



Business and Professional Women's Foundation

Women's Professional Empowerment Alliance

*Hosted by BPW/Massachusetts
July 27-28, 2012*





BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION

Mission: Empower working women to achieve their full potential and partner with employers to build successful workplaces through education, research, knowledge and policy.

1919 – National Federation of Business and Professional Women's Clubs were launched with a War Department grant to organize women to support the war effort

1956 - BPW Foundation incorporated as the first foundation dedicated to providing resources to, for and about working women

1983 – Name changed to Business and Professional Women/USA

2003 – BPW Foundation governance changes provide new make up for Board of Trustees

2004 – New BPW Foundation Mission: *To empower workingwomen to achieve their full potential and to partner with employers to build successful workplaces.*

2009 - BPW/USA merged with Business and Professional Women's Foundation



SUCCESSFUL WORKPLACES

BPW Foundation:

- Promotes and advocates for successful workplaces for women, families and their employers.
- Successful workplaces embrace and practice diversity, equity and work life balance.

BPW Foundation focuses on public policy and grassroots activism to ensure that key issues impacting women and families are addressed at all levels.





LEGACY PARTNERS AND SUPPORTERS

Legacy partners and supporters are the heart of BPW Foundation.



What you do:

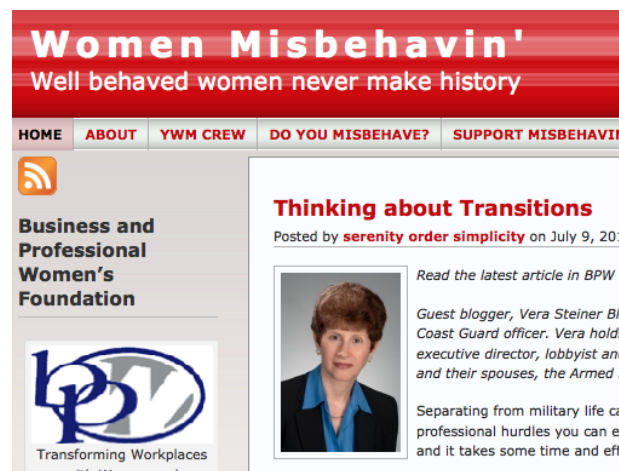
- Signature events
- Education and advocacy
- Writing or calling your legislators
- Signing up as mentors for women veterans and military spouses
- Providing scholarships
- Donations and financial contributions



LET'S STAY IN TOUCH

Sign up to get e-communications

- Website
- Facebook
- Twitter
- Linked In
- Blog





WHAT WE HAVE BEEN DOING?

Career Advancement Scholarships:

- Restarted in 2011
- Conducting 3rd round now
- Application and selection process handled by Legacy Partners
- 25 years of age or older
- within two years of completing bachelors degree
- attending accredited institution
- degree in a STEM or related field



WORKING WITH YOU



- Legacy Partner list on website
- Toolkits and materials on website
- Updated our WOMENomics® toolkit
- Added a Women Veterans Summit Toolkit
- The education work you do in your communities is vital to working women



WHAT WE HAVE BEEN DOING?





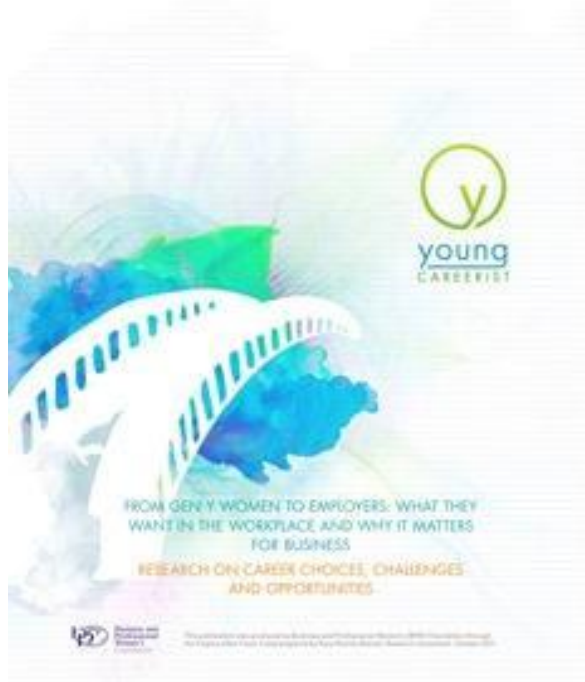
WORKING WITH OTHERS

- ASAE “In Honor of Women” - *Washington, D.C.*
- Colloquium on Global Diversity – *Washington, DC*
- National Coalition of Women’s Organizations – *Washington DC*
- Women Construction Owners & Executives (WCOE) - *Washington DC*
- Employer Roundtable for Joining Forces Mentoring Plus™ -*Chicago*
- ASPA’s Section for Women in Public Administration (SWPA), *Las Vegas*
- Greater KC American Society for Public Administration Awards Dinner, *Kansas City, MO Park University - Kansas City, MO*
- CGI America – remarks to Girls & Women’s Champions, Small Business Roundtable - *Chicago*
- Veterans on Wall Street presentation - *New York City*



