

## 2017 Annual Report

# Together We're Creating Change

To everyone in our 9to5 community, **THANK YOU!**

**Our progress, successes and victories in 2017 would not have been possible without your support and activism.** We're honored to have such a vibrant and dedicated base of members, leaders, activists, allies and donors.

Nationally, 9to5 continued to bring women together to boldly take action to fight for our collective values and our fundamental rights. Together with our allies, we've mobilized to take action against the attacks on women, communities of color, immigrants and refugees, workers, people with disabilities, transgender and gender nonconforming people, and queer people.

In the face of unprecedented attacks on women and marginalized groups, we've continued to fight for a better future for our families. We've lifted up women's stories and voices in the media and in campaigns for **family and medical leave insurance, paid sick days, accommodations for pregnant workers, fair scheduling, equal pay, raising the minimum wage, protections against discrimination, ban the box and fair chance hiring, comprehensive immigration reform, affordable and accessible health care, child care and public transit, a strong safety net, renters' rights and affordable housing.**

We educated allies, policymakers and the public about how these issues impact women, how they are linked together, and why these solutions constitute the true agenda that working women need.

We've grown our base and advanced policy wins in each of our chapter states—California, Colorado, Georgia and Wisconsin.



We hope you can take a few moments to read more about our **accomplishments in the states and nationally in this Annual Report.**

Without you, this important work would not be possible! 9to5 is truly grateful for our member activists and leaders, and our generous funders and donors who continue to stand together to win justice for working women.

In gratitude,



Gloria Smith



Cathy Deppe

Co-Chairs, National Board of Directors



After the 2016 election, 9to5 members took to the streets across the country, including at the Women's March on Washington.

**Our mission** is to build a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

**Our vision** is an economically just world where poverty and discrimination have been eliminated, the contributions of women are recognized and valued, and all women and their families thrive.



# Chapter Highlights

## CALIFORNIA

9to5 LA joined the Uplift Inglewood Coalition to fight for rent control. In recent years, many Inglewood residents have been forced to leave their homes due to the rising cost of housing. The Uplift Inglewood Coalition drafted an ordinance to prohibit unreasonable, unaffordable increases in rent. Additionally, 9to5 California members went out into the community to register voters.



9to5 California leaders register students to vote

## WISCONSIN

9to5 Wisconsin worked with partner organizations to defend Wisconsin FMLA from repeal, which would be a huge setback for many Wisconsin Families.

Wisconsin FMLA is more extensive than federal law, covering in-laws, domestic partners, and part-time workers. Repealing Wisconsin FMLA would take away coverage for employees who work less than 25 hours a week and place restrictions on the ability to use accrued vacation and sick time during what would otherwise be unpaid leave.



9to5 members taking action for their families at the Wisconsin state capitol.

## COLORADO

9to5 Colorado continued to push for affordable housing and mass transit. As rents rise in the Denver area, mobile home parks like Denver Meadows, where more than 80 families live, threatened to close and eliminate some of the last affordable housing in the area.

9to5 is working with coalition partners to create a bus riders union to advocate for an income-based bus pass. This effort saved a bus stop from closing in front of a senior center.



9to5 Colorado leaders fight back against unlawful evictions during National Renter Week of Action.

## GEORGIA

Thanks to 9to5 Georgia's efforts, voter turnout increased in the metro Atlanta cities of East Point and Smyrna. This mobilization of voters was possible by engaging underrepresented groups of voters around the state's minimum wage, the Family Care Act, and Ban the Box. 9to5 was instrumental in the passage of the Family Care Act and Ban the Box, which are both now state law.

*9to5 Georgia staff trained community members about the Power of Participation and why their vote matters.*





# MEDIA HIGHLIGHTS #MeToo and 9to5

**A**s 2017 drew to a close, you couldn't read, listen to, or watch the news without a breaking story about yet another powerful man accused of sexual harassment. When reporters had questions about how to fight back against sexual harassment, or why women felt able to speak out now, they reached out to 9to5. We worked with media outlets across the country connecting them with members and Helpline callers, including TIME Magazine, which named "The Silence Breakers" its Person of the Year. We connected TIME reporters to a 22-year-old helpline caller who was pictured anonymously in the Dec. 18, 2017 issue.

