



Envisioning a world of equal opportunity where women and girls — *and all people* — hold the power to create and lead safe, prosperous lives.

**A Driving Force  
for Gender Equity**



Our investment in research and community-based solutions informs and drives our annual statewide grantmaking and public policy agenda to benefit women, families, and all Minnesotans.

### The Power of Listening



In partnership with the White House Council on Women and Girls, the Women’s Foundation convened listening sessions in November 2015 for young women, youth, and advocates from the Somali and East African communities and American Indian communities. In summer 2016, in partnership with the NoVo Foundation, we held a series of community-based listening sessions with young women and youth in the African American, Latina, Hmong and Karen, and LGBTQ and gender nonconforming communities.

The young women, youth, and advocates shared their stories, experiences, wisdom, and solutions with the invited philanthropy and policy leaders in the audience. The Foundation is producing and disseminating an aggregated report, *Listening to Minnesota’s Young Women of Color, Youth, and Advocates*, documenting the information shared by the panels. In fall 2016, additional sessions with young women with disabilities and from greater Minnesota communities will be held — all part of the Foundation’s ongoing ethos of listening and investing in community wisdom and solutions.

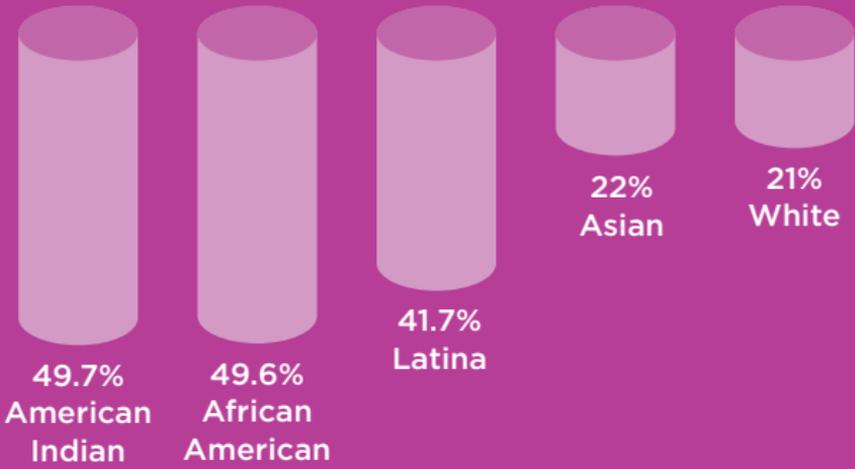
Collectively, data from the listening sessions will provide the structure and foundation for building and launching the Young Women’s Initiative in Minnesota in the coming year (see page 14).

**“Our Listening Sessions are about learning, taking action together, and leading with hope. This is an opportunity to learn from the young women as they share their stories, solutions, and wisdom.”**

—Lee Roper-Batker, President and CEO

## DISPARITIES IN OUTCOMES IN MINNESOTA FOR WOMEN AND COMMUNITIES OF COLOR

### FEMALE-HEADED HOUSEHOLD POVERTY



Minnesota's female-headed households are more likely than other family configurations to be in poverty: 49.7% of American Indian; 49.6% of African American; 41.7% of Latina; and 22% of Asian female-headed households fall below the federal poverty line, compared to 21% of white women.

### CHILD POVERTY

↑ 60%



Since 2000, there has been a 60% increase in the number of Minnesota families with children below the poverty line, a majority headed by women (2000-2014).

### MEDIAN HOUSEHOLD INCOME

#### Minnesota



#### National



Compared to white households, many communities of color have much lower median incomes and face worse economic disparities in Minnesota than they do nationally.

# DISPARITIES IN EDUCATION & PAY GAP

## TEACHER WORKFORCE

---

Students of Color = 28%



Teachers of Color = 4%



In Minnesota, while students of color and American Indian students represent 28% of the school-age population, only 4% of the teacher workforce represents this population.

