



WNY WOMEN'S FOUNDATION
Strong Women. Stronger Community.

"If the society today allows wrongs to go unchallenged, the impression is created that those wrongs have the approval of the majority."

–Barbara Jordan

Reaffirming Our Statement of Solidarity

Last week, the WNY Women's Foundation released a statement of solidarity with our sisters in the Women's Funding Network. In case you missed it, you can read the [full statement on our website](#).

We urge all our supporters to listen, learn, and do all you can to fight for an anti-racist future. Use your voice. Use your vote. Use your money.

We stand with Black communities in the affirmation of Black lives, and vow to work with all who envision a world free from the institutions and violence perpetrated by racism and patriarchy.

Additional Resources:

- United State of Women's [Anti-Racism Resource Hub](#)
- [Black Women Share Their Anti-Racism Reading Lists](#) (via Time Out)
- [Self-Care and Mental Health Resources for Black People](#) (via Self)
- ["For Our White Friends Desiring to be Allies"](#) by Courtney Ariel (via Sojourners)
- Support black-owned businesses in Buffalo via [That Brown Bag](#)
- Remember to [Register to Vote](#)

Keeping Women in the Workforce After COVID-19

KEEPING WOMEN IN THE WORKFORCE AFTER COVID-19



Support the women on your team with these 5 ALL IN Recommendations:



CHILD CARE



PHYSICAL HEALTH



FLEXIBILITY



MENTAL HEALTH



FEEDBACK



WOMEN LEADING.
COMMUNITIES SUCCEEDING.

AN INITIATIVE OF THE



WNY WOMEN'S FOUNDATION

Women have been uniquely affected by COVID-19. Prior to the pandemic, women made up 49% of the overall workforce. Nationally, **women now account for 55% of job losses** in April 2020.

As schools and 45% of daycares closed, families took on significant domestic labor. Since the pandemic began, women across the country have spent an average of **71.2 hours/week handling chores and caregiving**. For men, it is 51.5 hours.

For women of color, the situation is even more inequitable: compared to white women, Latinas and Black women are spending an average of 4-12 more hours per week on childcare. Latinas and Black women also spend between **2-3x as many hours per week caring for elderly or sick relatives**.

Time out of the workforce also has a lasting impact on a woman and her family. One year off from work makes a **woman's annual earnings 39% lower** than a woman who did not take time away.

In short: **COVID-19 has only compounded the stress and inequalities working women faced previously.**

Women are a critical part of the workforce; companies with greater female diversity of voice are more profitable, productive, and ethical.

Right now, we have an opportunity to reimagine work and an economy that works for women.



How can YOU support women on your team as they return to the office or work?

The WNY Women's Foundation's ALL IN Initiative promotes these [best practice strategies](#) to make sure all women can return to the workforce:

1. **Child Care** - Provide resources to help parents find and afford child care.
2. **Flexibility** - Offer flexible working options, like flextime, remote work, or staggered shifts.
3. **Feedback** - Give opportunities for employees to share their concerns.
4. **Physical Health** - Make information on paid leave easily accessible.
5. **Mental Health** - Offer an Employee Assistance Program and make sure mental health support is readily available.

Click below to view a printable flyer with these recommendations to share with your company!

[View ALL IN Recommendations](#)



Join us online: Pathways to Progress Webinar Series

As we navigate an unprecedented global health crisis, it can feel like everyone is scrambling to adapt and struggling to thrive in a virtual environment.

But there are opportunities for innovation and imagination to be found in this new, virtual world.

Innovating in Isolation
This Friday, June 12, 9-10am
Free!

Join Christy Francis, owner of Fresh Batch Insights, this Friday morning and learn tips to build your flexibility, practice empathy, and get creative during quarantine.

Whether you're a small business owner or someone looking to think more creatively in all aspects of your life, this is the session for you!

[Register for Innovating in Isolation](#)

The mission of the WNY Women's Foundation is to create a culture of possibility so each woman and girl can live, grow, and lead to her fullest potential.

GIVE. EMPOWER. REPEAT.

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WNY Women's Foundation | 716.887.2621 | WNYWomensFoundation.org

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