WHAT WE HAVE BEEN DOING

Continuing our research on Working women



Women are Always "On": Broadband Survey Results

May 2011

Prepared by Business and Professional Women's Foundation

1718 M Street NW #148

Washington, DC 20036

(202) 293-1100

<http://www.bpwfoundation.org/>

Women and Broadband Survey Results

1

May 2011





EDUCATING ABOUT WOMEN'S ISSUES

[About HERvotes](#) [Top 12 Advances at Risk](#) [Coalition Members](#) [Press Room](#) [Swag](#) [Contact HERvotes](#)

HERvotes

[HEALTH](#) [ECONOMIC](#) [RIGHTS](#) [BALLOT MEASURES](#)

HERvotes Blog Carnival: Economic Security

by Terry O'Neill, National Organization for Women In time for Mothers Day, the 12th HERvotes blog carnival is dedicated to getting the word out about economic security for women, especially in their retirement years. Women need better benefits — not cuts — under social safety net ...



From Our Blogs



HERvotes Blog Carnival: It's Time to Pass the Paycheck Fairness Act!

By Fatima Goss Graves, Vice President for Education and Employment at the National Women's Law Center For this 14th #HERvotes blog

SEE THE 12 ADVANCES AT RISK

HERvotes on Twitter

 **Millicent8** nsure evry woman has opportunity 2 determine her future. Join #FPChat Wed. 8:45-12 EST w/ @girlieffect @MarieStopes @WRAGlobal #HERvotes
7 days ago · reply · retweet · favorite

 **Millicent8** Yet another vote to repeal health care? Tell Republicans it's time to move on. act.weareultraviolet.org/sign/moveon?re... #HERvotes
6 days ago · reply · retweet · favorite

 **YWCAUSA** Pls RT! What's at



ADVOCATING FOR WOMEN

With Congress:

- Family Fairness Act
- Healthy Families Act
- The HEART Act for Women
- Maintaining WANTO and the Women's Bureau funding
- Paycheck Fairness Act
- Violence Against Women Act
- Fairness in Women Contracting Act
- ERA Sponsorship





ADVOCATING FOR WOMEN

With the Administration, Agencies and the Courts



- Submitted comments to the Veterans Administration on their report on Strategies for Serving our Women Veterans, and to the Department of Labors Family and Medial Leave Act (FMLA regulations)
- Signed on in support of the Riker vs. Quinnipiac University Amicus Brief to support enforcement of Title IX



WE ARE RECOGNIZED





JOINING FORCES MENTORING PLUS™



Joining Forces for Women Veterans
and Military Spouses Mentoring Plus™

About ▾

Email

Password

Sign in

Reset Password

Welcome to Joining Forces for Women Veterans and Military Spouses Mentoring Plus™



Joining Forces Mentoring Plus™ provides resources, including mentors, subject matter experts (SMEs), and online connections to women veterans and military and veteran spouses to assist them obtain meaningful employment and a successful career of interest to them. This mentoring model is based on career and workforce development goals.

Apply to Join Today!

Mentee Applications

Connect with mentors and SMEs

Mentor Applications

Become a mentor

SME Applications

Share your subject matter expertise

Business Partner Signup

Enroll your business to help

Program Resources

.

www.joiningforcesmentoringplus.org



They Face Many Challenges



Another move

*Doctor visits for the
baby, and me, and him*



*Resume preparation
& Job Interviews*



Balancing the bills

*Additional Education
& Training*





PROFILE OF WOMEN VETERANS' CAREER & EMPLOYMENT ISSUES

- Women represent near **15% of the military**
- Women veterans **are 8% of the veteran population** and this percentage continues to grow
- **81% of military jobs** have direct civilian counterpart
- **70% of women veterans** have some college education, compared to **57% of male veterans**
- Yet during 2011, the jobless rates for Iraq and Afghanistan women veterans in the first through fourth quarters was 9.8%, 8.6%, 11.3%, and 16.8% respectively.



