



THE WOMEN'S
FOUNDATION
OF COLORADO

Mission Driven.

Vol. 2, 2016

Helping Women & Girls Shine on the Stages of Their Choice

At The Women's Foundation of Colorado (WFCO), we stand for opening doors of possibility and fulfilling the potential of women and girls statewide. We lead that movement through funding community partners, sharing credible research, and advocating for breaking systemic barriers. We cultivate and educate an inclusive pipeline of diverse philanthropists and leaders who support women and girls as a way of building relationships and resources for a more prosperous, compassionate, and generous society. We believe that by working together today, we will build thriving communities statewide for future generations.



Lauren Y. Casteel and several GLC members celebrate during their community models presentation.

One example of this work is the Girls' Leadership Council (GLC). In July, I spent a week with 20 powerful young women who represented the full spectrum of our state. They came from very different backgrounds, but

together **they were and are powerful because they stand for themselves, each other, and their communities.**

At the kick off, I was filled with hope as mothers, fathers, uncles, sisters, brothers or other supportive adults left their precious loved ones in the care of WFCO and our amazing partner Girls Inc. of Metro Denver. I was pleased that we were able to provide full access to participation by offering Spanish translation services for families.

Over the course of the week, their stories of resilience touched my heart. Their passions translated into action as they designed community projects they would bring home to their schools and nonprofits. These projects focus on issues including trafficking of girls, healing racial divides, early childhood education, offering encouragement in fields of STEM, building self-esteem, and reducing the stigma of sexual assault. Several spoke of working with younger girls. Their awareness of issues was profound. Equally important was their learning.

Our evaluation follow-up with the GLC Class of 2015 indicated significant growth in knowledge and skills about the following areas: 1) philanthropy (yes, they are philanthropists!), 2) working with a team of individuals whose background and experiences are different than their own, and 3) issues impacting women today.

"I believe a leader is someone who is not afraid to speak their mind and stand up for what they believe in. By this definition, I am a leader."

- 2015 Girls' Leadership Council Participant

One of our staff members had a conversation with a 2016 GLC participant who expressed her new awareness about women in poverty in our state, an awareness that will positively change her lens on life.

These young women are extraordinary, but they are not the exceptions. They are among thousands of young women throughout our state who have intelligence, passion, compassion, humor, style, generosity, kindness, commitment, and courage to lead. They only need the guidance and opportunity to shine on the stages of their choice.

That brings me to Misty Copeland, special guest at our Annual Denver Luncheon, who first took the stage as a ballerina through the Boys & Girls Club (Boys & Girls Clubs of Pueblo County is a WFCO grantee) and then was mentored by many who saw her potential and opened doors of possibility. A loving family and community ensured that Misty could shine on the stage of her choice in spite of the barriers she faced. I am thrilled that she will share

her story on September 21 with our guests so that the many Mistys in our midst will see the possibilities that exist for them, too.

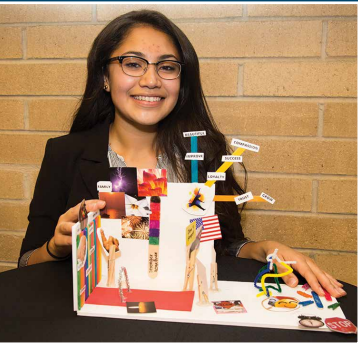


Photo by Gregg Deiman

Lauren Y. Casteel
President & CEO

Girls' Leadership Council Fortifies the Future for Colorado Women and Girls

"I felt riled up," said Monica Hernandez, a member of the 2016 Girls' Leadership Council, after learning that Latina women earn only 53.8 cents on the dollar of their white male counterparts – the state's highest earners. Equipped with this knowledge and an arsenal of new skills in philanthropy, community leadership, and civic engagement – Monica will activate a new club at DSST: Green Valley Ranch in Denver to create an empowering culture among girls.