**'I STAYED ANONYMOUS BECAUSE I LIVE IN A VERY SMALL COMMUNITY. AND THEY JUST THINK USUALLY THAT WE'RE LYING AND COMPLAINERS.'**



JANUARY 1, 2017, THROUGH DECEMBER 31, 2017

## Donors & Foundations \$100 AND UP

*Thank you to all the generous donors, funders & supporters who make our work possible.*

*Please accept our apologies for any errors or omissions and contact us at 404-222-0001 so that we may make any corrections needed.*

Kevin Abels  
ACEA Local 3090 AFSCME  
Mike Adams  
Rosalinda Alfaro  
Tracy Alleman  
Sarah Altone  
Amy Parry Projects  
Akhila Ananth  
Anonymous  
Ruth Arnold  
Heather Arnold-Renicker  
Karen Ashmore  
Tanya Atkinson  
Bader Philanthropies  
Bamboo Fund  
Donna Bartolone  
Susan Baszynski  
Benevity Community Impact Fund  
Julia Bethea  
Marla Bexley-Lovell  
Carl Bialik  
Amy Blackwell Blackwell  
Jackie Boynton  
Kathryn Brasch  
Ellen Bravo  
Brett Family Foundation  
Brewers Community Foundation Inc.  
Brico Fund  
Mary Briley  
Elizabeth Brooks  
Debra Brown  
Janine Brown  
Buck Foundation  
Martha Bushnell  
California School Employees Association  
Clay Cameron  
James Candor  
Laurel Catlett-King  
Deepak Bhargava Center for Community Change  
Ryan Challis-Jones  
Shelley Chambers  
Chambers Family Foundation  
David Chiriboga

Richard Chiriboga  
Wendy Chun-Hoon  
George Clark  
Renia Clay  
Andy Coco  
Courtney Coffman  
Colorado Families for a Fair Wage  
Colorado First Foundation  
Colorado Fiscal Institute  
Colorado Health Foundation  
Colorado Trust  
Colorado Unity  
Marla Williams Community First Foundation  
Jenny Davies  
Denise De Percin  
Dorothy Dean  
Samrawit Debele  
Barbara Deinhardt & Daniel Silverman  
David Portillo Denver Foundation  
Cathy Deppe  
Sharon Dick  
Jean Dimotto  
Christie Doherty  
Mary Duvall  
Ron & Nina Else  
Zohreh Emami  
Elaine Enarson  
Beth English  
Enterprise Community Partners Inc.  
Episcopal Church of Holy Faith  
Family Justice Network  
Family Values @ Work  
Greg Fann  
Holly Fechner  
Sarah Ferguson  
Ford Foundation  
Foundation for a Just Society  
Agnes Franklin  
Fund for Southern Communities  
Linda Garica Barnard  
Charon Gaskins

General Service Foundatoin  
Aisha Yaqoob Georgia Muslim Voter Project (GAMVP)  
Marcia & Jeffrey Goldstein  
Nathaniel Golich  
Sarah Goodwin  
Mary Kate Gough  
Sara Gould  
Amy & Jerry Grahns  
Gerry Gras  
Greater Milwaukee Foundation  
Leslie Guerrero  
Bill Hanna  
Suzy Harding Spencer  
Anne Harper  
Laurie Harvey  
Bea Hassan  
Carol Hedges  
Suzanne Helburn  
Patrick Henry  
Astead Herndon  
Hill-Snowdon Foundation  
Mary Hoagland  
Judy & Kim Hodgson  
Elizabeth Horn  
IBEW Local 332  
Heidi Hartmann Institute for Women's Policy Research  
Ruth Irvings & Amy Shapiro  
Karen Jacobson  
Iqbal & Margret Jilani  
Nasreen Jilani & Gordon Gyor  
Jobs with Justice Education Fund  
David Joseph  
Kate Kahan & Jen Kern  
Henry Kahn & Mickey Gillmore Kahn  
Beth Katzenberg  
Anne Kerwin  
Renuka Kher  
Helen Kim Ho  
Judith King  
Ethel Klein  
Kathie Klein  
Labor Project for Working Families

Dorothy Lamm  
Jodie Levin-Epstein  
Wendy Limbert  
Nancy Lomax  
Los Angeles College Faculty Guild, Local 1521  
LUBO Fund  
Lutheran Volunteer Corps  
Main Street Alliance  
Make It Work  
Lois Malawsky  
Marguerite Casey Foundation  
Ana Marquez-Crooks  
Trino Martin  
Frank Martinelli  
Edward McCallum  
Penny McIntyre & Peter McKenney  
Alice Mercer  
Linda Meric  
Albert & Joan Meric  
Mary & Donald Metz  
Mile High Connects  
Mile High United Way  
Krystie Millich & Terry Read  
Terri Monley  
Nan Morehead  
Carol Morgan  
Sarah Morris  
National Domestic Workers Alliance  
National Employment Law Project  
National Partnership for Women & Families  
Zachary Neal  
NEO Philanthropy  
Anne Olson  
Ashley Onkst  
Open Society Foundations  
Nan Orrock  
OUR Walmart  
Phyllis Owens  
Natasha Pantelides  
Brock Parker  
Lauryn Parker  
Snehal Patel

