2020 IMPACT REPORT

DRIVING GENDER AND RACIAL EQUITY

WOMEN’S FOUNDATION OF MINNESOTA
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For more information visit WFMN.ORG
INTRODUCTION
As a partner of the Women’s Foundation, you have been a champion of the change that is possible when we invest in women and girls. Together, we don’t just imagine – we demand a better world and a state that works for all of us.

Working with communities across the state has shown us that Minnesota’s women and girls are powerful beyond measure. This is why, with your support, the Women’s Foundation of Minnesota has been investing in transformation since 1983.

As we face the economic and health crises of COVID-19 amid the passionate uprisings for racial justice, the work of the Women’s Foundation is more important than ever. The disproportionate impact of COVID-19 on Black and Indigenous communities, people of color, and women and girls who are critical workers and caretakers, has revealed the vulnerabilities and inequities that have always been embedded in our systems.
In this critical moment, WFMN grantee-partners have been leading in their communities, directly serving unprecedented, rapidly changing needs. The Women’s Foundation is responding with emergency funds to meet the intersecting demands of women, girls, and communities most impacted by the pandemic and its repercussions.

We see vision, innovation, and hope in the organizations and individuals leading our state’s communities as they face the direct impacts of the gender and racial injustice rooted in the fabric of our society. We’re grateful that you are invested with us in creating the conditions for a world where all women and girls thrive.

With your support, the Women’s Foundation of Minnesota is well positioned to continue leading innovative and responsive grantmaking, policy, and research that centers communities in our drive for gender and racial equity and justice.

Your support fuels our leading research and our ability to listen, amplify, and invest in communities across our state. Your investments support responsive grantmaking to ensure communities experiencing the greatest barriers have what they need to survive this unprecedented year and thrive in the long run.

This historic moment presents a new opportunity to unite our efforts and imagine new ways of operating so all Minnesotans do better.

Together, we are investing in transformation for all women and girls!

Gloria Perez
President and CEO, WFMN

Hear More from Gloria
ABOUT US
Who We Are

The Women's Foundation of Minnesota is a driving force for gender and racial equity.

WFMN is the first statewide women’s foundation in the nation and the only grantmaking organization in Minnesota dedicated exclusively to growing equity for women and girls.

Since our founding in 1983, we’ve invested more than $31 million through community investments; conducted ongoing research on the status of women and girls in Minnesota; advocated public policy that results in greater economic security and safety for women and their families; and invested in organizations and leaders to build the field and achieve gender and racial equity.
Why We Exist

We fund systems change.

We fund programs, research, policy and advocacy, and strategic communications that result in shifts in individual, cultural, and community attitudes and behaviors, and shifts in institutions and policies that serve as barriers to gender and racial equity.

OUR MISSION
The Women’s Foundation of Minnesota invests in innovation to drive gender and racial equity.
See our Framework for Impact and Growth

OUR VISION
A world of opportunity where women and girls - and all people – hold the power to create and lead safe, prosperous lives.

“I want to see American Indian young women and women in all communities pave their own path.”

Vanessa Goodthunder, Grantee-Partner, Young Women’s Cabinet Alumna
What We Do

We invest in community-based, community-led solutions.

As a statewide community foundation, we make grants, invest in research, advocate policy, and forge cross-sector partnerships to advance community-based, community-led solutions across Minnesota. **We work to ensure opportunity and pathways to economic security for girls, women, and families across the state of Minnesota.**

“When young women in our state do better, we are all going to do better.”

Hope Hoffman, Cabinet Alumna, WFMN Innovator, Young Women’s Initiative of Minnesota
Why I Give

Roderic's Donor Story

Discover why Roderic chooses to champion racial and gender equity through investing in the Women's Foundation of Minnesota.

"WFMN leads with a gender lens, powerful range of urgency, strategic partnerships, and localized political relationships to catalyze impact and movement towards equity."

Roderic Southall, Donor-Partner, Board Trustee

Read Roderic's Story
Why I Give

Julie's Donor Story

Discover why Julie chooses to champion racial and gender equity through investing in the Women's Foundation of Minnesota.

