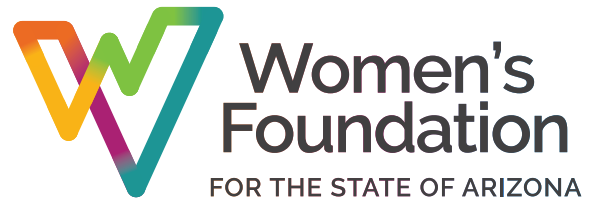


Women and Girls of all identities



**Women's
Foundation**
FOR THE STATE OF ARIZONA

IMPACT REPORT
2023



Dr. Amalia Luxardo
WFSA CEO



Gabriela Cervantes
WFSA Board Chair

VISION

An Arizona where women and girls
of all identities thrive.

MISSION

WFSA innovates to create social,
political, and economic change
that achieves equity for
women and girls.

A word from our CEO and Board Chair

Dear WFSA Supporters,

WFSA's strength comes from the successes of our partners and the communities we serve. It has been an extraordinary year for us, filled with both challenges and accomplishments. We are proud to say that despite many hurdles, we have emerged stronger and more resilient than ever. To showcase this, we are pleased to share our 2023 Impact Report with you.

We continue to demonstrate our unwavering commitment to our core values and strategic vision. Our ability to adapt quickly and make tough decisions has allowed us to seize new opportunities for growth. In this last fiscal year, we exceeded our fundraising goal and were able to raise over \$3.2 million through grants and private donations. Our team has quickly grown to now include 15 individuals from different walks of life – and we are still growing. And our team is now engaged in a statewide tour as we continue to expand to rural communities across Arizona.

Furthermore, our focus on innovation and transformation has enabled us to stay ahead of the curve. We have invested heavily in research and development, resulting in the launch of several groundbreaking products and services.

By embracing emerging technologies and leveraging data analytics, we have enhanced our operational efficiency and community experience.

None of these achievements would have been possible without the unwavering support and dedication of our team and Board of Trustees.

We are immensely proud of our team for their resilience, agility, and commitment to excellence. Their hard work and dedication have been instrumental in our success.

Looking ahead, we remain cautiously optimistic about the future. While uncertainties persist, we are confident in our ability to navigate the challenges and capitalize on the opportunities that lie ahead. We will continue to invest in our people, communities, and sustainable practices to drive long-term value for women and girls of all identities across Arizona.

In closing, I would like to express my deepest gratitude to our supporters for their continued trust. It is your belief in our vision that propels us forward and motivates us to reach new heights. Together, we will continue to invest in a more resilient, inclusive community that represents women and girls of all identities throughout Arizona. Thank you for your continued support.

In community,

Dr. Amalia Luxardo | CEO
Women's Foundation for
the State of Arizona

Gabriela Cervantes, MBA | Board Chair
Women's Foundation for
the State of Arizona

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**We Research. We Innovate.
We Advocate. We Invest.**



Women centered legislation is needed now more than ever.

WFSA's Advocacy team began 2023 supporting Governor Katie Hobbs at her inaugural address on January 5. The following week, as the legislative session kicked off, WFSA had successfully secured a bill and bill sponsor with the aim to eliminate the luxury tax on feminine hygiene supplies and diapers through bill SB 1033: TPT; diapers; feminine hygiene; exemption.

The advocacy team actively engaged The WE (Women's Equity) Network and Advocacy Coalition Members throughout the legislative session. Recipients of the WE Network Newsletter, which is currently at over 2,000 subscribers, received bi-weekly updates to current committee hearings and the progress on over 50 different pieces of legislation.

WFSA's Advocacy Coalition has reached a high of 102 members while averaging 20 members in attendance per meeting. Currently on a bi-monthly schedule, these meetings have covered how to use the Request to Speak (RTS) system, an overview of the legislative session, WFSA's policy priorities, presentations by multiple organizations pushing ballot initiatives, including Arizonans for Abortion Access and One Fair Wage, and legislator led panels on how to communicate and contact them during the legislative session.


