name at all..."*
– Adjoa Andoh from "My True Name"



Photo by Kit Williams

My name is Lauren Y. Casteel. I am honored that my career in public service and philanthropic leadership culminates as the new President and CEO of The Women's Foundation of Colorado. I will hold the privilege of this public trust sacred with deep gratitude and humility.

We celebrate people with their chosen names and identities as a way to acknowledge the human desire to be seen and heard. The village of women and men who make up our many generous statewide individual and corporate donors, nonprofit partners, volunteers, Trustees, Honorary Trustees, and staff, have many names. Similarly, there are the names of those who came before us: "she'roes" and heroes upon whose shoulders we stand for their foresight as well as having marched, run, sung, cried, cheered, lived, and died for future generations. Equally important are the names of millions of remarkable women and girls who are a part of our collective community and whose stories inspire us daily. We appreciate all of you profoundly.

Through dialogue and understanding, we will learn and name the issues that matter. We will build a platform of shared commitment to motivate deeper engagement and action to positively affect outcomes for women and families throughout the state. Those issues include biased access to education, equal wages, economic self-sufficiency, available and accessible high-quality child care and family planning, and training pathways for creative jobs in STEM. We will use research to name the truth about systemic barriers and disproportionality to create a more equitable future. We understand that public policy and historic practices affect some differently than others. We will reach across the aisle to build respectful alliances that ensure all women thrive and none are deterred because of their gender or its inter-

section with race, class or ethnicity, sexual orientation or gender identity, age or citizenship, religious creed or national origin, physical or mental abilities and differences, military or marital status, ancestry or language.

We will name all of the parts that The Women's Foundation of Colorado must bring to the table to create real change. To that end, over the remainder of the year, I will spend time in communities statewide. I look forward to our joining you not only from the podium, but also in churches, board rooms, schools, and child care centers.

At the same time, we will be fearless in our commitment to our mission, vision, and strategic plan. We will be self-reflective and look within to ensure that our actions model the best practices of inclusion, stewardship, equity, crisp management, partnership, and leadership.

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truth without all parts i
have no name at all..."*

– Adjoa Andoh
from "My True Name"

All women and girls in Colorado have the right to thrive, not merely survive. As the wise Maya Angelou said, *"The best part of life is not just surviving, but*

thriving with passion and compassion and humor and style and generosity and kindness."

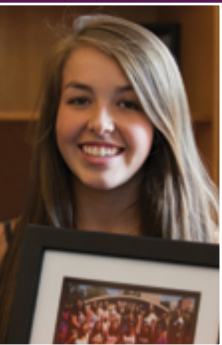
This will all take time and patience. For those who know me best, patience is not always my greatest gift! However, all of my experience has taught me that it is important to go slowly in order to go fast toward sustainable outcomes. I am, by nature, a storyteller. I look forward to sharing vignettes from our journey along the way.

**Our name is The Women's Foundation of Colorado.
Without all of our parts, we have no name at all.
Together. We are powerful.**

**Nuestro nombre es La Fundación de Mujeres de Colorado.
Sin todas nuestras partes, no tenemos ningún nombre en absoluto. Juntos. Somos poderosos.**

GLC “Taught Me to Be Bold”

GLC Alumna **Natasha Liggett** did a Q&A about her experience with Girls’ Leadership Council, our leadership training program for girls entering their junior years of high school.



Natasha is a recipient of the Questbridge 2014 National College Match Scholarship, which pairs high-achieving students from low-income backgrounds to full scholarships to 35 of the country’s top colleges and universities. She will attend Princeton University in the fall where she plans to pursue a career in astrophysics.

Why should girls get involved in GLC?

I think it’s easy to always hang out with the same people at school, and the GLC gave me the chance to meet a diverse new group of young women who came together with the united purpose of improving both themselves and the world around them.

Do you think GLC helped prepare you for college?

GLC taught me to be bold and jump right into things without being afraid, or perhaps just as importantly, even when I’m afraid.

What did you learn about philanthropy from the program?

We learned you don’t need a lot of money to be a philanthropist; it taught me how to give back no matter what my circumstances may be. After this program, I was definitely determined to get involved, and plan to continue on this path of philanthropy for the rest of my life.

How has the program influenced your educational and career interests?