"WFMN is not just reactive. It is strategic in the long term and flexible in the short term. The organization has a big heart and is not afraid to show it."

Julie Corty, Past WFMN Trustee, Donor-Partner since 1995

Donate Now
Our Approach

We eliminate barriers to equity by funding systems change.

**RESEARCH**
Our qualitative and quantitative research drives our work and sets our annual grantmaking and policy agenda.

**GRANTMAKING**
By increasing investments to organizations, we create conditions for leaders and organizations to do their best work.

**CROSS-SECTOR PARTNERSHIPS**
We engage in participatory learning, conducting research and relationship building, to create transformational change.

**POLICY**
By resourcing innovation, we scale from the local to the regional to the state and national across the women’s funding movement.

**STRATEGIC COMMUNICATIONS**
Through strategic communications, we work to change systems and societal norms.
How We Are Different

We Use an Intersectional Equity Framework™

We use an Intersectional Equity Framework™ to analyze a range of social issues that affect those who are most frequently denied access to rights, opportunities, and resources.

WHAT IS INTERSECTIONALITY?
The practice of examining the intersecting identities of people and communities and how it impacts their access to opportunity and well-being.

WHAT IS EQUITY?
Ensuring people and communities have what they need to thrive.
Applying the Framework

The framework is a power analysis to create the conditions so that all people have what they need to thrive. We apply this framework to our research, grantmaking, public policy agenda, and organizational effectiveness and create equitable access to rights, opportunities, and resources.

STEP 1: ANALYZE
Use quantitative and qualitative data to determine how different and intersecting identities are uniquely or disproportionately impacted by systems.

STEP 2: CO-CREATE
Design and implement strategic solutions with impacted communities. Incorporating equity in design is the best way to ensure equity in outcomes and results.

STEP 3: MAXIMIZE IMPACT
Use equity-focused strategies and practices to accelerate equitable outcomes.

Learn more by downloading the Equity in Design report.

“There is no such thing as a single-issue struggle, because we do not live single-issue lives.”
Audre Lorde, American Writer
Our Theory of Change

As we invest, leverage, learn, influence, and scale, we use equity in design to ensure equity in outcomes.

At the Women's Foundation of Minnesota, we lead with research and community to expand gender and racial equity. We apply our Theory of Change to all the steps of our process and decision-making to ensure inclusive solutions.

INVEST
We increase investments to create the conditions for leaders and organizations to do their best work.

LEVERAGE
We apply our Intersectional Equity Framework™ and target our work to identify problems and find community solutions.

LEARN
We create transformational change through participatory learning, research, and building relationships.

INFLUENCE
Through policy, partnerships, and strategic communication, we work to change systems and societal norms.

SCALE
Our impact reaches the local, regional, state and national scale across the women’s funding movement.
IMPACT AREAS
Our Focus

Through annual statewide grantmaking, research, and policy, we drive gender and racial equity and build pathways to economic security for women and girls who experience the greatest disparities in outcomes, particularly low-income women and girls, women and girls of color, and women and girls in Greater Minnesota. We find solutions by listening and responding to community concerns and leading systems change through these key areas of impact:

- Economic Opportunity
- Safety
- Leadership
Economic Opportunity

We work to ensure a Minnesota where doors to opportunity are abundant and open to all girls and women, and pathways to prosperity are assured.

WFMN investments target the root conditions of economic challenges through education, workforce development and job training, employment opportunities, and access to support services.
What the Data Shows about Gender Disparity

WAGE GAP REDUCES WOMEN’S LIFETIME EARNINGS

Our 2020 Status of Women & Girls in Minnesota research shows that the wage gap continues to shortchange all women and affects Latina, Black, and Indigenous women the most. That's why we center communities at the margins who have the least access to economic opportunity.

On average, Minnesota women make $0.79 for every dollar that men make, with significant differences among women depending on race or ethnicity. Closing the pay gap for Latina, Indigenous, and Somali women who make the least is our finish line.