## GENDER PAY GAP

---

# 2054

If current trends continue, women in Minnesota will not see equal pay until the year 2054.





**Gender equity requires full ownership by women *and* men.**

## Mapping the Demand



We commissioned the University of Minnesota to produce new research, *Mapping the Demand for Sex with Trafficked Individuals in Minnesota*, focused on the buyers who drive the market for sex trafficking. To be released in 2017, the model research will shape early prevention and intervention activities to end sex trafficking.

## Online Data Tool: Data with a Gender Lens

To provide free online access for all to U.S. Census Bureau data disaggregated by gender, we created the Gender Equality Explorer research tool (WFMN.ORG). Users can create tables, maps, and reports to illustrate and analyze the status of women and girls in their community.



## Driving Policy



We invested 7.6% of our total competitive grantmaking in public policy initiatives driven by our statewide grantee-partners. Their work resulted in the passage of laws that will improve the safety and security of Minnesota's children, youth, and young adults.

## Safe Harbor: Ensuring Safety and Healing for Survivors of Sex Trafficking

Last year, the Women's Foundation's investment in advocacy at the state Legislature to secure additional state funding for Safe Harbor was a resounding success. Safe Harbor provides funding to address the needs of sex trafficking survivors and works to decrease the demand. *Our advocacy resulted in:*

- An additional \$3 million for Safe Harbor. This brings the total ongoing state investment to \$11 million.
- Expansion of eligibility for Safe Harbor shelter/housing and supportive services through age 24.
- \$2.42 million for sex trafficking investigation grants to law enforcement.
- A policy provision to increase penalties for perpetrators apprehended during undercover operations.

Visit [www.WFMN.ORG/Impact2016](http://www.WFMN.ORG/Impact2016) for more information:

- Research
- Grantmaking
- Public Policy
- Audited Financials
- MN Girls Are Not for Sale
- ...and much more!





Through our statewide community investments in grantmaking, research, and policy each year, the Women’s Foundation of Minnesota creates equal opportunity and prosperity for women and girls who experience the greatest disparities in outcomes in our state, particularly low-income women and girls, women and girls of color, and women and girls from greater Minnesota.

### Strategic Grantmaking

In 2016, we awarded \$2.6 million in grants and investments to innovative, community-driven programs across Minnesota to drive gender equity. (See pages 6–9 to learn more.)



### Field-Building

To build the field to support the movement for gender equity, the Foundation provides a platform for grantee-partners to network, learn, and build capacity in program, fundraising, and organizational development.

### United State of Women Summit

In June 2016, we brought 10 diverse, cross-sector leaders from Minnesota to the first-ever White House United State of Women Summit in Washington, D.C. The experience was a way for us to elevate their leadership, expand their networks, and build the movement for gender equity. As a key sponsor of the Summit, we also attended an exclusive Legacy Funder reception with our delegation.

From the Summit’s main stage, we announced the Young Women’s Initiative MN (YWI MN; see page 14), along with other women’s foundation presidents who will launch YWIs in their regions. Collectively, it was our moment to showcase the leadership and power of U.S. public women’s foundations as critical partners, state by state, to identify and target grantmaking, research, and policy to address the disparities that exist for young women in America. It was also a pivotal moment in the history of the Women’s Foundation of Minnesota.

## GRANTMAKING



TOTAL DOLLARS GRANTED SINCE  
OUR FOUNDING (1983)

---

# \$22.6M

TOTAL DOLLARS DISTRIBUTED IN 2016  
(4/1/2015 TO 3/31/2016)