Through this program I solidified my decision to pursue astrophysics. I have had a passion for space for as long as I can remember, but was unsure what a career in astrophysics might look like. However, after listening to a guest speaker talking about passion, I was truly inspired and knew I had to follow my heart and that astrophysics is what I am meant to do.

Did GLC increase awareness of issues facing women in Colorado?

Today, we are taught to believe that equal rights are no longer a problem, but I have come to see that this is far from the truth. The issue I am passionate about is getting young girls involved in STEM. I still think that many girls may be discouraged from the STEM fields, but it is women’s creativity and passion that the field demands.

What are the long-term benefits of GLC participation?

I made many friends through this program who I hope to keep in touch with for many years to come. To me these other girls have been my biggest inspiration. We push and pull each other; I look at them and see what I too am capable of achieving.

If you would like to get involved in supporting our 2015 Girls’ Leadership Council, please contact Renee Ferrufino, Major Gifts Officer, at rferrufino@wfco.org, for sponsorship opportunities.

We would like to thank GLC presenting sponsor Anadarko and Lisa Lund-Brown for their generous support of this program and Girls Inc. of Metro Denver for their partnership.

Ana’s Update



It is my honor to serve as 2015 Board Chair at WFCO, building upon the great work of all of the many board members, committee chairs, and staff members who have served before me.

Working with WFCO and its supporters often feels like a family reunion. All of us all share something profoundly important. Not blood, but a commitment to enhance the inherent power of women and girls, especially those who are struggling to achieve self-sufficiency.

2015 will be a year in which The Women’s Foundation of Colorado demonstrates leadership in new and exciting ways – from inclusiveness to engagement.

I am thrilled to work closely with President and CEO Lauren Y. Casteel and the Board to ensure a strong presence across our state through research, advocacy, education, and community investments.

A special thank you goes out to Honorary Trustee Lynda McNeive, who graciously served as interim CEO and President of The Women’s Foundation of Colorado from November 2014-February 2015.

I’d also like to say thank you to Cathy James Hart, 2014 Chair of the Board, for her work to lead change for Colorado women and girls and help build a stronger foundation.

Thank you for your support and putting a stake in the ground for Colorado women and girls.

Anahita “Ana” Pazirandeh Kemp
Chair, Board of Trustees

Welcome

New 2015 Trustees:

Dolores Atencio, Denver
Brooke Bell, Aurora
Jennifer Colosimo, Golden
Nancy Hartley, Fort Collins
Katie Kellen, Denver/Vail Valley
Laurie Oswald, Denver
Patty Powell, Denver

2015 Honorary Trustees:

Louise Atkinson, Denver
Barbara Bridges, Denver
Kelly Condon, Denver
Lynda McNeive, Denver
Pam Smith, Vail Valley

WFCO Takes a Stand

The 2015 Colorado legislative session has been a busy one for WFCO and our partners as we work together to support legislation affecting women and girls. We are actively supporting or have actively supported the following bills by meeting with legislators, providing testimonies in the House and Senate, and sharing our research.

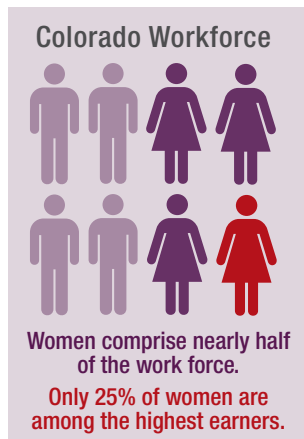
2015 Priorities

House Bill 15-1230 – Innovative Industries Workforce Development

The innovative industries workforce development program will reimburse businesses for half of the expenses related to providing a qualifying, paid internship in a variety of innovative industries. WFCO is working to raise awareness of the under-representation of women in innovative industries to create opportunities for them to build in-demand skills and feed the pipeline from schools to businesses.

House Bill 15-1122 – Continuation of Pay Equity Commission

The continuation of the Colorado Pay Equity Commission would increase awareness of pay inequities and develop ways to overcome them. An important fact guiding our work is that women comprise nearly half of Colorado's work force, yet only about one in four women are among the state's highest earners (top quintile).



House Bill 15-1024 – Increasing Number of CO Preschool Program Students

By supporting the Colorado Preschool Program (CPP), we can advance children's school readiness and aid parents who rely on quality preschool so they can maintain job stability while addressing their families' needs. The bill proposes to expand access for children throughout the state, helping to meet the needs of more than 11,000 at-risk 4-year-olds who do not have access to preschool of any kind.