AVERAGE WAGE AND SALARY INCOME FOR WOMEN RELATIVE TO WHITE MEN

Analysis of American Community Survey, 2013-2017 by the Center on Women, Gender, & Public Policy, Humphrey School of Public Affairs, University of Minnesota (CWGPP). The average earnings of full-time, year-round MN workers age 16+.
WOMEN IN THE STEM WORKFORCE
STEM occupations are among the highest paid in today’s economy, but women remain underrepresented in STEM degree programs. All groups of women (except non-Hmong Asians) are underrepresented in STEM occupations with Black and Indigenous women facing the greatest underrepresentation.

Women make up 47% of the workforce (25+), but only 26% of the STEM workforce (25+).

PERCENTAGE OF MINNESOTA GRADUATES IN SELECT STEM FIELDS

CWGPP analysis of IPEDS 2016-2017 Provisional Data Release. First majors only. Includes only U.S. citizens and permanent residents and excludes multiple races and unknown race/ethnicity.
Our Impact Initiatives

We invest in and amplify young women-led solutions to build leadership, increase life skills, boost academic success, and ensure post-secondary enrollment and pathways to economic opportunity.

**GIRLSBEST**

Since 2002, we have granted $4.8 million to girl-led and girl-driven programs through girlsBEST (girls Building Economic Success Together), impacting 45,202 young women across the state of Minnesota.

[Learn More](#)

**YOUNG WOMEN'S INITIATIVE OF MN (YWI MN)**

Through our YWI MN, the Women's Foundation awards grants to innovative programs, leaders, and the movement to build economic opportunity by increasing young women on the pathway to STEM and middle- and high-wage occupations by 20%.

[Learn More](#)

“There is a need for change and equal opportunities.”

Silver Moran-Stuart, Cabinet Alumna, Young Women’s Initiative of Minnesota
Safety

We work to ensure a Minnesota where all girls and women are free from all forms of violence and can experience their homes, schools, and communities as safe places.

Through research, policy, grantmaking, and public awareness, we strive to create strategic, innovative investments to increase and enhance services, prevention, policy, and education to improve safety and well-being.
The Data Shows: Women Experience Violence in Minnesota

WOMEN EXPERIENCING VIOLENCE

Analysis of the CDC data estimates that 704,000 Minnesota women in 2015 were survivors of violence.

Target Field (holds 39,504 people) could be filled almost 18 times with the number of Minnesota women who have experienced rape, physical violence, and/or stalking.

WOMEN REPORTING VIOLENCE

One in two Minnesota women report sexual violence from an intimate partner at some point during her life.

One in four Minnesota women report physical violence from an intimate partner at some point in her life.
Our Funds

**COMMUNITY RESPONSE FUND**
We respond quickly to community needs and fund programs that ensure women's safety, security, and health.

Learn More

**Covid-19 Response for Women & Girls:**
In response to the pandemic, WFMN is awarding *$1 million to 100 organizations* across the state that are serving older women, women and girls experiencing gender-based violence, and women and girls who need short-term financial support.

Learn More

**SAFETY FUND**
We invest in ending gender-based violence: a continuum of sex trafficking, domestic violence, rape, sexual assault, and sexual harassment.

Learn More

"In order to start uplifting our young women, we need to change the behaviors ingrained in our society."

Raie Gessesse, Cabinet Alumna, Young Women's Initiative of Minnesota
Our Impact Initiatives

**YOUNG WOMEN’S INITIATIVE OF MN**
YWI MN improves safety and well-being by increasing young people’s awareness and access to live healthy lives by 50%. YWI MN programs have decreased young women’s sexual assault and vulnerability to trafficking, by increasing girls’ capacity for respectful, healthy relationships by 82% through education and skill-building.

Learn More

**MISSING AND MURDERED INDIGENOUS WOMEN TASK FORCE**
The Women’s Foundation of Minnesota supported the formation of Minnesota’s Taskforce on Missing and Murdered Indigenous Women Task Force to address staggering rates of gender-based violence against Indigenous women and will integrate the findings into our grantmaking, policy, and research strategies.

