Strengthening Relationships and Building a Movement
2021 IMPACT REPORT
The Women’s Fund of the Greater Cincinnati Foundation leads our community in ensuring the economic self-sufficiency of women in our region and ignites a shared desire to improve it.

In 1995, our organization set out to improve the status of women in our region. What started as an idea has grown into a robust movement of people who are committed to speeding the pace of change for women’s self-sufficiency.

WE ARE A LEADER—
bringing people and information together to find the mutual advantage.

WE ARE A PARTNER—
channeling support and resources into making systems more equitable.

WE ARE A CATALYST—
changing hearts and minds across our community.

The Women’s Fund is leading the movement for women to thrive in our region and blazing a trail for the nation to follow.
Dear Women’s Fund Supporters,

Systems change is accomplished through strengthening relationships and building a movement of diverse stakeholders that believe a better and more equitable future is possible.

With the activation spurred by inequities highlighted during the pandemic and racial equity movement, your Women’s Fund continued to mobilize, learn and inspire. Our groundbreaking research published in 2021 demonstrated the economic inequity felt by Black women in our Cincinnati region. We know Cincinnati is a vibrant place to live, but that vibrancy is not felt equally by all our citizens. Illuminating challenges and solutions through our research is the first step to inspiring decision-makers to embrace a new path forward.

The success of our movement requires the participation of many stakeholders, and your Women’s Fund spent 2021 catalyzing them. Our team was inspired by the advocates who passionately center the voices of community in their conversation. We grew new relationships with elected officials with the power to pursue legislation needed for change. National partners invited us to the table to build a shared blueprint for a just country. Our non-profit partners provided hope and stability in their clients’ lives and shared their trends with our team. Businesses stepped up to the plate in courageous ways to embrace equity in their policies and practices. Women’s Fund supporters continued to fuel our movement because they see inequity in our region and use their time, talents and treasure to fix it. Each stakeholder has an important role to play.

There is no doubt, these last two years have been challenging for our community and our nation. The good news? We get the opportunity to create a new future, together. One that celebrates equity as a superior growth model. A just community where every woman can participate, prosper and reach her full potential. We are proud you are part of this vibrant movement.

Onward!

Meghan Cummings Peggy Murriner
Executive Director Leadership Council Chair
**THROUGH our RACIAL EQUITY JOURNEY**

**Black Women’s Economic Mobility Project**

In 2021 we completed a multi-phased series on Black women’s economic mobility. The series consisted of three research papers: a historical analysis of labor trends and systemic barriers to employment (released in 2020), a deep dive into regional economic data, and a qualitative study with 32 interviews with Black women to understand their economic mobility journey. This research will be utilized in our continued advocacy efforts and to inform our regional partners’ work in economic mobility.

In April 2021, we released the second phase of the project, Realizing the Potential of an Equitable Economy: Centering Black Women’s Upward Mobility in the Cincinnati Region, with the help of our partners at the University of Cincinnati Economics Center. The report details the Cincinnati MSA workforce by race and gender for occupations, wages, education, and unemployment.

**Key Findings**

- Black women have a high desire to participate in the workforce with a prime-age labor force participation rate of 78.3%. However, with the highest unemployment rate of the gender-racial cohorts, Black women have a disproportionately harder time gaining employment.

- Black women are predominantly in jobs that do not pay a living wage. Nearly half of employed Black women make less than $15 an hour compared to 27% for white women and 24% for all women.

- Black women are not seeing the economic returns for increased educational attainment, as 32% of employed Black women with a bachelor’s degree are making less than $15 an hour compared to 13% of white women, 10% of Black men and 11% of white men at the same education level.

**Mission Moment:** With the information provided by the second phase of this research, a large local non-profit committed to raising the wages of their workers to above $15 an hour. This organization has a majority Black staff, so this commitment will directly impact many Black workers in our community.
In November 2021, we released the final phase of the series, The Influence of Gendered Racism and Understanding Economic Fragility for Black Women in the Cincinnati Region. Conducted by Praxis Matters and Dr. Carolette Norwood, the project was designed to explore economic mobility patterns of Black women in Cincinnati over their life and intergenerationally through in-depth, personal interviews. Thirty-two women in our region shared their comprehensive journeys with economic mobility.