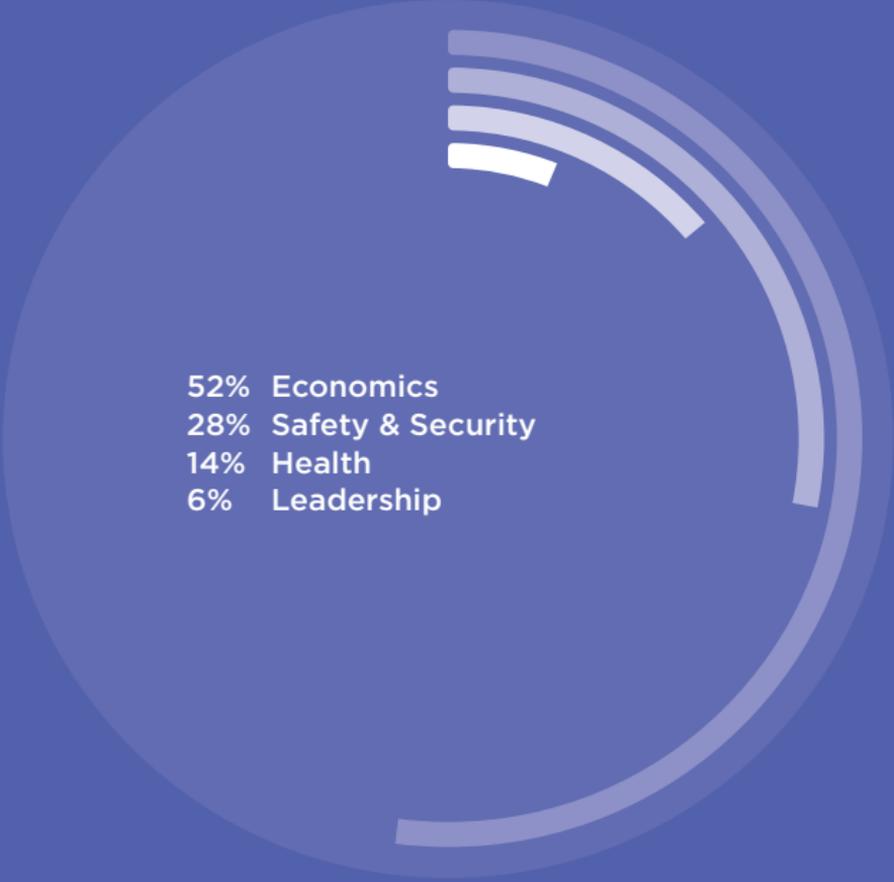
---

# \$2.6M

## FUNDING BY FOCUS AREA

---

We fund organizations across Minnesota through our competitive funds, donor advised funds, giving circles, and program related investments (PRIs).