Monica Hernandez, Denver

Monica is one of 20 high school rising junior year girls who participated in the highly competitive GLC, a weeklong learning experience hosted by WFCO and Girls Inc. of Metro Denver (GIMD). From July 24-30, GLC exposed them to issues impacting women and girls in Colorado and the principles to lead change in their communities.

Guest speakers who Monica met from STEM fields admitted they felt a lack of sisterhood among their female colleagues. Hernandez believes she can help turn competition into collaboration and advance change through positive support systems for girls from a younger age.

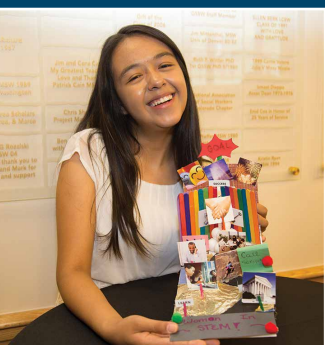
As the GLC class of 2016 absorbed knowledge through workshops, women leaders, and each other, each girl identified needs not being met in her own community and used her newly acquired knowledge to develop a tangible service project with implementation plans, called a community model. In addition to Monica's community model to empower young women, other projects included:

- Connecting teens to preschoolers who don't have the literacy skills required to be successful – **Emily Jensen**, Middle Park High School, Fraser
- Changing the stigma of sexual assault in her community – **Kassen Qian**, Peak to Peak Charter School, Boulder
- Addressing the lack of political representation and activism among women – **Cassie Daly**, Pueblo West High School, Pueblo
- Starting a scholarship for women in STEM – **Nataly Montes**, Roosevelt High School, Johnstown
- Bringing more Latina students into the International Baccalaureate program at her high school – **Liscenia Jimenez-Chino**, George Washington High School, Denver



Kassen Qian, Boulder

A workshop on inclusiveness by GIMD prepared the girls for constructive dialogue throughout the week. Monica reflected that some of the most powerful discoveries arose during "chill time." Chatting and sitting on the floor of a DU residence hall, GLC members encountered the uniqueness in each other's stories and appreciated what they each have to offer.



Nataly Montes, Johnstown

Applications for 2017 GLC will be available by January 2017 at wfc.org.

Patti's Post



From Women Powering Change and our Vail Valley Annual Luncheon to the Girls' Leadership Council and our Pueblo Summer Soirée – it's been a highly

rewarding summer for WFCO. At these events, we have seen philanthropy on behalf of women and girls by women, girls, and men flourish. It inspires us to learn more, do more, and change more.

This fall, we will finalize our 2017-2021 strategic plan to ensure WFCO continues to facilitate opportunities and eliminate barriers to economic security for women and girls statewide. Our strategic plan will be a roadmap to our shared vision for the future, including: how we effectively use our resources, where we can create measurable impact, and where we will cultivate philanthropy for systemic change.

We are grateful for the 1,300 women and men who took the time to participate in our external feedback survey. With a geographically, racially, and economically diverse sample – we believe we will be able to hone in accurately on the key issues and gaps in services and resources.

There are still some unknowns, but one thing emerged clearly from internal and external surveys and key informant interviews: helping women *earn a living wage* is paramount. Without women earning a living wage and having sustained economic security, generational cycles of poverty cannot be broken.

And this is why **The Women's Foundation of Colorado has partnered with the Colorado Women's College at the University of Denver** to research the impact of a \$12 minimum wage on women and their families in Colorado. We will release the findings and policy recommendations in September – visit wfc.org to learn more.

We look forward to sharing the finished strategic plan with you in 2017. In the meantime, I hope you'll stand with us for women and girls at our Annual Denver and Colorado Springs luncheons this fall.

Patti Klinge
Chair, Board of Trustees

Legislative Wrap Up 2016

Following 2016 Legislative Session, Colorado's Pay Gap No Closer to Closing WFCO Remains Motivated to Advocate on Behalf of Colorado Women & Girls

In a legislative session in which five pay equity bills were introduced, yet none passed, WFCO remains motivated to advocate on behalf of Colorado's women and girls reaching economic self-sufficiency.