**Key Findings**

- Black women are vulnerable to gendered racism in the workplace and at home, and this impacts their economic mobility opportunities.
- All the women interviewed have too little external and familial support, and many of the participants reported being the person everyone else calls on for help.
- Interviewees reported a generational wealth deficit due to the lost family home.
- Reproductive injustice is a pronounced component of life for Black women. Maternal and infant mortality is not a problem of being poor but rather a problem of being Black in America.

The Cincinnati region is a vibrant place to work and live with endless opportunities for economic achievement, and not all our neighbors have equitable access to these opportunities. Through this project, we better understand the economic mobility experience for Black women in our region and emphasized racist and sexist systems that have led to the group’s economic outcomes. We know achieving Cincinnati’s full potential means we must dismantle systems of oppression, so all neighbors can have equitable access to upward economic mobility.

**Racial Equity Journey**

With the Greater Cincinnati Foundation, our staff continues deepening our understanding of racial equity and systemic interventions to racism. By participating in affinity groups and full staff learning sessions, the Women’s Fund team spent over 250 hours in continued racial equity education. A majority of our staff also participated in additional training through Equity in the Center’s workshop on intersectional allyship for racial justice.
**With ELECTED OFFICIALS**

*Deepen Relationships with Elected Officials*

**Senator Sherrod Brown’s Child Tax Credit Press Conference**

In June we were proud to host Senator Sherrod Brown for a press conference and round table with community members to discuss the 2021 expanded federal child tax credit program. Participants shared how the tax credits improved their lives and provided feedback to Senator Brown on their implementation. *Pictured below: Senator Brown and round table participants.*

**City Council Candidates Forums**

2021 was an important year in the City of Cincinnati with elections for a new Mayor and City Council. The Women’s Fund held informational forums for all City Council candidates to share our research and advocacy resources. Forty-three percent of City Council candidates or their staff attended our forums. These forums were a great way to build and maintain our relationships with community leaders and elected officials.

**Holly and the Salary History Taskforce**

With the passage of the Salary History Ordinance in the City of Cincinnati in 2019, the ordinance required the establishment of a taskforce to inform businesses and the community of this new law to ensure implementation. Advocacy Director Holly Hankinson was nominated to serve on this taskforce, which began its work in 2021. She’ll work with a small group of community experts and elected officials to implement this law in Cincinnati. We know this ordinance will have an incremental impact on female salaries over the course of their career.
ADVOCATES

Advocacy and Lobbying Series
The Women’s Fund and its partners hosted its first Advocacy and Lobbying series—five sessions to teach non-profit leaders and community members about advocacy. The five sessions included information on the difference between advocacy and lobbying, how to safely advocate and lobby as a non-profit, and fundamental strategies to be a better advocate for the community. We are proud to partner with other advocacy leaders in our community on this initiative. Thank you to All-In Cincinnati, bi3, Cohear, Cradle Cincinnati, Gen-H, United Way of Greater Cincinnati, and Youth at the Center for working with us on this initiative.

Women’s Fund Advisory Council
Our Advisory Council, a group of 14 women who share their lived experiences to inform our strategy for research, advocacy and grantmaking, met three times in 2021. Their meeting agendas included informing our advocacy strategy for the child tax credits, sharing feedback on our areas of focus in advance of a board level strategy session, and deciding grantees for operational funding for 2021 and 2022.

Appointed
Our Appointed program, an initiative to help connect women to civic board and commission appointments, continues to grow and expand representation in the Cincinnati region. Our efforts in 2021 focused on growing the initiative and engaging current members:

- We partnered with Kroger Co. to provide two sessions with Kroger associates to encourage civic participation.
- We hosted a panel for our Appointed members to hear from Black female representatives about their service and answer questions about opportunities and obstacles they faced.
- Our annual Appointed 101 training was held virtually for members to learn more about civic board and commission participation and network with members in their community.

- Total Appointed members: 607
With NATIONAL PARTNERS

Employer Toolkit
Our Employer Toolkit, a collection of 60+ workplace policies to support a front-line workforce, continues to expand its reach to new employers across the country.

