2021 IMPACT REPORT

DRIVING GENDER & RACIAL EQUITY

WOMEN'S FOUNDATION OF MINNESOTA
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For more information visit WFMN.ORG
INTRODUCTION
A Letter from Leadership

As a partner of the Women’s Foundation, you are 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 long-term economic and health crises of COVID-19 and the 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.
We see vision, innovation, and hope in the organizations and individuals leading our state’s communities as they face the direct impacts of longstanding gender and racial injustice. We’re grateful that you are invested with us in creating the conditions for a world where all women and girls thrive.

As we become an anti-racist community foundation, boldly driving systems change for gender and racial justice, your support positions the Women’s Foundation of Minnesota to continue leading innovative and responsive grantmaking and policy and transforming the field of philanthropy guided by intersectional equity and justice. By centering the vision and solutions of communities, we build power, share power, and use our power to imagine a new day for Minnesota’s women, girls, and gender-expansive people.

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

We see the promise of possibility amid the pain of our time. Now is the time to unite our efforts and imagine new ways of operating so all Minnesotans do better.

**Together, we are investing in transformation for a stronger Minnesota!**

Gloria Perez  
President and CEO, WFMN  

Learn More About WFMN
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 $32 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, WFMN Trustee, Young Women’s Cabinet Alumna, Former Grantee-Partner
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.

HOW YOUNG WOMEN ARE LEADING TODAY

Hilal Ibrahim, founder & CEO of Henna & Hijabs, former WFMN Innovator and current grantee-partner, is proof that when we invest directly into young women’s solutions and vision for their communities, we all benefit.

Watch Hilal’s Story
Why I Give

Roderic's Donor Story

Discover why Roderic chooses to champion gender and racial 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, WFMN Men of Courage Circle co-chair

Read Roderic's Story
Why I Give

Julie's Donor Story

Discover why Julie chooses to champion gender and racial 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
At the intersection of the COVID-19 pandemic and the uprising for racial justice, WFMN’s grantee-partners are leading their communities, directly serving needs that are rapidly changing, while embracing new opportunities. True recovery for organizations and program participants is incumbent upon multi-year support, continued listening, flexibility in programming, and the capacity to sustain and thrive in the long-term.

**Grantee-Partners Make an Impact**

**ESPERANZA UNITED**

With investments from WFMN, Esperanza United facilitates youth programming that promotes healthy relationships and sexuality while mobilizing Latinas and Latin@ communities to end gender-based violence.

**PROJECT DIVA INTERNATIONAL**

As a WFMN grantee-partner since 2016, Project DIVA International ensures Black girls have a space to flourish. They exist to guide Black girls to self-discover without limits - to think, find alignment with their truth, and be financially successful.
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 that looks at how individuals and communities are impacted by policies, institutions, and society in order to transform systems so that all people have what they need to thrive. We apply this framework to our research, grantmaking, public policy agenda, and organizational effectiveness.

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 create equitable access to rights, opportunities, and resources.

Learn more by downloading the Equity in Design report.
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.
Road to Transformation Listening Series

Through nine Listening Sessions in WFMN’s Road to Transformation Listening Series, we deepened our understanding of real, lived experiences and the issues faced by women and girls in our state.

We listen so that we can eliminate the unjust and inequitable challenges and obstacles faced by women and girls. Participants discussed the impacts of COVID-19, racial injustice, economic inequities, incarceration, and additional crises on women, girls, and families, while sharing the innovation, resilience, and vision that point the way to transformational change. Across Minnesota, we heard what women and girls need to thrive:

- Opportunities in business development
- Better pathways to academic and career opportunities
- Affordable childcare
- Family-supporting wages
- Systems that honor the safety, dignity, and prosperity of women, girls, and families.
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**

<table>
<thead>
<tr>
<th>Major</th>
<th>All majors</th>
<th>IT Fields</th>
<th>Engineering Fields</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Women</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Asian Women</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Women of Color &amp; Native American Women</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Asian Women</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

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 $5.1 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.

*CWGPP analysis based on Centers for Disease Control 2015 National Institute Partner and Sexual Violence Survey.*

**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 awarded **$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 that includes sex trafficking, domestic violence, rape, sexual assault, sexual harassment, as well as state and structural violence.

Learn More

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

Raie Gessesse, WFMN Policy Fellow, 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 to address staggering rates of gender-based violence against Indigenous women. WFMN uses these findings to shape our grantmaking, policy, and research strategies.

Learn More

**SEXUAL EXPLOITATION SURVEY**
A grant from WFMN led to the inclusion of an important 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 women and girls 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 women and girls 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

Reflective Democracy Campaign

WOMEN IN THE MN LEGISLATURE

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<td>1</td>
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<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Native American</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>2</td>
<td>4</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Latina</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

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%.