More than 600 bills were introduced during the General Assembly, which made it critical for WFCO's public policy committee to closely evaluate each one to ensure it met at least one of the following criteria before moving forward with support:

- Addressed root causes of poverty and promoted self-sufficiency
- Promoted pay equity and civil rights
- Expanded access to work supports
- Expanded access to training and education
- Dedicated resources for WFCO priorities
- Improved nonprofit sector

Although bills supporting pay equity were unsuccessful, six bills and budget items supporting the economic advancement of women and girls passed.

"The Women's Foundation of Colorado has proven to be a critical, powerful, and credible voice in the ongoing fight to advocate for the rights of women and girls all across the state. I am grateful for their bold efforts to see that every woman and girl in Colorado reaches her full potential."

- Rep. Jessie Danielson (D-Wheat Ridge)

What Passed?

- **The family planning initiative budget line item** will provide continued access to long-acting reversible contraception, so women can plan their pregnancies and increase their chances for career stability and earning potential.
- Colorado Gov. John Hickenlooper signed into law a key bill for women in the workplace. **House Bill 16-1438** makes it an unfair employment practice if an employer fails to provide reasonable accommodations for an applicant for employment or an employee for conditions related to pregnancy or childbirth.
- Two bills that increase access to the Colorado Child Care Assistance Program (CCCAP) were signed into law, including **Senate Bill 16-022**, which expands the Child Care Assistance Cliff Effect Pilot Program from 10 counties to all counties in Colorado that wish to participate. **House Bill 16-1227** exempts teen moms and domestic violence survivors from the child support engagement requirement as a condition of receiving supports from CCCAP.



Photo Credit: Florence Crittenton Services

Colorado Gov. John Hickenlooper signs into law HB 16-1227, which ensures more children will have access to high-quality early learning while teen parents and domestic violence survivors move toward self-sufficiency.

- **House Bill 16-1198** encourages school districts to count a computer science or coding course as fulfilling a graduation requirement in a mathematics or science subject area.
- **House Bill 16-1289** creates a pilot program where school districts receive a \$1,000 bonus funding for each student who (1) earns an industry certification tied to an in-demand job, (2) finishes a rigorous workplace training program tied to key industry needs, or (3) successfully completes an advanced placement computer science course.

What's Next?

Our work does not end because the legislative session is over. We will continue to advocate for and motivate deeper engagement to positively affect outcomes for women, girls, and families throughout the state. We will meet with legislators and share research to increase the likelihood that bills that did not pass the Senate in 2016, such as pay equity bills, may pass in the future.

Thank You

WFCO would like to thank the members of the General Assembly for their commitment to Colorado and our public policy partners for their tremendous work to improve economic opportunities for Colorado's women and girls, especially grant partners 9to5 Colorado, The Bell Policy Center, Colorado Center on Law and Policy, Colorado Children's Campaign, Colorado Fiscal Institute, Colorado Succeeds, and our lobbying partners at Frontline Public Affairs. WFCO is grateful for the generous support of our policy and advocacy efforts by our public policy committee members, The Chambers Fund, and WomenGive – United Way of Larimer County.

Good News & Thank You's!

Brook Kramer was named to The Women's Foundation of Colorado Board of Trustees.

Lauren Y. Casteel is the 2016 recipient of the Monte Pascoe Civic Leadership Award, presented annually by the Denver Mayor to a member of the community who exemplifies civic leadership qualities.

Trustee **Kami Guildner** launches her new book "Firedancer: Your Spiral Journey to a Life of Passion and Purpose" on September 8.

Honorary Trustee **Arlene Hirschfeld** was featured in Colorado Expressions Magazine for her history of philanthropy.

Honorary Trustee **Katherine Archuleta** was named to the board of the University of Denver.

Honorary Trustee **Marguerite Salazar** was honored as a 2016 Trailblazer at the Latinas First Foundation.