PatLow Fund  
Capie Polk & Jess Bailly  
ProGeorgia  
Progressive Promotions  
Kavita Rajanna  
Edward Ramthun  
Lynne Randall  
Thomas Rauch  
Connie Reavy  
Nancy Reichman  
RESIST Inc  
Ann Rhodes  
Diane Riffel  
Roberta Ritvo  
Mary K Roarabaugh  
Chaer Robert  
Keisha Robinson  
Elizabeth Roma  
Rose Community Foundation  
Richard Rosenblatt & Marti Houser  
Ruth Sanchez  
Jina Sanone  
Mary Santanello  
Jeri Scott  
Joann & Jesse Scott  
Gretchen Seefried  
Dell Shanahan Swearer  
Barbara Shannon-Banister  
Bert & Karen Skellie  
Kelly Parks Snider  
Katy Sommer  
Southern Green Industries  
Dana St. George  
Matt Stanley  
Susan Sternberg  
Stevenson Family Fund  
Tracey Stewart  
Frank Stricker  
Mary Strickland  
Irene Strohbeen  
Joan Taylor  
Atlanta Women's Foundation Inc.  
The Leadership Conference  
Rockefeller Family Fund

Thistle Community Housing  
Amanda Touchton & Robyn Ringuette  
Catherine Townley  
Bill Townsend  
UFCW Local 7  
UFCW Local 770  
Melissa Ugland  
Sonya Underwood  
United Food & Commercial Workers International Union (UFCW)  
Barb Van Hoy  
William Vandenberg Jr.  
VOQAL  
Anne Walentik  
War Tax Alternative Fund  
Jane Wasson  
Deborah Weinstein  
Wells Fargo Community Support Campaign  
Crystal Whetstone  
Kathy White  
Antonique Williams  
Carol Williams & Roderic Johnson  
Justin Willis  
Jan Wilson  
Gerrish Milliken Winky Foundation  
Wisconsin Voices  
Women's Foundation of Colorado  
Women's Fund of Greater Milwaukee  
Workshop Art Fabrication  
The Gordon Foundation  
Barbara Yee  
Erin Yourtz & Lawrence Bub  
Barbara Zack Quindel  
Gloria Zaragoza  
Jarcy Zee  
Suzanne Zilber  
Emily & David Zoeller  
Ruth Zubrensky

# THANK YOU! Movement Builders

Your monthly support is an invaluable part of our success. To become a Movement Builder, call 404-222-0001 or visit [9to5.org/movement](http://9to5.org/movement).

Kevin Abels	Sierra Lander
Liliana Alfaro Valle	Mickki Langston
Rebecca Arrichiello	Margaret Lewis
Sade Barker	Gloria Leyba
Linda Garcia Barnard	Wendy Limbert
Diana Bellamy	Christopher Lopez
Alea Benson	Xochitl Maldonado
Jonathan Biggerstaff	Mari McCoy
Melina Bixler	Megan McGee
Emma Bliesener	Brandee Menoher
Roshan Bliss	Linda Meric
Dr. Jane Bowers	Erin Miller
Lakisha Brooks	Shanese Moore
Benjamin Bull	Roweena Naidoo
Kate Burdess	Njeri Nantambu Bell
Regan Byrd	Cynthia Negron
Reginald Byrd	Elena Nunez
Cindia Cameron	Vanessa Nunez
Madison Cassels	Karen Nussbaum
Caroline Casteel	Jessica O'Donnell
Lindsey Challis	Debbie Olander
Pilar Chapa	Melody Owens
Wendy Chun-Hoon	Jennifer Palmer
Bruce Colburn	Jacquelyn Parkins
Catherine Connolly	Elizabeth Parmelee
Anna Coyle	Kevin Patterson
Rashatta Daugett	Bonnie Pedraza
Megan Davenport	Mary Phillips
Charmaine Davis	Melissa Pluss
Chris Davis	Shelby Ramirez Martinez
Ashley Dennison	Clint Rasti
Joe Deras	Thomas Rauch
Roberta Diephouse	Laura Reinsch
Rev. Mary Ann Dimand	Peter & Kelly Rickman
Dimitri Dounas-Frazer	Anaya Robinson
Chrissy Espinoza	Maria Ignacia Miranda Santis
Miriam Estrada	Christine Saunders
Sara Fitouri	Gina Schlesselman & Miguel Tarango
Corrine Fowler	Caitlin Schneider
Jeannette Galanis	Dana Schultz
Jordan Garcia	Kerry Schumann
Kris Garcia	Arlene Sgoutas
Marco Garcia	Renitta Shannon
Alice Gardner	Bianca Shaw
Page Gleason	Beth Sjulstad-Wolter
Shaun Golding	Jessica Smith
Nathaniel Golich	Suzi Smith
Maggie Gomez	Amy Stapleton
Victoria Gomez Betancourt	Tracey Stewart
Lisa Goodbee	Anna Tekippe
Martha Grant	Jacob Thelen
Lily Griego	Joe Thomas
Jill Gulotta	Stephanie Tierney
Dusti Gurule	Miriam Touchton
Indira Guzman-Sais	Sierra Trujillo
Benjamin Hanna	Dr. Shigueru Tsuha
Keely Harris	Justin Valas
Mary Harris	William Vandenberg Jr.
Aubrey Hasvold	Rhiannon Wenning
Matt Henley	Kathy White
Rev. Malcolm Himschoot	Mary Williams
Dianne Jennings	Jan Wilson
Candace Johnson	Kim Wilson
Bridget Kamnietzsky	Sandra Yip
Patrick Kelsall	Jessica Zender
Laura Kendellen	Christopher Zivalich
Lisa Knoblauch	
Elinore Krell	