- **1,082 companies reached to date**
- **Companies are located in 47 U.S. States**
- **Top policies in 2021: Workforce Coaches, Family Leave Policy & 90 Day Probationary Period**

Presenting in Boston
In November, JVS Boston invited the Women’s Fund to speak on the Employer Toolkit to their Economic Opportunity Forum. The panel of experts shared how job quality can keep employers competitive in their field and enable workers to attain economic stability and contribute to a thriving economy. Our Executive Director Meghan Cummings joined Sarah Kalloch, Executive Director, Good Jobs Institute and Mandy Townsend, Vice President of Employer Engagement, JVS Boston on the panel and presented the Women’s Fund Employer Toolkit to over 100 viewers.

Economic Mobility Action Network
The Greater Cincinnati Foundation was named one of six community foundations to pilot CF Leads’ Economic Mobility Action Network, a network to learn and promote economic mobility in regions. GCF asked Meghan to join the internal team focusing on this project. During her time on the team, she was able to build national relationships with researchers, experts and funders focusing on economic mobility.
Mission Moment: In 2019 the Women’s Fund awarded a $15,000 two-year grant to Women Helping Women to create a new database. Their CEO, Kristin Shrimplin, shared this about the result of their grant: “We are so excited that we are now able to really utilize it fully (we have some big data nerds on the team who can’t stop geeking out)!... But more importantly, this data is going to go to work as we pursue larger systems change and activate policy conversations with legislators and policymakers at every level. Using the specificity and analysis that the database provides, we are able to better understand where more resources need to be directed, where there are potential hiccups in service delivery, which community partners are most in need, which interventions have the largest impact, and ultimately where and how we can best provide support to every survivor. We are so grateful to The Women’s Fund for investing in something as ‘mundane’ as a database.”
SPARK Parties

Historically, the Women’s Fund annual fundraiser was called A Conversation With... and featured a female history maker to take center stage as our keynote speaker. We really enjoyed that event, but the pandemic encouraged us to reimagine what could be possible with our annual fundraiser.

During the past year, conversations about equity and inclusion were pushed into national dialogue, and they become richer and more nuanced with the help of social media. We decided to decentralize our fundraiser and create more special spaces for people to be invited, seen, and included in our work.

In addition to raising money, the goal for our Women’s Fund SPARK parties was to provide spaces for everyone to plug into systems-level change for women in our region. With our “watch-party” style event, participants experienced:

• Being a part of the Women’s Fund tribe,
• Becoming equipped to join the movement for gender equity,
• Igniting energy with like-minded people, and
• Most importantly, a great time!

Thank You To Our Hosts!

Tammy Bennett
Nancy Bennett
Jyotsna Bernet
Alison Bevilacqua
Chris Flores & Julie Sporing
Ellen Katz
Sally Lloyd
soHz Sisters Boutique
Tina Macon
Nazly Mamedova
Peggy Murriner
Amanda Sinclair
Emily Thobe
#GivingTuesday - Supporting Her, Where She Lives & Where She Works

For the first time ever, the Women’s Fund teamed up with the Empowering Communities Fund at GCF to raise $30,000 on this global day of giving. Leveraging the generous match from the Bill and Sue Friedlander Family, we raised $40,483 in support of building stronger communities.

Leadership Council Reunion

In our 26 years of working on behalf of women in the community, we have had a wealth of incredible individuals serve on our Leadership Council. Without their time, talents and treasure, our success as a Women’s Fund would not be possible. In December we hosted a reunion for current and former Leadership Council members to celebrate our success and toast the future of the organization.