WOMEN JOINING FORCES ADVISORY COUNCIL

Congresswoman Susan A. Davis (D-CA) Member, House Armed Services Committee

Lynda C. Davis, ICF International; Fmr. Dep. Undersecretary of Defense

Brigadier General Evelyn "Pat" Foote, U.S. Army (Ret.)

Marsha Four, Philadelphia Veterans Multi-Service and Education Center

Brigadier General Barbara Goodwin, U.S. Air Force (Ret.)

Velma R. Hart, Thurgood Marshall College Fund

Joy Ilem, Disabled American Veterans (DAV)

Lucretia M. McClenney, Center for Minority Veterans, U.S. Dept. of Veterans Affairs

Gail McGinn, McGinn Consulting, LLC; Fmr. Dep. Under Secretary of Defense for Plans

Ruby L. Miller, Office of Operations Coordination, U.S. Dept. of Homeland Security

Betty Moseley Brown, Ed.D., Center for Women Veterans, U.S. Dept. of Veterans Affairs

William Offutt, Director External Affairs, Military to Medicine; Fmr. Hire Vets First, U.S. Dept of Labor

Kimberly Olson, Colonel, U.S. Air Force (Ret.), Grace After Fire

Glenna Tinney, U.S. Navy (Ret.), Military Advocacy, Battered Women's Justice Project

Irene Trowell-Harris, U.S. Air Force (Ret.), Center for Women Veterans, U.S. Dept. of Veterans Affairs

Linda Spoonster Schwartz, USAF (Ret), Commissioner of Veterans Affairs, State of Connecticut; President, National Association of State Directors of Veterans Affairs

Brigadier General Wilma Vaught, U.S. Air Force (Ret.), Women in Military Service for America Memorial Fndtn.

Danielle Corazza, U.S. Army and National Guard (Ret.), CEO, Applegate Solutions



BPW FOUNDATION'S GROUND BREAKING RESEARCH

Key Findings of 2007 Study:

- Current programs supporting the transition of women veterans have been designed with men in mind
- Women veterans often do not self-identify and are unaware of the services available to them
- Transition is multi-dimensional and is typically 4-7 years
- Programs and services must be tailored –one size does not fit all
- Many women veterans return home to care giving responsibilities
- They are proud, they are resilient, they are talented, and...



KEY SUMMIT FINDINGS

- Women Veterans are skilled workers and leaders
- They experience various challenges uniquely from men, in re-integration into their work life, their families and communities.
- Women veterans lack awareness of their benefits and have less experience with mentoring and networking.
- Women veterans are more likely to be unemployed or underemployed than male veterans
- Employers recognize benefits of hiring and mentoring women veterans, but have difficulty finding them







UNACCEPTABLE SITUATION RESULTED IN A BPW CALL TO ACTION

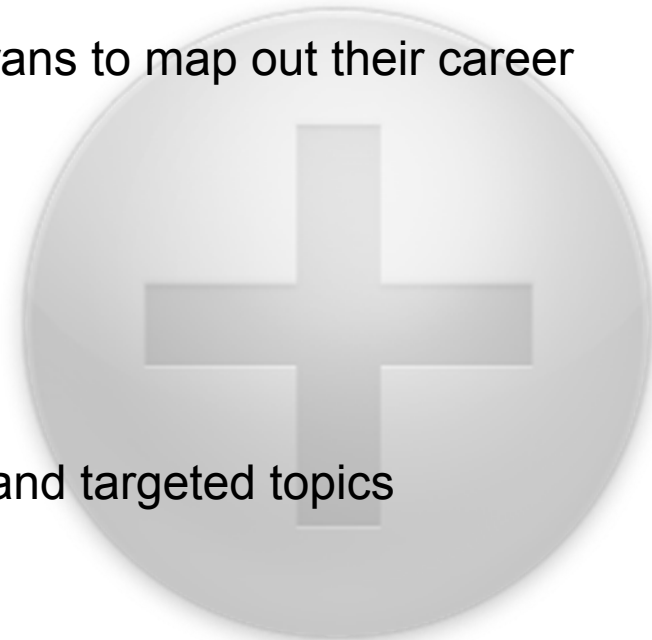
BPW Foundation developed a mentoring model that:

- **Responds to women veterans'** needing awareness and guidance on available support and employment resources
- **Recognizes multiple roles impacting women veterans** and their access to jobs – caregiving demands, knowledge of transferable skills and credentials, supportive network
- **Provides workforce transition mentoring model** – Working-Women-Helping-Women-Work™ brings experience, expertise, guidance and encouragement
- **Includes individual plans**, networking, entrepreneurship exploration, and job retention support



WHAT'S THE “PLUS” IN MENTORING PLUS?