House Bill 15-1194 – Authorize General Fund Dollars for LARC Services

With a public investment of \$5 million, Colorado can ensure that more women have affordable access to long-acting reversible contraception (LARC), enabling them to plan their pregnancies and increase their chances of greater career stability and earning potential. HB-1194 is supported by a diverse set of groups including county boards of health, medical associations, cities and counties, early childhood organizations, and women's groups.

House Bill 15-1314 – The Colorado Endowment and Institutional Funds Tax Credit

With HB 15-1314, Colorado would join five other states in offering a tax credit for donations to charitable endowments. The tax credit is 25 percent of the value of the donation and would encourage donors to make important gifts to endowments that sustain nonprofits and foundations and help them benefit from generational wealth transfers.

2014 Legislative Outcomes

WFCO accomplished its number one policy priority of passing an effective and implementable pilot program to allow counties to ease the Cliff Effect (when earnings increase, families lose their benefits and cannot get ahead) facing families utilizing the Colorado Child Care Assistance Program (CCCAP). Counties that will participate include Arapahoe, Douglas, Eagle, El Paso, Jefferson, Rout, and Summit.

Gov. John Hickenlooper also signed into law two key pieces of legislation to improve the CCCAP program and WFCO made strategic community investments to ensure the program improvements are fully implemented:

- We supported and provided grant support for The Bell Policy Center's work on Senate Bill 14-003 – The Colorado Child Care Assistance Program (CCCAP) Cliff Effect.
- We teamed up with and supported the efforts of the Colorado Children's Campaign on House Bill 14-1317 – The Colorado Child Care Assistance Program Changes.
- WFCO has funded The Bell Policy Center and Grand Beginnings through the 2014 public policy grantmaking cycle. These community partners are working on a year-long project with several counties throughout the state to optimize the CCCAP expansion.

WFCO would like to acknowledge the continued support of The Chambers Fund at The Women's Foundation of Colorado, WomenGive, and all of our partners. Their commitment to our work enables us to continue our long-term goal of creating systemic change through public policy.

Planting the Seeds of Change on July 9th

Some people grow flowers in their backyards, Cynda Collins Arsenault planted the seeds of change in hers when she founded the “Women’s Work, Wisdom and Wine” festival two years ago.

WFCO is pleased to announce it is working with Cynda and a steering committee to co-host the newly branded festival “Women Powering Change” on July 9th. The event will highlight the critical and necessary roles of women in creating a better world and help connect individuals with social changemakers. More than 1,000 attendees are expected.

“by all women, for all women, and about all women”

With more than 40 years of philanthropic experience, Cynda created the festival to tap into critical skills that women bring to the world for solving the difficult problems we face. Connecting with WFCO to expand the festival in 2015 made sense for Cynda, who believes that investments “by all women, for all women, and about all women” are what will help women and girls reach their full potential to create a more sustainable, secure, and just world.

“The Foundation can be the voice of all that women and girls are doing and are capable of doing,” Cynda said. “Together, we believe we can be a bridge for philanthropy by connecting women to local, national and international efforts that have meaningful and measurable impact on the lives of women and girls for a better future for us all.”

Women Powering Change will feature exhibits of 100+ social changemakers to Inspire. Connect. Act. WFCO Founding Board Member, Philanthropist and Ambassador Swanee Hunt will deliver the keynote speech.

To learn more about the festival, visit: www.wfco.org/womenpoweringchange

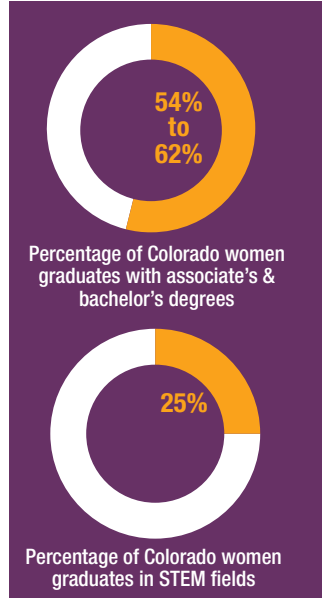
Prepare for Takeoff: WFCO Partnerships Leading Change for Gender Equity in STEM

Don’t let the headlines fool you – it’s not all good news for STEM in Colorado. Did you know that women working in STEM jobs earn, on average, 33 percent more than those in other fields, yet they account for only 24 percent of the STEM workforce? Creating gender equity in STEM fields is a priority for WFCO and we have recently launched several innovative programs to lead change.