52%	Economics
28%	Safety & Security
14%	Health
6%	Leadership

## 2016 GRANTMAKING IMPACT

---

Number of Grants

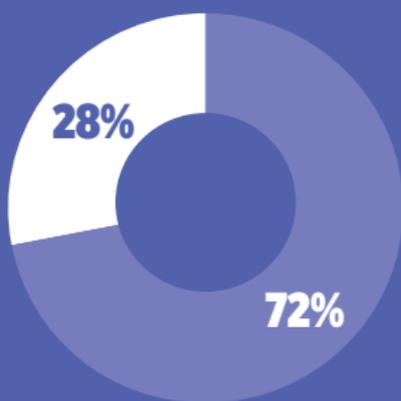
# 156

Minnesotans Impacted

# 198,849

## COMMUNITIES SERVED

---

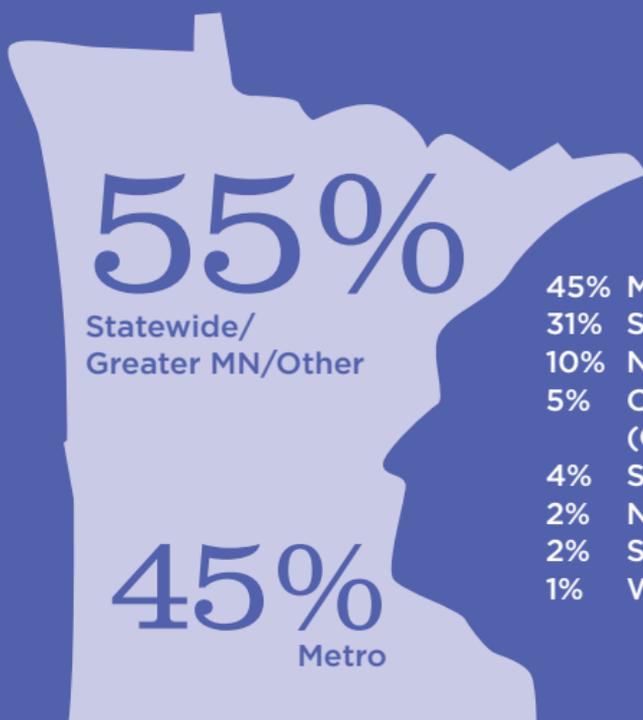


- 28% White
- 20% African & African American
- 17% Latina
- 15% American Indian
- 10% Asian & Pacific Islander
- 10% Multiracial

**72%** of the Foundation's grantmaking dollars serve communities of color.

## FUNDING BY GEOGRAPHIC AREA

---



- 45% Metro Area
- 31% Statewide
- 10% Northeast
- 5% Other (Out of State)
- 4% Southwest
- 2% Northwest
- 2% Southeast
- 1% West Central

## girlsBEST FUND BY THE NUMBERS

---

Launched in 2002, the girlsBEST (girls Building Economic Success Together) Fund is a girl-led, girl-driven grantmaking program to increase the readiness of low-income girls, girls of color, and girls from greater Minnesota (ages 12-18) to achieve future economic prosperity through mentoring, leadership development, and financial readiness.

*Outcomes include:*

# 60%

of grants are targeted to greater Minnesota.



# 93%

high school graduation rate, compared to 50% to 83% in Minnesota overall, depending on ethnicity.

# 90%

post-secondary enrollment, exceeding statewide averages of 44% to 72%, depending on ethnicity.



# <1 per 1,000



girlsBEST participants experienced teen pregnancy, significantly lower than statewide pregnancy rates of 18 to 48 per 1,000, depending on ethnicity.

DONOR ADVISED FUNDS

---

**43** Donor Advised Funds/Giving Circle

**\$679,835**

In 2016, charitable gifts totaling nearly \$680,000 from 42 Donor Advised Funds and one Giving Circle held at the Women’s Foundation of Minnesota helped create pathways to prosperity and drive gender equity for women and families in Minnesota.



Build your charitable equity by opening a Donor Advised Fund at the Women’s Foundation today. Visit [www.wfmn.org/Ways-to-Give](http://www.wfmn.org/Ways-to-Give) to learn more.

PROGRAM-RELATED INVESTMENT (PRI) FUNDING  
(2012-2016)

---



The Women’s Foundation of Minnesota was the first women’s foundation in the country to offer program-related investments, or below market-rate loans, as an innovative way to support charitable activities.

To date, our \$500,000 in investments has infused \$1.3 million of capital into communities throughout Minnesota, with an additional \$100,000 of PRIs fueling positive change around the world.



## Reatha Clark King Fellowship and Wenda Weekes Moore Internship

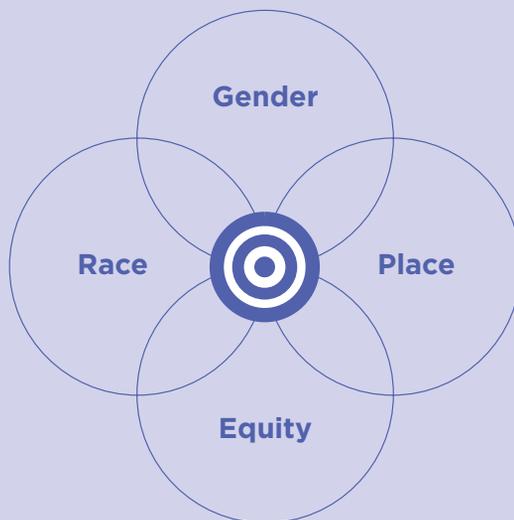
Recognizing the great need for more women of color in philanthropy and nonprofit leadership and development, the Women's Foundation launched its Fellowship and Internship Program in 2002. Officially renamed the Reatha Clark King Fellowship and the Wenda Weekes Moore Internship Program in 2007 and 2015 respectively, the program is an innovative initiative to build a pipeline of emerging women leaders of color.