## Financial Overview

for October 1, 2016 – September 30, 2017

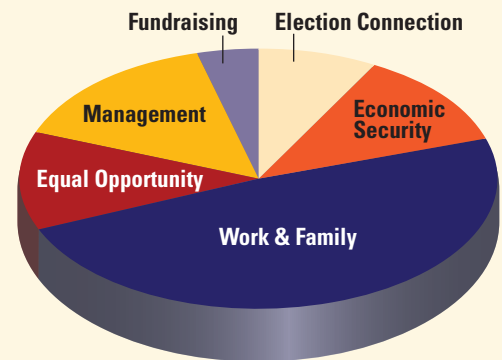
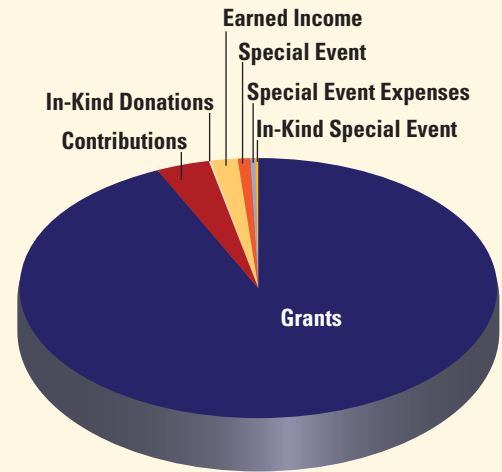
### INCOME

Grants	\$ 2,509,772
Contributions	90,740
In-Kind Donations	1,169
Earned Income	53,371
Special Event	20,100
Special Event Expenses	-12,566
In-Kind Special Event	-1,169
<b>Total Revenue in 2017</b>	<b>\$ 2,661,417</b>

### EXPENSES

Election Connection	\$ 159,402
Economic Security	239,103
Work & Family	956,412
Equal Opportunity	239,103
Management	294,286
Fundraising	80,589
<b>Total Expenses</b>	<b>\$ 1,968,895</b>

Change in Net Assets: \$692,522 | Net Assets, Beginning of Year: \$1,158,877 | Net Assets, End of Year: \$1,851,399



## 2017 National Board of Directors

Cathy Deppe, California  
Kris Garcia, Colorado  
De Ana Jimenez, Colorado  
Jerret Johnson, Michigan  
Charmaine Lang, Wisconsin

Marla Bexley Lovel, Georgia  
Julie Meyer, Wisconsin  
Kim Schofield, Georgia  
Gloria Smith, Georgia

Visit <https://9to5.org/about-9to5> for the current list of board members.

## Contact Us

For more information about becoming a member, call 404-222-0001 or visit [9to5.org](http://9to5.org).

For information about job problems and workplace rights, call our Job Survival Helpline at 800-522-0925 or email [helpline@9to5.org](mailto:helpline@9to5.org).

Stay connected with 9to5:



National Association of Working Women, 9to5  
207 E. Buffalo Street # 211  
Milwaukee, Wisconsin 53202