Tomorrowland Townhalls

To engage our supporters in a virtual world, we continued to host Tomorrowland Townhalls in 2021. Through two events we engaged about 100 supporters on two topics:

- In February for Black History Month, our panel discussed the importance of uplifting Black women in research and advocacy efforts.
- In the June townhall, we focused on promoting equity in education with a diverse panel of education and career experts.
With GENEROUS GIFTS

Revenue Breakdown

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Foundations</td>
<td>41%</td>
<td>$233,500</td>
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<tr>
<td>Individuals</td>
<td>31%</td>
<td>$176,098</td>
</tr>
<tr>
<td>Investments</td>
<td>21%</td>
<td>$122,014</td>
</tr>
<tr>
<td>Events &amp; Corporate Sponsorships</td>
<td>7%</td>
<td>$39,778</td>
</tr>
<tr>
<td><strong>TOTAL RAISED IN 2021</strong></td>
<td><strong>100%</strong></td>
<td><strong>$571,390</strong></td>
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Funders & Organizations

Organizations
- 84.51
- Cincinnati Women’s Club
- Cincinnati Women’s Executive Forum
- InnoG
- Interact for Health
- KnowledgeWorks Foundation
- Lawrence Livermore National Laboratory
- Ohio National Foundation

Grants
- H.C.S. Foundation
- Murray & Agnes Seasongood Good Government Foundation
Donors

Alan Abes & Monica Schneider  
Kathy Aerni  
Shakila T. Ahmad  
Terri Alexander  
John and Diane Altmix Charitable Fund at Schwab Charitable  
Madeleine Anderson  
Dora Anim  
Nancy Arnold  
Kay Atkins  
Linda Averbeck  
Ellen Baker  
Olivia Ballard  
Denise Bartick  
Darci Beattie  
Kait Bell  
Tammy Bennett  
Beth Benson  
Dr. Brian & Jyotsna Bernet  
Julie Bernzott  
Alisa Berry  
Alison Bevilacqua  
Susan Bilz  
Clare & Tony Blankemeyer  
Hilary Blau  
Rosemary and Frank Bloom Gifting Fund*  
Katherine Bogenschutz  
Barbara Bonifas  
Nancy Boss-Smith  
Pamela Brailsford  
Brandy Family Fund*  
Robert Brant  
Derrick Braziel  
Phyllis Breen  
Kathleen Brodhag  
Rebecca Bromels  
Neal Brower  
Emily C. Buckley  
Tracy Burnett  
Mackenzie Burton  
Carol L. Butler Fund*  
Dr. and Mrs. George M. Callard  
Michele & Matthew Carey  
Anna K. and George G. Carey IV Family Fund*  
Erin E. Carpenter  
Andria Carter  
Anne Cervenka  
Jennifer Chubinski  
Pamela Clark  
Shawn and Pamela Clark Family Fund of Schwab Charitable  
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Denise Conroy  
Margaret and Joseph Conway Charitable Fund of the Fidelity Charitable Fund  
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Myrita Craig & Dr. Peter Margolis  
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Madeleine Crayon  
Marylou Creelman  
Rachel Culley  
Meghan & Nate Cummings  
Melissa Currence  
Tracy Davis  
Lisa Davis Roberts  
Karen Deime  
Kathy DeLaura  
Amy Diamond  
Katie Dwyer  
Reba Dysart  
Miriam Efken  
Terri England  
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Harris Family Charitable Fund of Fidelity Charitable  
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Kara Herbert  
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Kristina Hillman  
Judith Hobbs  
Daniel Hoffheimer  
Steve Hogan  
Gail Holligan  
Jennifer Holzberger  
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Sandra R. Hughes  
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Roni Luckenbill  
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Jeff Lydenberg  
Michelle Lydenberg  
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Jared Marsh
Lindsey Mathews
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Angela Melton
Mary Carol Melton
Isabel Mendez
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Patricia Miller
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Peggy Murriner
Lisa Myers
Sandy Nagel
Molly Nagin
Beth Naylor
Fesenait Negassi
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Amy & Betsy Neyer
Lisa Nolan
Susan Noonan
Dr. Jenny O’Donnell
Lauren Ouart
Rozelia Park
Poul Pedersen
Kat Pepmeyer
Sydney Pepper
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Ray van der Horst
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R. Kenneth Wellington
Rachel Wells
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*Denotes GCF Donor Advised Fund
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- Individual Gifts/Checks
- Online (Monthly, Quarterly and Annual Options Available)
- Qualified Charitable Distributions/IRAs
- Corporate Partnerships & Sponsorships
- Matching Gifts
- Securities
- Estate/Legacy Giving