The advocacy team also successfully hosted its first, in-person WFSA Day at the Capitol event since the beginning of the COVID-19 pandemic. We invited over 10 of our community partners and grantees to participate in and table at the Arizona State Capitol in spring of 2023. Attendees participated in 11 different meetings with various state legislators about our policy priorities. Amidst the longest legislative session in Arizona history, the advocacy team released a legislative wrap-up document discussing the highlights of the 2023 session. Visit womensgiving.org/advocacy to read the full wrap-up.

Advocating for Women and LGBTQ+ Community Members



Policy Priorities 2024:

- Housing (with a focus on transitional housing)
- Increased access to childcare
- Addressing the gender pay gap
- Reproductive healthcare

The background of the page features a large, vibrant Arizona state flag waving in the wind against a blue sky with scattered white clouds. Below the flag, the upper portion of a classical building facade is visible, showing ornate stone carvings and columns. A teal-colored curved graphic element separates the top image from the text area.

WFSA additionally traveled to Washington, DC as participants and panelists at the Women's Funding Network and to discuss WFSA Priorities with Arizona's Congress people. WFSA met with the Offices of Senator Mark Kelly, Representative Greg Stanton, Representative Raul Grijalva, and Representative Ruben Gallego.

Looking towards 2024, WFSA's Advocacy team has identified four areas of focus for their policy priorities for the upcoming legislative session and has been actively involved within legislative channels:

Access to Affordable and Transitional Housing

WFSA has submitted applications for, and has been accepted into two of the working groups in the Governor's Interagency and Community Council on Homelessness and Housing, one focusing on Outreach and the second focusing on Leading and Innovative Practices. WFSA was also accepted to participate in the Legislative Committee that assists the Arizona Housing Coalition in determining legislative priorities.

The Advocacy team continues to emphasize the importance of connecting with grassroots organizations and helped support the Unemployed Workers United Block Party, where they announced their focus on creating an Eviction Self-Defense Network and advocating for those facing eviction to have a guaranteed right to counsel to fight on their behalf.

Access to Childcare

WFSA continues to engage with the Arizona Early Childhood Alliance (AZECA) to actively support the financial request that the childcare coalition is exploring. Additionally, WFSA is currently participating in the Built for Babies policy program along with other AZECA members as they work on a program designed to improve a family center approach to state childcare policies.

Closing the Gender Pay Gap

The Advocacy team has done research and identified potential areas of impact via implementing a Salary History Ban and adding additional protections for individuals seeking equal pay. The Advocacy team has met with multiple unions and labor coalitions to discuss the viability of this potential legislation.

Securing Reproductive Health

WFSA is actively engaging in conversations and with coalitions to support the Arizonans for Abortion Access ballot initiative. The goal is to collect enough signatures by July 2024 in order to leave the decision of abortion access up to Arizona's voters. WFSA will continue to support legislative avenues to ensure that birthing people have access to reproductive healthcare. This includes grassroots work around voter engagement and registering Arizonans to vote in the upcoming election cycle.

As the 2024 legislative session gets underway, we invite advocates to sign up for our legislative emails to stay up to date on bills and policy items impacting women and girls of all identities at womensgiving.org/advocacy.





Pathways for Single Moms program participants

Big problems need bold solutions.

Innovative programs and unconventional solutions are needed because things aren't working for women across our state. The systems in place are not acknowledging the uphill battle women, and particularly women of color, face throughout the state of Arizona. WFSA partners with Arizona organizations to create and scale programs that support women towards a self-sufficient future for themselves, and for future generations.

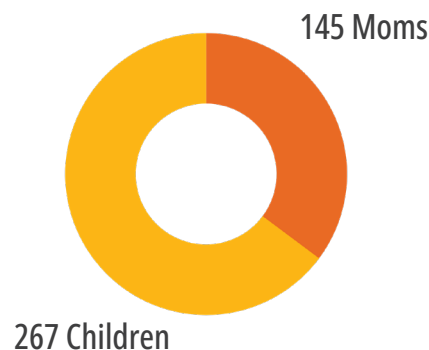
WFSA's innovative programs are developed with research collected from Arizona residents and guided by the lived experiences of community members directly affected by the systems at play. In short, WFSA conducts research, collects community guidance and feedback, and then gets to work developing programs that will actually move the needle for women and move it promptly as we acknowledge the numerous generations that have already endured inequity and hardship. To date, WFSA has piloted two impactful programs including *Pathways for Single Moms* Program and the *Unidas Youth Leadership Program*.