The newly formed STEM Coalition convened Feb. 12, 2015, when founding members strategized how to reach a shared goal of preparing, retaining and promoting girls and women in STEM careers.

We also announced at the convening a new partnership between WFCO and the Colorado Education Initiative (CEI), which created the Colorado STEM Education Roadmap (STEM Roadmap), a guide for Colorado to become the most innovative state in the nation and the leader in STEM talent development. The WFCO STEM Coalition will become integrated into the CEI STEM Champions Board and lead the gender equity components of the STEM Roadmap.

“It’s never been more important to help Colorado women and girls from all backgrounds capitalize on STEM career opportunities,” said President and CEO of CEI, Glenna Norvelle. “From agriculture and aeronautics to public health and engineering, STEM is behind a vast array of growing jobs. STEM literacy – the ability to think critically and creatively, to persevere through real and perceived barriers, and the ability to achieve innovative solutions to real world problems – is critical to success in Colorado’s innovation economy. We are thrilled to work with WFCO’s STEM Coalition to excite and support girls and women to lead in STEM in school, career, and life.”



STEM Coalition Founding Members

Arrow Electronics, founding co-chair	QEP Resources
Goodbee SSG MEP	Stephanie Copeland, President,
Lockheed Martin	The Zayo Group
MWH Global, founding co-chair	Suncor Energy

Thank you to our STEM Coalition members and CEI for their commitment to increasing STEM opportunities for Colorado women and girls. If you are interested in becoming involved, please contact Lisa Pease, Interim Director of Philanthropy, at lisap@wfco.org.

Regional Committees Thrive at Five

Northern Colorado (Northern CO) is now WFCO’s fifth active regional committee, joining Pueblo, Colorado Springs, Boulder, and Vail Valley.

WFCO has already been active in Northern Colorado for more than a decade through our partnership with United Way of Larimer County and its WomenGive program, by advocating for public policy that supports single mothers.

With the dedication and support of Honorary Trustees Jan Carroll, Paula Edwards and Deanna McCrery and current Trustees Christine Chin and Nancy Hartley, the committee will elevate the voices of women and girls in Weld and Larimer Counties, facilitate the sharing of relevant research, coordinate local WFCO educational events, build a network for the Girls’ Leadership Council alumnae, and grow regional strategic philanthropy to benefit women and girls.

If you are interested in joining the committee as it builds its presence in Northern Colorado, please contact Lydia Johnson, Statewide Engagement Manager, at lydiaj@wfco.org.

Good news & Thank yous!

Metro Volunteers is awarding the Lifetime Achievement Award to WFCO Honorary Trustee **Arlene Hirschfeld** and the Community Impact Award to WFCO Honorary Trustee **Anna Jo Haynes** and the Haynes Family on April 28th. Purchase tickets at www.metrovolunteers.org.

The Denver Foundation awarded WFCO Chair of the Board, **Ana Kemp**, with its Minoru Yasui Award, which honors men and women who make unique contributions to the community.

WFCO Grantee **Girls Inc. of Metro Denver** opened Strong, Smart & Bold Beans, a coffee stand that serves as a training ground for teenage girls to learn entrepreneurial skills. The coffee stand is located in the Rudolfo "Corky" Gonzales Library at 1498 Irving St. in Denver.

WFCO corporate partner **Mike Shaw Subaru** won the 2015 Women's Choice Award for the second year in a row. To win the award, nine out of 10 women must say that they would recommend the dealership.

Chancellor Emeritus Dan L. Ritchie, Honorary Trustee, received the Evans Award, the highest honor awarded to alumni, at the University of Denver Founders Gala. Honorary Trustee **Barbara Barnes Grogan** received the Community Service Award.

WFCO Grantee **Colorado Youth for a Change** was featured in the US Department of Education's re-engagement guide, "A Resource Guide for Implementing and Enhancing Re-Engagement Centers for Out-of-School Youth."

WFCO Grantee **Colorado Center on Law & Policy** published its report "Surviving to Thriving: Pathways to Opportunity for Low-Income Women" and Grantee **Colorado Children's Campaign** published its annual "KIDS COUNT" research report.