Read about how the Cabinet responded to the pandemic
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
By advancing WFMN’s legislative agenda at the Capitol, the Young Women’s Cabinet engages in policy as experts of the issues they experience directly. WFMN invests in their ongoing leadership development with training provided by YWCA St. Paul and Wilder’s Community Equity Program. Young Women’s Cabinet leadership has been a key support in the success of a bipartisan policy agenda as they wrote letters of support, met with dozens of legislators on both sides of the aisle, and developed a series of live social media events to share why policies on WFMN’s legislative agenda are critically important to the economic opportunity, safety, and leadership of women.

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
Our Impact in 2021

Fiscal Year: April 1, 2020 - March 31, 2021

- $4,052,829 community investments distributed
- 356 organizations received grants
- 153,796 total people impacted
Our Statewide Investments

TOTAL GRANTED IN FY 2021

<table>
<thead>
<tr>
<th>GRANTED</th>
<th>AMOUNT</th>
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<tbody>
<tr>
<td>Community Response (COVID)</td>
<td>$1,045,000</td>
</tr>
<tr>
<td>Program Related Investments</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Young Women’s Initiative of Minnesota</td>
<td>$744,850</td>
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<tr>
<td>Donor Advised Funds</td>
<td>$453,836</td>
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<tr>
<td>girlsBEST</td>
<td>$311,250</td>
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<tr>
<td>Safety</td>
<td>$269,843</td>
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<tr>
<td>Discretionary</td>
<td>$127,450</td>
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<tr>
<td>Racial Justice Initiative</td>
<td>$100,000</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$4,052,829</strong></td>
</tr>
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</table>

**BY GRANT TYPE**

- General Operations: 67.1%
- Program Expenses: 19.8%
- Public Policy: 12.6%
- Seed/Piloting: 0.5%

**BY GEOGRAPHIC AREA**

- Metro: 68.1%
- Greater MN: 27.8%
- National: 4.1%

**BY IMPACT AREA**

- Economic Opportunity: 70.1%
- Safety: 16.6%
- Leadership: 8.9%
- Health: 4.4%

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 $8 million (800% return on investment).
Our Community Investments

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

MINNESOTANS IMPACTED BY OUR GRANTS

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
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<tbody>
<tr>
<td>Community Response</td>
<td>122,994</td>
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<tr>
<td>Safety</td>
<td>25,999</td>
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<tr>
<td>YWI MN</td>
<td>3,703</td>
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<tr>
<td>girlsBEST</td>
<td>1,100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>153,796</strong></td>
</tr>
</tbody>
</table>

Minnesotans impacted: 153,796

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
WFMN Drives Transformational Change

Research - Community Investment - Policy - Narrative Change

WFMN’s call to advance gender and racial equity and justice is as urgent as ever amid COVID-19 and the uprising for racial justice. As we respond to crises that will continue long into the future, we see and invest in strategies led by women most impacted for whole family and community solutions.

Through the Covid-19 Response Fund for Women & Girls, WFMN awarded more than $1 million to 80 organizations across the state, which has reached more than 100,000 women, and girls, and thousands more through secondary impact on families and communities. Grantee-partners adapted to support the
basic needs of community members with food, finances, mental health, and referrals to housing and legal services.

COVID-19 transformed the way we respond to pressing needs. Operating as first-responders in a crisis, grantee-partners implemented innovative solutions to programming and how they connect and support women, girls, gender-expansive youth, and families.

In response, WFMN evaluated our operations and outreach and increased accessibility and flexibility for **multi-year, general operating support**. We increased investments in capacity building, using a **cohort model** to build strength and supportive community, and increased investments in healing and wellness to sustain organizational leaders for the long-term.

**Policy wins deliver systems change results for women and girls** and maximize our impact as a statewide community foundation. WFMN’s 2021 legislative agenda advanced public policy in partnership with young women and grantee-partner organizations to increase holistic well-being for women and families. Legislation from WFMN’s policy agenda will increase investments in the economic opportunity, safety, and leadership of women of color, ban conversion therapy for LGBTQ+ youth, increase funding for victims of sex trafficking, and remove the statute of limitations on reporting sexual assault.
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.

“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 with Roger Bredeson, Donor-Partners

Donate
See Ways to Give
LOOKING AHEAD
As we catalyze the conditions so that all women and girls can thrive, we strengthen our identity and practice of being an anti-racist community foundation boldly driving systems change for gender and racial justice. We are 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 center the experiences of Black, Indigenous, and women of color and their families.

Thank you for joining us on this road to transformation. We invite you to invest in the urgent needs of this moment while building long-term solutions for Minnesotans to experience safety, economic justice, community power and leadership, and holistic health and well-being into the future.
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Director, Cȟaŋšayapi Waŋanyeža Owayawa Oti

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Elena Brito Sifferlin  
Licensed Social Worker and Community Volunteer

Valerie Spencer  
Community Volunteer

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

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

For more information on how you can get involved, contact Stacy Papier-Meister at stacy@wfmn.org.