"Pathways was an amazing experience for me and I'm hopeful that after this I can continue to pursue my dreams. I was given the opportunity to learn something new and it has opened a lot of doors. I didn't think it was possible."

-Pathways for Single Moms program participant



The ARPA expansion allowed the Pathways program to grow by 53% in one year with further increases expected into FY24.



145 moms are currently enrolled in this innovative program. Their participation also has a collective impact on their 267 children.

Pathways for Single Moms

The *Pathways for Single Moms* Program employs a multi-pronged approach that fundamentally shifts the future of low-income families by providing access to a combination of educational and economic opportunities to equip mothers with the tools they need to become economically self-sufficient. *Pathways for Single Moms* is offered across the state of Arizona in both urban and rural areas covering the central, northern and southern regions of the state. Program wrap-around services are offered to single mothers, allowing them to focus on their education and progress towards self-sufficiency. The program is now executed by WFSA's partner, *Dress for Success Phoenix*.

Services may include full tuition coverage, childcare, living stipends, transportation, and flexible spending options for urgent situations that would otherwise impede women from attending school. The program offers dedicated case management staff as partners assess the participants' needs and help determine services and enrollment requirements. They also coordinate ongoing coaching and support, and work in tandem with community colleges towards completion for the duration of the grantee program. Post-graduation workforce development support is also prioritized. With graduating and obtaining a livable wage, the reduction in state support amounts to a minimum of \$20,000 per graduate annually as a direct savings for the state.

Unidas Youth Leadership

WFSA's *Unidas* Youth Leadership program builds numerous skills among girls, young women, and gender-expansive teens. The program's objective is to increase understanding of philanthropy while supporting the development of confident, young leaders in our community. The after-school program teaches high school-aged youth about social justice and leadership development.

In FY23 the *Unidas* program hosted 36 youth leaders. Each semester the Unidas cohorts research and distribute funds to local nonprofits based on community impact. During FY23 \$10,000 dollars were distributed to the following youth-selected organizations: *Mariposas Sin Fronteras*, *Equality AZ*, *El Rio Community Health Center Reproductive Health Access Project (RHAP)* and the *Southern Arizona Gender Alliance*. Informed and empowered youth will become tomorrow's leaders and WFSA's *Unidas* program is dedicated to supporting young people throughout the state in using their voice and collective force to shift upcoming elections and advocacy efforts.

"Everyone obviously has much different lived experiences from me and getting to hear their perspectives about issues we discuss is really impactful. It challenges the things I know and helps me grow."

- Unidas Cohort Member



Unidas Program Participants at Day at the Capitol 2023



INNOVATIVE PROGRAMS 7

We're guided by research
and the lived experiences of
community members.

The 2023 Promising Career Tracks report
identified 28 careers that will lead to
self-sufficiency in Arizona.

The full report will be released at the
Virtual Summit on January 18, 2024.
Visit womengiving.org to learn more.

Research informed action



\$23

hourly

Cargo and
Freight Agent



\$29

hourly

Computer
Network Support
Specialist



\$29

hourly

Respiratory
Therapist



\$28

hourly

Civil Engineering
Technician



\$32

hourly

Electrical
Technician

Making up 45% of the full-time workforce, women are a cornerstone of the Arizona economy. WFSA's research and the lived experiences of community members drive what we do. Our nonpartisan research provides statewide data to inform public policy and philanthropy decisions.

Every facet of our work is rooted in nonpartisan research and validated by a committee of women who have lived these experiences. We seek to identify the biggest economic barriers and opportunities for women and girls of all identities so we can create innovative and integrated solutions. Gender inequity lies at the root of many problems women face in Arizona. From inadequate opportunities for working mothers to health disparities, we hope to contribute with actionable measures and create changes that are desperately needed.

2023 Promising Careers for Self-Sufficiency Report

Across Arizona, women who work full-time are most commonly employed in human services, working as nurses, medical assistants and teachers, and in administrative, customer service, and retail positions. Although such positions are vital to the economy, many jobs in these fields offer relatively low wages and may not provide adequate income for women—especially single mothers needing to support their families.