- **High Tech and High Touch:** Meeting women veterans where they are; serving all eras, ranks and skill levels
- **Evidence-based program** ensures relevance to the needs of women veterans
- **Individual Development Plans** empower women veterans to map out their career path
- **Sustained and outcomes-focused** mentorship
- **Special events**- webinars, chat rooms, social networks
- **Subject Matter Experts (SMEs)** from multiple sectors and targeted topics
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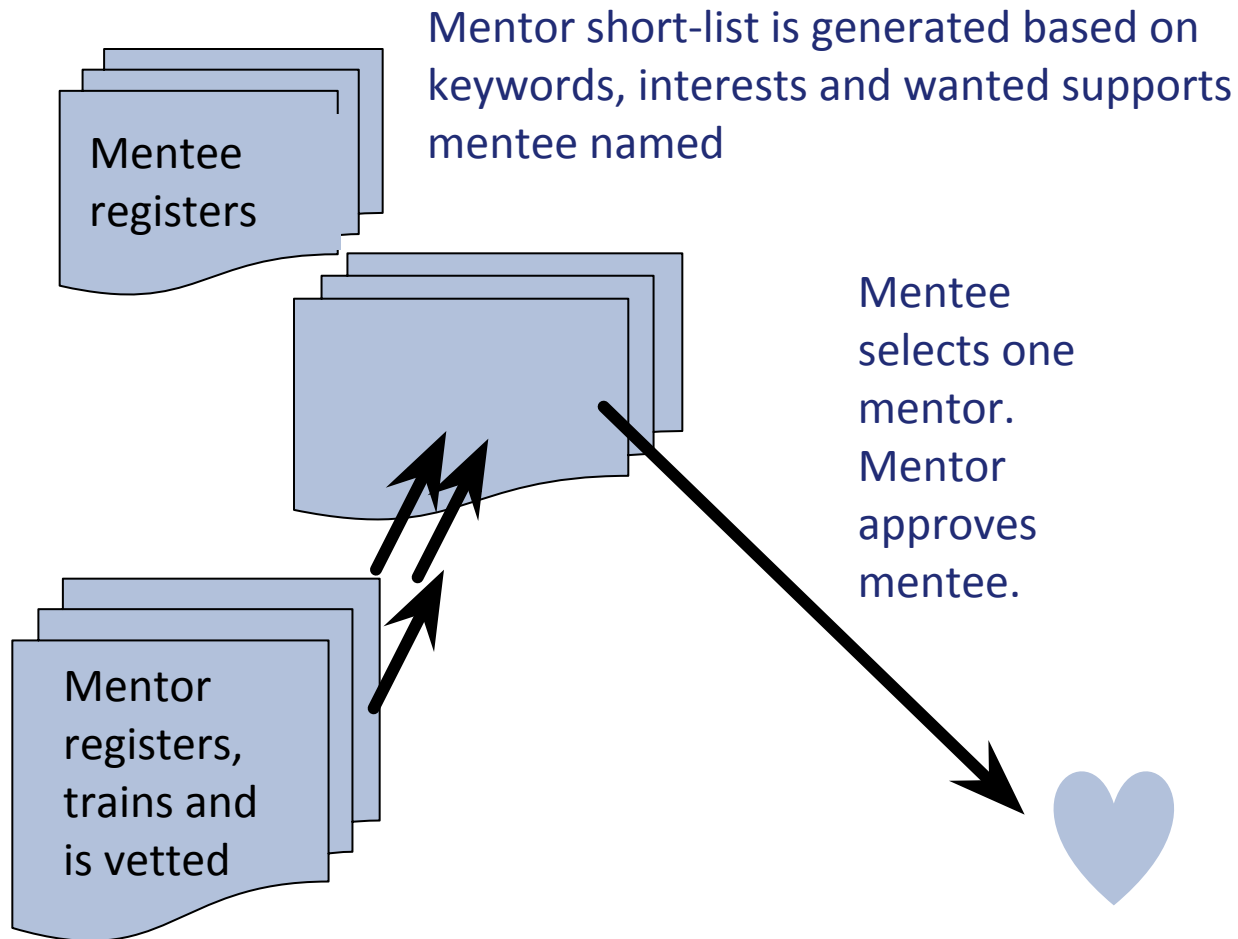




FREE HIGH-TECH, HIGH-TOUCH MENTORING FOR
WOMAN VETERANS AND MILITARY SPOUSES
THROUGH BPW FOUNDATION'S JOINING FORCES
MENTORING PLUS™



Joining Forces Mentoring Plus™ Process



Ongoing
multi-pronged outreach
and support in
employment,
educational and
professional arenas.