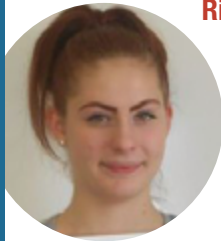
The Denver Post published the article "Working it out: Women still lagging in the workforce" by WFCO PEP Club member **Lauren Sveen** on wage equality.

Trustee **Meredith Vaughan**, CEO of full-service advertising agency Vladimir Jones, testified in the House to support HB15-1194, Authorize General Funding for LARC Services. The bill passed 8-5.

To report good news about WFCO supporters, please email Lisa Christie, Director of Marketing and Communications, at lisac@wfcog.org.

Congratulations to the Class of 2015!

While nearly 4,600 girls drop out of high school each year in Colorado, WFCO is making a dent in that number one girl at a time. We are proud to announce the high school graduation of two girls who could have been among the 4,600, but with the support of our **Girls Graduate Initiative** community partners and their own tenacity, will instead be part of the Class of 2015.



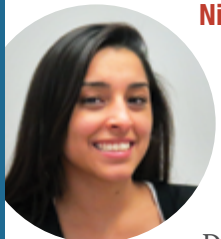
Rianna, Passage Charter School, Montrose

When Rianna came to **Passage Charter School (PCS)**, she was a 16-year-old with only three credits and the parent of a young daughter, Nevaeh. After Nevaeh's birth, Rianna didn't think she could go back to school because she didn't have high-quality child care and she was too far behind. Then she heard about PCS, where she could attend school, bring her daughter, and make up missing credits.

PCS was started in 1998 as an alternative school of choice through the Montrose RE1J School District. PCS allows pregnant and parenting teens, both male and female, to work toward their high school diplomas.

Teachers and staff helped Rianna catch up with credits while providing a safe, fun environment for her daughter. Rianna worked hard and took extra work home on weekends, along the way earning awards such as "Parent of the Month" and "Student of the Month." Prior to attending PCS, Rianna had never received an award.

In addition to her finishing her high school coursework, Rianna completed a program to become a Certified Nurse Assistant (CNA) and will take her state board certification exam this spring so she can work at an assisted living facility in Montrose. Rianna is well on her way to achieving her goals of graduating high school, getting a job to support her family, and motivating her daughter to succeed in school.



Nicky, Emily Griffith Technical College, Denver

Nicky describes her last years in high school as difficult. Citing the demotivating effects of peer pressure, Nicky was "all emotions, all the time." But she is quick to recognize the positive impact of her **Denver Kids, Inc.** educational counselor, who encouraged her when she felt like giving up.

Denver Kids supports Denver Public Schools (DPS) students, grades K-12, who face the personal challenges of higher-risk environments to successfully complete high school, pursue post-secondary options, and become contributing members of the community.

"If there's one thing I've learned from Denver Kids, it's this: The world is in your hands, it's all yours. You just sometimes gotta know how to walk through stone and brick to get to it," said Nicky, who hasn't left much of her dreams to chance.

She is becoming a certified cosmetologist at the Emily Griffith Technical College so that she can move to Miami, build a clientele, cultivate a professional network, and eventually open her own salon. "Sure, it's an adventure," she admits. "But I have a plan; I'm an entrepreneur at heart."

Congratulations to Rianna, Nicky and all Class of 2015 graduates! WFCO would like to thank Passage Charter School and Denver Kids, Inc. for the work they do as well as other grantees who are part of our Girls Graduate Initiative, including Boys & Girls Clubs of the San Luis Valley; Colorado Youth for a Change; Delta Montrose Youth Services, Inc.; Florence Crittenton Services; Women's Resource Agency; YouthZone; Youth Foundation; and YWCA of Boulder County.

Stay tuned for more special graduation announcements from The Women's Foundation of Colorado. To read other stories, visit www.wfcog.org/graduate.

Together. We are powerful.

www.wfco.org wfco@wfco.org 303-285-2960

THE WOMEN'S
FOUNDATION
OF COLORADO

Regional Events

June 14 / Pueblo
Summer Soiree

July 26 – Aug. 1 / Statewide
Girls' Leadership Council

August 12 / Vail Valley
Annual Luncheon & Silent Auction

September TBD / CO Springs
Annual Luncheon

October 14 / Denver
Annual Luncheon

November 6 / Boulder
Bold Voices Concert

2015

*If you are interested in receiving updates about regional events,
please sign up for our e-newsletter on www.wfco.org.*



www.wfco.org

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