Even when working full time, only about 1 in 6 single mothers have a four-year college degree so single mothers are likely to be in or near poverty and need assistance to make ends meet for their families.

Given the strong correlation between education and earnings, single mothers of young children face an uphill battle when finding work that can support their families. However, despite the low wages that many Arizona workers with limited education earn, there are fields in which modest additional education or training can yield relatively big payoffs.

Research recommendations

- Support mothers with greater access to these educational routes with childcare subsidies for full-time educational enrollment.
- Make these fields more hospitable for women with flexible workplaces, family-friendly policies, and unbiased hiring.

Promising Career Requirements:

- ✓ Less than 4-year degree
- ✓ Moderate on-the-job training or less
- ✓ Growing occupation statewide
- ✓ 150+ annual openings in Arizona
- ✓ Median annual wage of \$50,000+



grantmaking:

Unrestricted, renewable,
sustainable, and trust based

The Women's Foundation for the State of Arizona invests in organizations serving women and girls of all identities. We strive for equitable and community-centered grantmaking to support building the capacity of nonprofit organizations so they can thrive.

We are very proud of our philanthropic roots and are committed to continuing and growing our investment in Arizona. WFSA's grantmaking model of unrestricted and renewable grants positions organizations to thrive and can help meet the needs of organizations serving women and girls in Arizona.

During our 30 year history, we have invested nearly 20 million dollars in organizations that support women and girls in Arizona.

At WFSA, we:

- Believe grantmaking should be accessible, especially to organizations serving the communities most marginalized
- Trust our grantee partners to make decisions about what organizations need to best serve their community
- Support grantee partners with ongoing mentorship and technical support
- Provide sustainable and multi-year funding for eligible organizations
- Collaborate to bring more resources into the region so that more resources are available to more organizations, achieving a greater impact
- Create a sustainable model of grantmaking that supports organizations to invest in the health and prosperity of entire generations of communities

Planned
Parenthood
Arizona
63,600

Phoenix Legal
Action Network
51

Community
Investment
Corporation
20

Innovation for
Justice
219

Cihuapactli
Collective
14,887

Emerge
Center Against
Domestic Abuse
4,459

Black Lives Matter
Phoenix Metro
1,000

Individuals served through
WFSA Grantee Partners FY23

Join WFSA's Giving Collective and join with like-minded individuals to provide funds alongside WFSA.
Learn more at womengiving.org/give



Community Investment Corporation (CIC) is an economic development nonprofit dedicated to the empowerment of Pima County residents and the surrounding area since 1996.



Cihuapactli Collective came together in 2015 after experiencing a lack of community support for families and womb health. Since then they've humbly led the effort in Phoenix to bring Indigenous families together to share knowledge, wisdom, and provide care for those in need.



Beyond the traditional approach of providing survivors with resources including emergency shelter, safety planning and DV education, Emerge engages the entire community in addressing the underlying causes of abuse. Why? Domestic abuse is a community problem, and they believe that our communities are the solution.



Phoenix Legal Action Network (PLAN) promotes justice in Arizona by building community trust and power with immigrant led organizations to advance the rights of immigrants and their families.



Planned Parenthood Arizona promotes and protects every person's freedom and right to enjoy sexual health and well-being, to make reproductive choices, and build healthy, strong families.



Beyond the Hurt is empowering single mothers, at-risk youth, domestic violence survivors and women recovering from substance abuse through education and resources to promote a healthy lifestyle.



Black Lives Matter Phoenix Metro is a Black, Queer, and Femme led organization that centers Black people who are the most impacted and marginalized because ALL BLACK LIVES MATTER. They build solidarities with other colonized folks in the Global South to end imperial rule.



The nation's first and only cross-discipline, cross-institution, and cross-jurisdiction legal innovation lab, Innovation for Justice designs, builds, and tests disruptive solutions to the justice gap.

WFSA's Grantee Partners have executed tremendous feats with the dollars received. From legislative and policy change to increases in women's income and assets, they've worked diligently to overcome current systemstemic barriers and provide opportunities for empowerment and autonomy. Stay tuned for upcoming grant opportunities in 2024 including the Racial and Gender Equity Fund and more. Learn more at womensgiving.org/grants.