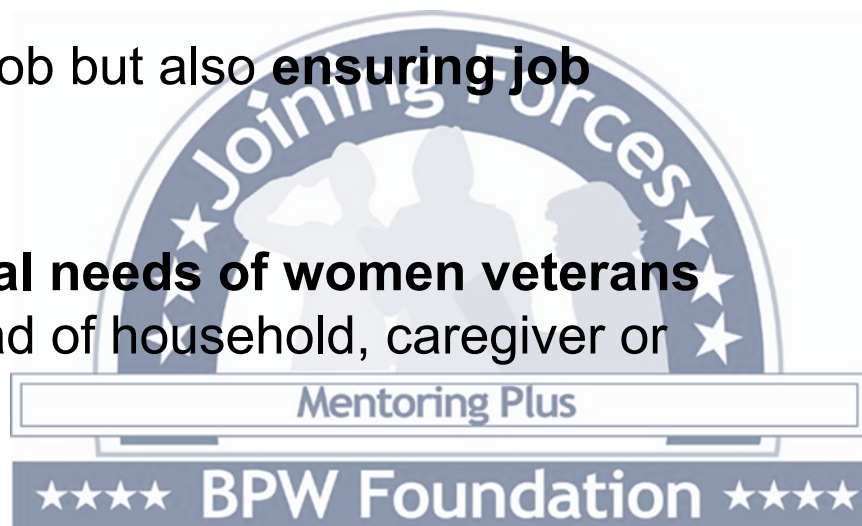
-IDPs
-SMEs



JOINING FORCES MENTORING PLUS™

BPW Foundation's **Joining Forces Mentoring Plus™**

- **Working-Women-Helping-Women-Work™**: Experienced women volunteer to help women veterans and military or veteran spouses navigate the career transition or small business development
- **Training and resources** available for mentors
- Mentors commit beyond getting the job but also **ensuring job retention and advancement**
- Mentoring model accounts for **special needs of women veterans** in managing other roles including head of household, caregiver or military spouse





JOINING FORCES MENTORING PLUS™ AND YOU

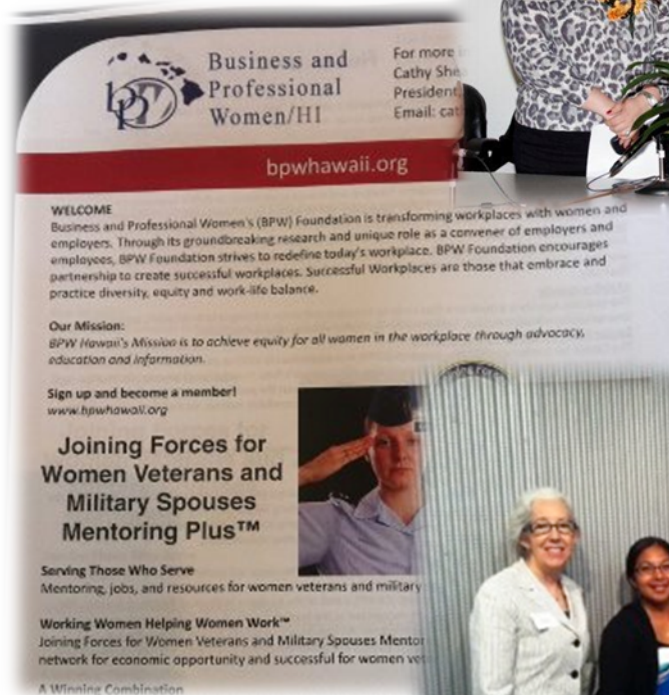
- **Sign up as a mentor!** Encourage others to do the same
- **BPW Legacy Partners help recruit** mentors via social media, website, newsletter articles
- Make contact with your state's **Veterans Affairs director**
- **Reach out to women veterans** in your community
 - Include in your activities
 - Sponsor a joint event
 - Attend a job fair and share info about Joining Forces Mentoring Plus™

Working Women Helping Women Work™



STATE AND LOCAL...

- Hawaii/BPW created their own poster for a veterans job fair
- Hawaii/BPW with Women's Caucus supporting package of legislation supporting women vets





STATE AND LOCAL...





JOIN US IN SERVING THOSE WHO HAVE SERVED.

- Become a Mentor, Subject Matter Expert (SME) or Mentee
- Sign up online at: **www.
JoiningForcesMentoringPlus.org**
- There is a role for everyone to play. Our mentors and mentees are women of all ages, eras, ranks and skills.





Business and Professional Women's Foundation

*Transforming Workplaces
with Women and
Employers*

*Helping women veterans
transition to successful
civilian careers*