Fellows and interns are provided rigorous leadership development, mentoring, and opportunities for professional development. Since 2002, the program has trained 33 women for careers in the civic sector.



### How We Target Our Work

We apply a Gender, Race, Place, and Equity (class, age, ability, LGBTQ and gender nonconforming, immigration status) lens to our research, grantmaking, and policy work.



Visit [www.WFMN.ORG/Ways-to-Give](http://www.WFMN.ORG/Ways-to-Give) to find out how to make the Women's Foundation *your* foundation through:

- Donor Advised Funds
- Giving Through Your Estate
- Stocks & Securities
- Employee Matching Gifts
- Monthly Sustaining Donations
- ...and much more!



Cross-sector partnerships are critical to the work of the Women's Foundation. We know that no one sector can solve pressing community issues alone.

### MN Girls Are Not For Sale

**Our campaign (2011-2019) to galvanize resources to end sex trafficking in Minnesota through grantmaking, research, and public education.**



The statewide movement to end sex trafficking in Minnesota is a tremendous example of the Foundation's ability to catalyze the power of a cross-sector approach. Our leadership as a statewide community foundation enables us to build public-private partnerships to solve the most pressing community needs, like ending sex trafficking. With cross-sector leaders, the Women's Foundation invested over \$5 million and drove a sea change in our communities' response to this issue.

#### **Over the next three years, our focus will be to:**

1. Reduce the demand for sex trafficking.
2. Create prevention strategies to reduce vulnerability to sex trafficking.
3. Increase visibility, outreach, and services to targeted, underserved communities.
4. Build systems and infrastructure to sustain the movement to end sex trafficking.

### State Partnerships

We maintain partnerships in Minnesota to ensure a gender lens in policy discussions, including:

- MN Council on Foundations' Board of Directors, Advancing Voices Task Force, and Diversity, Equity, and Inclusion Committee
- MN Human Trafficking Task Force
- Start Early Funders Coalition for Children & Minnesota's Future
- Northside Funders Group
- Somali Funders Coalition



## MN GIRLS ARE NOT FOR SALE (MN GIRLS)

---

# \$11M

Went from zero state funding in 2011 to a state-funded infrastructure of \$11 million (May 2016). Minnesota is the first in the nation to provide state funding for sex trafficking victims.



# 2 → 48

Increased housing and trauma-informed care for victims, from two beds (2011) to 48 beds (May 2016).

# ↑ 24

Expanded the eligibility for Safe Harbor housing and support services through age 24.



## MN GIRLS RETURN ON INVESTMENT (ROI)

---

# ROI = \$5.40 for each \$1

Our \$5 million investment through the MN Girls Are Not For Sale campaign has leveraged \$27 million *in total* state funding (2014-2019) to end sex trafficking in Minnesota.

At \$5.40 for every dollar we have invested through the MN Girls campaign, this is a significant return on investment.

## PARTNERSHIP FOR WOMEN'S PROSPERITY (PWP)

---

Between 2012 and 2015, PWP has had a significant impact on the lives of low-income women and girls in Minnesota and across the country, with 43,200 women and girls impacted, 84 organizations supported, and 100 communities served.