Learn More

**SEXUAL EXPLOITATION SURVEY**
A grant from WFMN led to the inclusion of an important new question on the Minnesota Student Survey that can establish the first-ever prevalence estimates of young Minnesotans who report sexual exploitation. Results show how communities disproportionately affected by sexual exploitation intersect with race, gender, place, and additional identities, including LGBTQ+ and system-involved youth.

Learn More
Leadership

Ensuring a Minnesota where barriers are eliminated, and all girls and women are respected and thrive.

We use strategic communications and research to educate and mobilize Minnesotans to break harmful stereotypes, build community, increase safety and well-being, expand opportunities, and create equity. We envision a state where the human rights of girls and women are unquestioned and they are valued as solution-builders and leaders within their communities.
The Gender Gap within Political Leadership

In 2019, the state legislature swore in its most racially diverse group of lawmakers yet. Legislators of color increased to 21 (11 of whom are women), up from 17. However, women of color remain underrepresented relative to their proportion of the state’s population.

ELECTED OFFICIALS IN THE U.S.

Of over 42,000 elected officials nationwide, from President to the county level:

- 71% of elected officials are male even though men comprise only 49% of the United States population.
- 90% of elected officials are white even though people of color comprise 37% of the United States population.

Reflective Democracy Campaign

WOMEN IN THE MN LEGISLATURE

% of women of color in Minnesota’s population

AFRICAN AMERICAN  HMONG
NATIVE AMERICAN  LATINA

CWGPP analysis of data from the MN Legislature Reference Library and the Census Bureau’s Population Estimates for July 1, 2018. Bar heights represent percentage of women of that ethnicity or race in the state Legislature in the session year indicated. Numbers inside the bars indicate the number.
Our Impact Initiatives

**YOUNG WOMEN'S INITIATIVE OF MINNESOTA**

We invest in individuals and organizations led by women of color to open doors and remove barriers to leadership. With the support of individual leadership coaches, young women are stepping into policy roles and developing their capacity for leadership through the YWI MN, where Cabinet members created a legislative agenda, received training in advocacy, testified at the State Capitol, and are creating impact with and for communities across the state.

Participants in YWI MN programs – including Young Women’s Cabinet, WFMN Innovators, and community partners – have increased their agency, social capital, and civic engagement by 83%.

Learn More
LEADERSHIP

NATIONAL REACH
The WFMN Innovators program is being replicated by other women’s foundations across the country, highlighting the innovative power in making direct and early investments in the young women leading change today.

Learn More

REPRESENTATION MATTERS
One remarkable success is the rise in applications for Young Women’s Cabinet seats: **150 in 2019 compared to 80 in 2018.** Young women report that media coverage of YWI MN and seeing women in leadership positions gives them confidence in their own potential.

Learn More

FIRST-OF-ITS-KIND PARTNERSHIP WITH THE GOVERNOR’S OFFICE
The Young Women’s Initiative of Minnesota, co-chaired by Lt. Governor Peggy Flanagan, is promoting leadership of young women by increasing their agency, social capital, and civic engagement.

Learn More
BY THE NUMBERS
Our Impact in 2020

Fiscal Year: April 1, 2019 - March 31, 2020

$1,995,054 through participatory grantmaking

$2,595,054 community investments distributed

251 organizations received grants

136,438 total people impacted
Our Statewide Investments

TOTAL GRANTED IN FY 2020

<table>
<thead>
<tr>
<th>Granted</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>YWI MN</td>
<td>$772,056</td>
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<tr>
<td>PRIs</td>
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<tr>
<td>Donor Advised Funds</td>
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<td>girlsBEST</td>
<td>$301,000</td>
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<tr>
<td>Safety</td>
<td>$251,201</td>
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<td>Community Response</td>
<td>$139,480</td>
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<tr>
<td>Discretionary</td>
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</table>

By Grant Type

- 53% Program Expenses .......... $1,069,036
- 32% General Operations ........ $653,768
- 14% Public Policy ................ $282,250
- 1% Seed/Piloting ................ $25,000

By Geographic Area

- 45% Metro
- 36% Greater MN
- 19% National

By Impact Area

- 54% Economic Opportunity
- 22% Safety
- 17% Leadership
- 7% Health

PROGRAM-RELATED INVESTMENTS (PRIS)

WFMN invests additional capital into communities through PRIs to maximize our endowment for greater community impact that benefits women, girls, and women entrepreneurs.