Honorary Trustee **Daniel Ritchie** was honored with the National Ethnic Coalition of Organizations' Ellis Island Medals of Honor.

The Denver Public Schools (DPS) Foundation named Honorary Trustee **Verónica Figoli** as president and CEO.

WFCO grantee Warren Village named **Ethan Hemming** as president and CEO in May 2016.

WFCO grantee The Bell Policy Center named **Scott Wasserman** as president.

The League of Women Voters of Colorado recognized Honorary Trustee **Dottie Lamm** as a 2016 Leader of Democracy.

The *Denver Business Journal* named Empowerment Council Member **Emily Snooks** among its "Top Women in Energy."

Thank you to WFCO Fellow **Stephanie Perez-Carillo** and WFCO Summer Intern **Poojashree Tandukar** for your contributions to Colorado women and girls this summer!

Report Good News to **Lisa Christie**, Director of Communications, at lisac@wfc.org

Girls Rock from Rio to Pueblo County!

One didn't have to go to Rio this summer to be inspired by the power of female athletes. At Boys & Girls Clubs of Pueblo County (BGPCPC) – future soccer, golf, and volleyball stars – and most importantly, future high school graduates – are



Photo Credit: Girls Rock

on the rise through Girls Rock, an after-school sports program. Boys & Girls Club famously introduced Denver Luncheon Special Guest Misty Copeland to ballet through an afterschool program.

In 2015, 100 percent of Girls Rock participants progressed to the next grade, in part because of the team-oriented culture and BGPCPC weekly progress check-ins on the girls' grades. The process helped keep the students accountable while identifying potential issues and solutions early in the semester.

The middle school program is so popular that several girls come back as peer coaches once they enter high school. "For some girls, it's the first time they've been involved in sports, and Girls Rock provides a real sense of belonging," said Melanie Bravo, President & CEO of BGPCPC.

Jessica Archuleta, a Girls Rock alum who will attend CSU-Pueblo to study psychology this fall, agrees. "Motivating yourself to do well in school can be hard. Girls Rock made me believe that anything you put your mind to you can accomplish with hard work, self-discipline, and determination," she said.

Further Your Philanthropy With a DAF

A Donor-Advised Fund (DAF) is a philanthropic giving vehicle maintained at WFCO to support the causes and organizations serving women and girls that you love most. A DAF allows you to contribute to multiple charitable organizations, take advantage of staff expertise to fulfill your giving wishes, inspire the next generation, and build a legacy of philanthropy for your family while receiving a tax benefit. DAFs can be opened with WFCO for as little as \$2,500. To learn more, contact Renee Ferruffino, Vice President of Philanthropy, 303-285-2969, or reneef@wfc.org.

Colorado Springs Annual Luncheon

Looking Forward to 2017: Where Are the Economy and Our Workforce Headed?



Join WFCO for our Colorado Springs Annual Luncheon featuring a timely panel discussion of trends in our Southern Colorado and statewide economies as well as emerging opportunities and challenges for women. Panelists include Fiona Arnold, Executive Director of the Colorado Office of Economic Development and Int'l Trade; Tatiana Bailey, Ph.D., Director of UCCS Economic Forum; and Louise V. Myrland, MPA, Vice President of Community Initiatives and Investments at WFCO.

Thursday, October 27

11:30 a.m. - 1:15 p.m.

Cheyenne Mountain Resort

3225 Broadmoor Valley Road
Colorado Springs, CO 80906

Visit wfc.org for tickets!

DaVita Stands with WFCO and for Diversity, Equity, and Inclusion

It was a bold statement. At the 2015 Annual Denver Luncheon of The Women's Foundation of Colorado, the chairman and CEO of DaVita HealthCare Partners, Kent Thiry, announced from the podium that the company would make its board of directors "majority diverse" within 24 months.

In preparing his speech, Thiry was inspired to deeply examine DaVita's recruitment practices and sharpen its focus on diversity, equity, and inclusion.