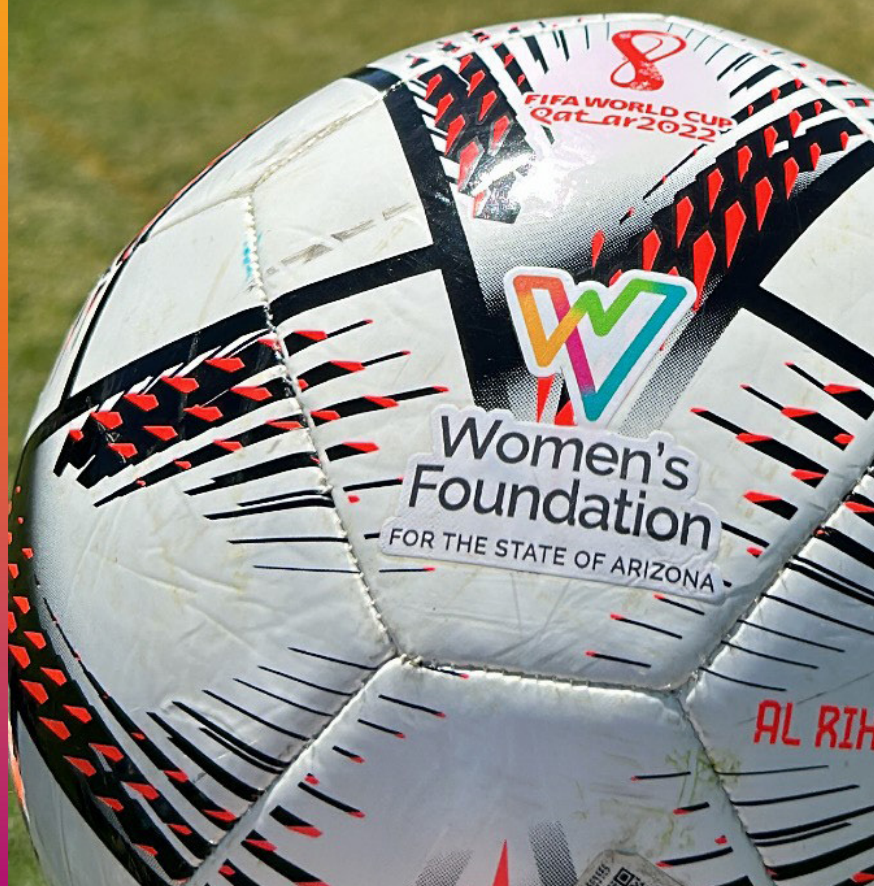


We are WFSA.

We are women of all identities living, working, growing, and striving in Arizona. We work alongside you to make this state more equitable for marginalized community members.

I am WFSA. Yo soy WFSA.

Learn more and view stories featuring women in our community at womensgiving.org/iamWFSA.



WFSA: A history and looking forward

Women's equity and healthcare issues affect us all. Women throughout our communities are impacted by gender bias in the workplace, equal wage struggles, and limited healthcare autonomy. WFSA is tackling these gender discrimination issues head-on by writing legislation, developing innovative pilot programming, and making moves to eradicate inequities for women and girls of all identities across Arizona.

The Women's Foundation for the State of Arizona has served women and girls since 1991. At its establishment, WFSA was sustained by passionate and dedicated volunteers, board members, and typically only one or two staff members. As the foundation grew, the organization evolved, with four key priorities guiding the vision of WFSA: research, grantmaking, advocacy, and innovative solutions.

As the team grew, so did the impact. Award-winning programs like the *Unidas* Youth Leadership cohorts grew over the years, and new innovative projects like the *Pathways for Single Moms* pilot program were created. WFSA grantmaking steadily increased with more than \$20M awarded to over 600 organizations to date. WFSA's research helped inform people across the state, and the growing focus on advocacy led to WFSA advising the Governor's Executive Office and passing legislation that helps hundreds of thousands of Arizonans.