WFMN’s $1 million investment in PRIs has leveraged over $7 million (600% return on investment).
Our Community Investments

Thanks to our generous donors, we are able to invest in innovative community-based, community-led solutions to ensure safety and pathways to economic security and leadership for women, girls, and families.

TOTAL MINNESOTANS IMPACTED BY OUR GRANTS

<table>
<thead>
<tr>
<th>Community</th>
<th>Total Impact</th>
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<tbody>
<tr>
<td>Community Response</td>
<td>109,084</td>
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<tr>
<td>YWI MN</td>
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<tr>
<td>girlsBEST</td>
<td>2,508</td>
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<tr>
<td>Safety</td>
<td>1,410</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>136,438</strong></td>
</tr>
</tbody>
</table>

Minnesotans impacted

COMMUNITIES WE SERVE

- 11% White
- 11% American Indian (Indigenous)
- 14% LGBTQ+
- 12% Asian and Pacific Islander
- 38% African American (Black)

WFMN’s 2020 Status of Women & Girls in Minnesota report helps catalyze the transformation needed for all women and girls to thrive. This partnership with the Center on Women, Gender, & Public Policy of the Humphrey School of Public Affairs at the University of Minnesota informs our grantmaking and policy agenda.

Read Report
Rapid Response in a Pandemic

In 2020, the Women's Foundation of Minnesota awarded nearly $1 million to 100 organizations across the state through our COVID-19 Women and Girls Response Fund.

Through the generosity of individuals and foundations, WFMN has been able to expand our investment in grantee-partners leading in their communities as first-responders in a crisis, directly serving needs that are rapidly changing.

With four rounds of grantmaking, funded programs will directly reach nearly 100,000 women and girls and thousands more through extended impact in families and communities.

Learn More
"Creating my donor advised fund was so rewarding. Now, I am more connected to my community and I see positive change happening all around."

Karen Leonard and Roger Bredeson, Donor-Partners

Invest in Your Community

Your ongoing support is crucial to our work.

Invest in a Minnesota where women, girls, and all people hold the power to create and lead safe, prosperous lives. Help sustain the many research and impact projects happening in our community and throughout the state by giving.

Make a direct impact with a gift of cash today. Your gift funds investment in research, grantmaking, and policy to drive gender and racial equity in the state of Minnesota.

Donate  See Ways to Give
LOOKING AHEAD
Women hold the power for change.

As we look ahead, we know that our work is not done until all women and girls thrive – in every community across our state.

As we catalyze the conditions so that all women and girls can thrive, we boldly step into our future as a systems change philanthropy and anti-racist organization, dedicated to removing the root-causes of barriers and investing in the policies, research, programs, and partnerships that are crucial to ensuring the rights of women and girls.

Our vision of gender equity is indelibly bound to racial justice. The women’s movement can only be fully realized when we are committed to being anti-racist and center the experiences of Black, Indigenous, and women of color and their families.

We invite you to join us on the road to transformation and invest in the urgent needs of this moment to ensure that Minnesotans will be better equipped to experience economic, social, and physical well-being into the future.
“I see liberation, I see freedom. I see economic prosperity. I see safety. I see women and girls leading with the power and access they need to influence and transform our current systems. I see us working collectively to invest in meaningful equity strategies that impact women and girls for the better through more representation in companies or nonprofits, equitable education, effective policies and opportunities for success.”

Lulete Mola, Vice President of Community Impact, Women’s Foundation of Minnesota
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Licensed Social Worker and Community Volunteer

Fatima Said  
Executive Director, Project FINE

Sandy Vargas  
Senior Executive Leadership Fellow, University of Minnesota, Hubert Humphrey School of Public Affairs
THANK YOU!

Be a champion of racial and gender equity for stronger families and communities in Minnesota.

For more information on how you can get involved, contact Kim Stone at kim@wfmn.org.