DaVita HealthCare Partners Chairman and CEO Kent Thiry inspires the crowd at WFCO's 2015 Annual Denver Luncheon.

"Having a more diverse board actually leads to a more diverse set of ideas, a more diverse set of debates and, I think, more thoughtful outcomes," Thiry had said in an interview after the event.

Fast forward nearly 12 months, and DaVita has put its money where its mouth is. The Fortune 200 company has expanded the gender and racial diversity of its board to 45 percent, or 5 of the 11 members.

Catalyst, a nonprofit organization advancing opportunities for women in business, has found through research that having more women board directors correlates with many benefits, including higher return on sales, better stock growth, lower risk of insolvency, and lower likelihood of financial restatement. Yet, only 42 percent of Fortune 1000 companies have boards that are 20 percent or more women, according to 2020 Women on Boards.

DaVita will stand with WFCO once again as lead sponsor of the 2016 Annual Denver Luncheon featuring Misty Copeland.

Sparks Fly for Girls in STEM

By Rachel Pavelko, Community College of Denver, Project Manager for Project DIY

Career possibilities sizzled this summer for 18 female high school students from Denver Public Schools at the Community College of Denver's (CCD) Project Do It Yourself (DIY) summer camps. CCD created the program to expose students to manufacturing and other STEM (science, technology, engineering and math) careers, where women can earn up to 33 percent more than in non-STEM careers.



Dr. Martin Luther King, Jr. Early College student Jennifer Rivas learns machining at the Community College of Denver's Project DIY Summer Camp. Photo Credit: Community College of Denver

Project DIY held two week-long camps funded by The Women's Foundation of Colorado to engage young women in nontraditional, high-growth careers, such as welding, machining and engineering graphics, and mechanical design. Each day introduced a new STEM field and visits from women in those fields.

A tour of the Clear Intentions glass recycling plant in Denver brought a flurry of questions for owner Brittany Evans, who encouraged the girls to have a vision and act on it. She also reminded them that "it's okay to be the smart girl in class."

The students discussed stereotypes and perceptions about traditional female and male careers. "It's important to have these hands-on and engaging learning opportunities because in so many ways girls hear that STEM isn't for them," said Louise Myrland, Vice President of Community Initiatives and Investments at WFCO.

The students spent two days at CCD's Advanced Manufacturing Center (AMC), a new state-of-the-art 30,000 square-foot training center. Sparks flew when they observed a live welding demonstration, which introduced them to different welding techniques.

"This camp changed my opinion of what I can do," said Caroline Pease, a junior at East High School. "We learned so much so quickly. I can only imagine how much I can learn over a whole college career. It's just incredible and opened my mind about how much I can do in the future."

Coming Soon: The Case for Gender Equity in STEM Industries

Half of women in STEM leave their intended career path between entry and executive level, according to the Anita Borg Institute. WFCO's STEM Coalition – comprised of nine leading Colorado employers who donate their time, expertise, knowledge, and financial resources – is working to change that.

The Coalition commissioned research in 2015 to create a business case for women in STEM, including strategies that companies can use to understand and overcome patterns of bias that create roadblocks for women pursuing STEM careers. This year, WFCO will release the report, "Gender Equity in Colorado STEM Industries: The Case for Focused Workforce Investment" and share it with employers statewide.

The report outlines the business imperative for Colorado's STEM companies to increase women and other under-represented groups. The report will also offer research-backed resources for companies and individuals to drive change for women in STEM. Visit wco.org to sign up for our e-newsletter and receive the report when it's released later this fall.

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The Chambers Center for the
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1901 East Asbury Avenue
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www.wfco.org wfco@wfco.org 303-285-2960

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With gratitude...

2016 Luncheon Chairs: Joanne Posner-Mayer and Colleen LaFontaine

*2016 Honorary Chairs: Dr. Cile Chavez and Dr. Mary Jarvis, Arlene and Barry Hirschfeld,
Carrie Morgridge, Natalie Lynn Rekstad, and Tina Walls*