Starting as the Women's Foundation of Southern Arizona, the scope and reach of the organization slowly expanded to legislative action and research encompassing the entire state. In 2021, WFSA announced its name change to reflect this growth, becoming the Women's Foundation for the State of Arizona.

15 Arizona regions visited by WFSA staff and numerous community connections established



WFSA staff support a community event hosted by Instituto as part of the Listening Tour project.

Although our geography has expanded and our brand has evolved, the commitment to gender equity remains.

WFSA's first statewide grant, the Women and Girls of Color Fund, was launched that same year and was Arizona's first grant fund specifically designed to support organizations led by and serving women of color.

We are proud of our Southern Arizona roots and will continue to invest in the region as we build relationships with other communities throughout Arizona. Although our geography has expanded and our brand has evolved, the commitment to gender equity remains.

In support of this new statewide commitment, WFSA has launched a *Listening Tour* of Arizona. The *Listening Tour* project has the overarching goal to connect with women and girls of all identities throughout the state and to learn the personal experiences and struggles of those they serve. WFSA staff members have been assigned to specific regions throughout Arizona and travel to all 15 counties to regularly meet with local community members and leaders. WFSA engages each community in compassionate conversations about equity issues at large.

WFSA's *Listening Tour* is the first step in our vision to create an expansive network of women representatives from the state of Arizona. This network will then inform future research, grantmaking, advocacy, pilot programs, and legislative efforts.

Recent Listening Tour partnerships

- Pinetop/Lakeside Fall Artisan Festival
- Prescott Woman Magazine
- Flagstaff Women's Soccer League
- The Rural Women's Health Symposium
- Rural Arizona Engagement

50

Communities in Arizona included in WFSA's *Listening Tour* statewide efforts



I AM WFSA 13



Disruptors and Changemakers

WFSA's employees are the backbone and heart of this organization. We strive to hire staff who are committed to social justice and can bring their lived experiences to the forefront of this work. WFSA includes vigorous hiring procedures to ensure that all staff members are able to fulfill the pertinent roles that are needed to support our ongoing initiatives. We are proud of the range of diversity that comes forth in our employee demographics and work hard to make sure all walks of life and cultural backgrounds are represented. We like to say that "We are WFSA" because we truly do represent the women and girls that we serve across the state of Arizona. WFSA is committed to progressive work-life balance and burn out prevention for our staff.

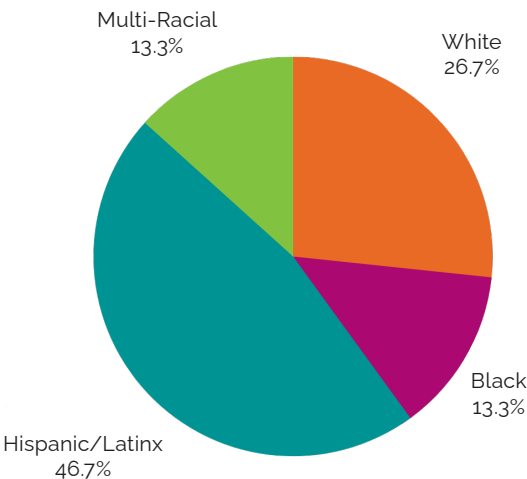
32-hour work week

After in-depth research on job satisfaction, employee burnout and overall project efficiency, WFSA's leadership team adopted an employee-first, 4-day work week structure. WFSA now operates Monday through Thursday, 32 hours per week. Providing a healthy work environment with competitive wages and benefits encourages both potential employees and current employees to work or continue employment at critical organizations like WFSA. WFSA believes happy, rested employees foster innovation and motivation therefore making a greater impact both within WFSA and within communities throughout Arizona. WFSA identifies as a transformational organization that prioritizes people over transactions, which naturally extends to its dedicated staff.

