

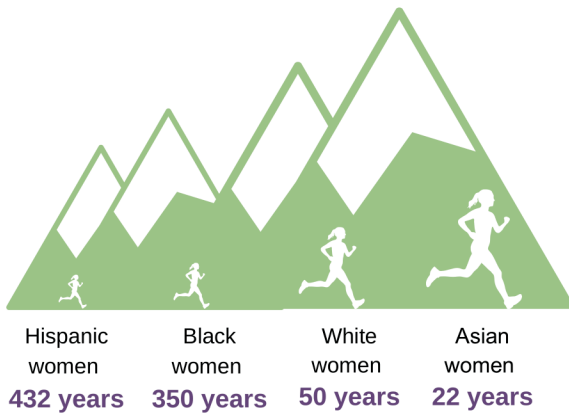


## Median Annual Earnings for Women by Race

(Chester County, 2019)

## Years to Close Gender Wage Gap

(United States, 2019)



## Self-Sufficiency Standard\*

(2019)

**\$62,028**

adult with one infant

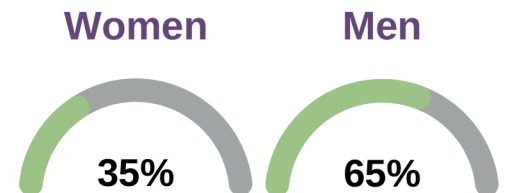
**\$59,598**

median earnings for women in Chester County



\*Annual income needed to meet basic needs without public subsidy or private assistance

Breadwinning mothers are the sole provider, or, in married couples, contribute at least **40% of family earnings** and are the **equal, primary, or sole earners.**



## Women in Management

(Chester County, 2019)

# What The Fund Will Do

**FUND** programs and organizations addressing our community-identified priority areas, specifically the areas of increasing access to economic opportunities for women and girls.

**EDUCATE** the community about the findings of the Blueprint Report through informative events, print and social media.

**CONVENE** women's groups, organizations, community members and other stakeholders to develop a collective plan to support work-life balance.

**ADVOCATE** by informing legislators how policies and programs address the needs of workers with caregiving responsibilities.



## What You Can Do **Support policies and programs that:**

- Provide paid parental leave.
- Provide paid leave for family caregiving responsibilities and include as family same-sex partners and spouses.
- Protect against caregiving or pregnancy discrimination.
- Advance breastfeeding rights.
- Support The Schedules That Work Act, which would give employees a right to request schedules that work for them, to rest between shifts, to get advanced notice of work schedules, to receive predictability pay for last minute schedule changes and cancelled shifts, and to receive split shift pay.
- Provide funding for childcare assistance subsidies, and funding to maintain or expand preschool programs.
- Establish a local legal fund to assist women who are wrongfully discriminated against for being caretakers in the workplace in Chester County.
- Advocate for permanent work from home solutions for caretakers in PA.
- Provide education outreach for Gen Xers who are caregivers or will soon become caregivers, including access to resources and self-care recommendations.
- Establish local fund for mental health services for children living with grandparents who have experienced trauma.



The Fund for Women and Girls leads and unites the community through philanthropy and advocacy to ensure that women and girls have resources and opportunities to thrive. For the full Blueprint Report: [www.thefundcc.org/research](http://www.thefundcc.org/research)