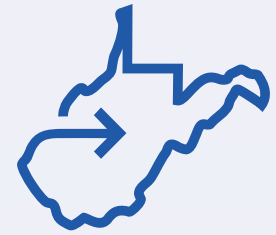


WV WOMEN MOVING FORWARD AT-A-GLANCE EFFORTS



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.
- Design a program for organizations to host targeted **Ready for Work** clothing drives that collect specific work clothes for local charities to meet needs.

TAKE STEPS TO ADDRESS WEST VIRGINIA'S PAY EQUITY.

West Virginia has a big opportunity to face a workforce barrier and strengthen the economic backbone of local communities by taking steps to address disparities in pay equity.

- Provide StartSmart **salary negotiation training** for college students 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, act and share best practices to move toward equal pay for equal work.

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 trainings on implicit bias in classrooms for current and future educations based on focus group and survey feedback.
- Investigate opportunities to promote West Virginia **"sheroes"** to inspire others.

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BY THE NUMBERS



175 participants

186 organizations represented

3,000+
hours volunteered

3 working groups

132
meetings held

1 vision: To Move WV Women Forward