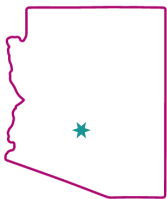
EMPLOYEE DEMOGRAPHICS



Employee Ethnicity

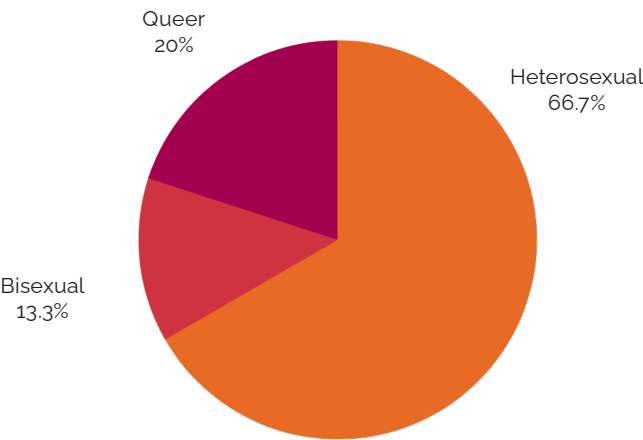


54%
WFSA Staff Reside
in Pima County



46%
WFSA Staff Reside
in Maricopa County

Employee Sexual Orientation



14 OPERATIONS

WFSA staff paint night!

Financials that tell a story.

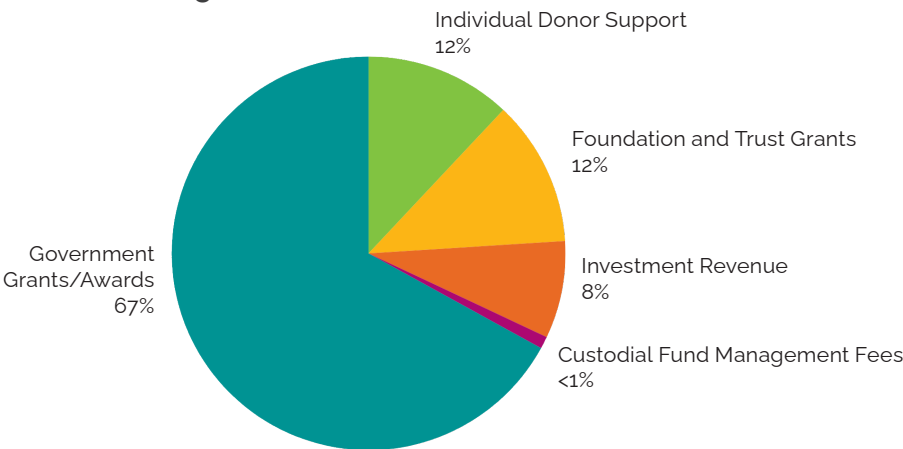
WFSA is incredibly thankful for the generous support of our donors, who are the lifeblood of our organization, providing 100% of our operational and program funding.

Their contributions come in various forms, including competitive grants from both public and private sources, as well as individual donor funding. We're especially grateful for the recent funding we received from the State of Arizona through the American Rescue Plan Act,

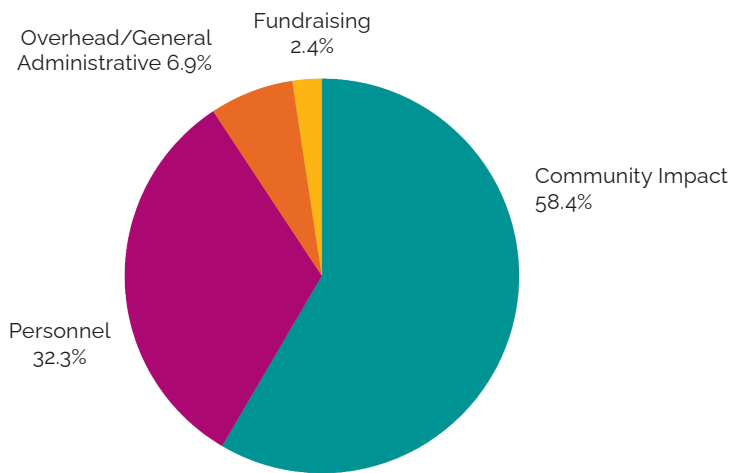
specifically allocated to our *Pathways for Single Moms* Program.

One of WFSA's major expenditures this year has been in community impact, encompassing our annual grants, Women & Girls of Color Grants, and special initiatives grants. Within this category, we also prioritize fulfilling Donor Advised Fund Grant Recommendations.

Revenue 2023



Expenses 2023





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