



WNY WOMEN'S FOUNDATION

2018 Advocacy Priorities

Child Care Reform

Barrier:

- Only 17% of eligible children in NYS receive child care subsidies.
- Erie County receives less funding for subsidies than comparable counties across NYS.

Opportunity:

- Access to child care assistance allows parents to work. Once at work, parents can better focus on their job responsibilities and performance thereby increasing their work hours, advancing their positions and ultimately earning more.

Goal:

- To achieve equitable access to quality childcare for all children in WNY.
- To reduce and standardize family share and eligibility across NYS
- To secure family sustaining wages for child care providers.
- Expand the child and dependent care tax credit to lower income families.

Objectives:

- Use our position and influence as a foundation to lead collaborative, unified campaign messaging to increase focus and funding and influence policy for child care reform.
- Increase funding for child care subsidies in Erie County - DSS and Facilitated Enrollment- through NYS budget process and Senate appropriations – *specific ask will be determined by January, 2018.*
- Partner with statewide organizations to implement strategies to increase budget appropriations for child care and push for more equitable distribution of NYS child care subsidy funding.
- Partner with statewide organizations to reform child care policies through OCFS regulatory changes (see partners below).
- Partner with statewide organizations to support a consistent family share across the State no greater than 17%.
- Develop partnerships and determine needs in Niagara County – meet with legislature in Spring, 2018.
- Partner with statewide organizations to work with Governor's office to expand the child and dependent tax credit to benefit middle & lower income families.
- Utilize Women in Action group to educate and mobilize community – send 12 calls to action per year.

Partners:

- Winning Beginning NY
- Empire State Campaign for Child Care
- WNY Early Childhood Funders Consortium
- Child Care Resource Network
- Erie County Department of Social Services
- WNY Legislative Delegation
- The Children's Agenda (Rochester)

Women in the Workplace

Barrier:

- Women will not achieve pay equity until 2119 if we stay on the current trajectory.
- Only 19.2% of the 2017 Buffalo Business First Power 250 honorees were women.

Opportunity:

- Eliminating the wage gap means more financially secure retirements for women.
- Formal mentoring programs double the amount of women receiving mentoring in the workplace.
- Negotiation training can be helpful to narrow the gap.

Goal:

- Position women to rise to leadership positions within their fields & increase equity as they do.
- Support implementation for NYS Paid Family Leave program.

Objectives:

- Launch ALL IN in Spring, 2018.
- Launch WON - Women's Opportunity Network for rising female leaders in Fall, 2018.
- Support partners leading Pay Equity events, initiatives and legislative advocacy.
- Support implementation and education initiatives for Paid Family Leave in NYS.
- Provide at least 4 educational, networking and mentoring opportunities for women and girls.
- Utilize Women in Action group to educate and mobilize community – send 12 calls to action per year.

Partners:

- NYS Council on Women and Girls
- Erie County Commission on the Status of Women
- State & Local Women's Organizations
- Government

Paid Family Leave

- A Better Balance
- Local Businesses

ALL IN

- Local Businesses
- NAWBO

Gender Pay Gap

- AAUW
- PowHER NY

Equitable Community

Barrier:

- Sexism has been so normalized in our society that many believe it is no longer an issue.
- 63% of women believe there are major obstacles for women to get ahead, only 41% of men feel similarly.

Opportunity:

- Awareness of the barriers and opportunities is the first step to creating an equitable community for all.

Goal:

- Educate the WNY community on the barriers faced by women and girls in order to build opportunity and move towards equity.

Objectives:

- Host 5 Pathways to Progress Speaker Series events based on the 5 report personas.
- Conducted a coordinated media campaign to engage the community in the P2Pv2 report to build awareness.
- Engage local, city and state legislators in Erie, Niagara and Chautauqua counties with the report & connect legislative priorities to personas.

Partners:

- Pathways to Progress, Vol. 2 funders
- State & Local Women's organizations
- Racial Equity Roundtable
- Family & Children's Services of Niagara

Women in STEM

Barrier:

- Women comprise 48% of the overall workforce but only 24% of the STEM workforce.
- Girls assess their STEM abilities lower than male peers but perform better on assessments.

Opportunity:

- Women in historically male-dominated STEM jobs earn 33% more than comparable women in non-STEM jobs.
- Additionally, the wage gap is smaller in STEM fields.

Goal:

- Increase the number of women and girls engaged in STEM education and careers.

Objectives:

- Participate in WNY STEM HUB “STEM Inclusion and Mentoring for Action” (SIMA) Council.
- Award at least 30% of Impact Grant funding to STEM programs.
- Participate in 3 Women in STEM activities in the community.

Partners:

- WNY STEM HUB
- SUNY at Buffalo
- Tech Savvy
- WNYWF Impact Grant Partners

Poverty Reduction & Public Health

Barrier:

- US women are 38% more likely to live in poverty than men, with especially high rates for women of color.
- Living in poverty results in exposure to long-term trauma.
- Poverty is linked with medical and behavioral risk factors and poor educational attainment.
- Unrecognized trauma can affect someone’s mental, emotional, physical, spiritual, economic and social health.

Opportunity:

- Reducing poverty rates reduces trauma, improves health outcome, increases educational achievement, and opens career opportunities.
- Eliminating the intergenerational cycle of poverty is the key to moving our community forward.
- Adoption of the trauma-informed care perspective in workplaces, communities, schools and government programs can lower the chance of health risks.

Goal:

- Make connections between gender, poverty, and social determinants of health to increase community investment in women and children living in poverty.
- Aid in spreading awareness about the importance trauma-informed care.

Objectives:

- Continue to expand the MOMs: From Education to Employment® program to high need communities in WNY.
- Develop relationships with population health & workforce development experts to ensure connections to gender-related issues.
- Engage with Empire State Poverty Reduction Initiatives in Buffalo, Niagara Falls, & Jamestown.
- Launch MOMs program at Jamestown Community College.
- Support the creation of opportunities to educate the community on trauma-informed care.

Partners:

- Population Health Collaborative
- Buffalo Niagara Partnership
- SUNY Erie
- Niagara County Community College
- Jamestown Community College
- Empire State Poverty Reduction Initiatives