15,970  
women received job training

4,774

earned credits,  
credentials, or degrees



4,218  
secured a job

## YOUNG WOMEN'S INITIATIVE MN (YWI MN)

---

# From Research to Action

YWI MN will be led and driven by young women and youth (ages 12-24), in partnership with cross-sector leaders, to craft and implement a sequenced, resourced Action Plan to ensure safety, economic opportunity, and prosperity for all young women in Minnesota. To get there, YWI MN will engage young women and youth from the following communities who experience the greatest disparities in outcomes in our state:

- African American
- American Indian
- Disabilities
- Greater Minnesota
- Hmong & Karen
- Latina
- LGBTQ and Gender Nonconforming Youth
- Somali and East African



## National Partnerships



We foster national partnerships to share our knowledge, learn from others, and maximize our collective impact.

- Founding member of **Prosperity Together**, a nonpartisan partnership of U.S. women's foundations who have collectively committed \$100 million over the next five years to create pathways to economic security for low-income women and their families in America. Prosperity Together was announced at the White House in November 2015.
- Founding member of **Partnership for Women's Prosperity\*** with five other public women's foundations to share best practices and find solutions to systemic problems facing economically vulnerable women and girls in communities, nationwide.

*\* Special thanks to the Walmart Foundation for its generous support.*

- Lead member of **Women's Funding Network**, a network of 100 women's funds across five continents.



## Young Women's Initiative MN

In March 2016, the Women's Foundation board approved a multimillion-dollar, multi-year investment to build and launch the Young Women's Initiative MN (YWI MN), a statewide, collaborative, cross-sector partnership between philanthropy, nonprofits, government, and young women (ages 12-24). The initiative will determine the needs, programming, best practices, policies, and research necessary to build the next generation of leadership and pathways to prosperity for young women of color and other young women and youth (LGBTQ and gender nonconforming, disabilities, greater Minnesota) who experience the greatest disparities in outcomes in the state.

Modeled after the Foundation's successful, cross-sector approach of MN Girls Are Not For Sale, YWI MN will connect the innovative work in the field, identify gaps and structural barriers to equity, increase resources, and engage and mobilize the public.



105 Fifth Ave. South, Ste 300  
Minneapolis, MN 55401-6050  
612.337.5010

## Mission

The Women's Foundation of Minnesota is a statewide community foundation investing in innovation to drive gender equity.

## Join Us

Make the Women's Foundation of Minnesota *your* foundation.

**WFMN.ORG**



All data citations are available online at [www.wfmn.org/Impact2016](http://www.wfmn.org/Impact2016).

## Staff:

---

Lee Roper-Batker | President & CEO  
Saanii Hernandez | Vice President  
Terry Williams | Vice President of Strategic Initiatives  
Mary Beth Hanson | Vice President of  
External Relations  
Heidi Walsh | Director of Finance & Human Capital  
  
Laurrese Anderson | Office Manager  
Lee-Hoon Benson | Senior Program Officer  
Erin Ceynar | Senior Gift Officer  
Jennica Date | Data Manager  
Jess Kubis | Communications Manager  
Prisca Lupambo | MN Girls Are Not For Sale  
Campaign Manager  
Shawna Nelsen | Marketing & Communications Officer  
Ruby Oluoch | Wenda Weekes Moore Intern  
Stacy Papier-Meister | Executive Assistant to the  
President & CEO  
Andrea Satter | Program Officer  
Amanda Storm Schuster | Senior Director of  
Advancement

## Trustees:

---

Susan Denk | Chair  
Victoria McWane-Creek | Vice Chair  
Gail Polley-Nordhaus | Treasurer  
Michael Resnick, Ph.D. | Secretary  
  
Jean Adams  
Tawanna Black  
John Choi  
Joanne Green  
Katharine Hull  
Katharine L. Kelly  
Cindy R. Kent  
Rebecca Klevan  
June La Valleur, M.D.  
Wendy Nelson  
Susan Segal  
Elena Brito Sifferlin  
Roderic Southall  
April Sutor  
Pheng Thao  
Victoria White