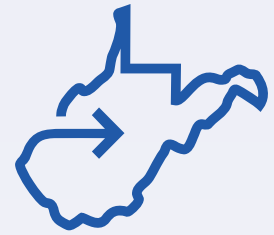


# WV WOMEN MOVING FORWARD

2019 MID-YEAR SNAPSHOT



## REMOVE BARRIERS TO THE WORKFORCE.

Logistics are among reported challenges to combat West Virginia's lowest workforce participation among women in the U.S.

- Help caregivers remain productive workforce participants by **strengthening dependent care for children and adults** through mapped services and best policies and business models for reliable care services.
- Build a statewide **WV Ready for Work network** to connect resource providers that supply needed work clothes and other supports; execute targeted clothing drives to benefit multiple nonprofits.

## TAKE STEPS TO ADDRESS WEST VIRGINIA'S PAY EQUITY.

The third-highest gender wage gap in the U.S. costs West Virginia women \$13.7 billion in lost earnings annually.

- Provide StartSmart **salary negotiation training** for college students at key locations across the state.

- Soft launch a **pay equity campaign** to raise awareness of disparities and encourage state businesses and organizations to pledge to understand, analyze and act and share best practices.

## ENHANCE EDUCATIONAL OPPORTUNITIES FOR GIRLS AND WOMEN TO HELP THEM REACH THEIR FULL POTENTIAL.

West Virginia women attain more educational degrees than men, yet make up less of the workforce and earn less at every occupational level.

- Hold focus groups with girls to determine their view of **implicit bias**' effect on education and career pathways and plan implicit bias professional development training for current and future educators.
- Investigate opportunities to promote West Virginia "**sheroes**" to motivate middle school girls and provide opportunities to access local women role models.

[wvforward.wvu.edu](http://wvforward.wvu.edu)  
[@WVForward](https://twitter.com/WVForward)

## BY THE NUMBERS



**150** volunteers

**104** organizations represented



**753**  
hours volunteered

**3** working groups

**105**  
meetings held

**1 vision: To Move WV Women Forward**