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WOMEN'S FOUNDATION
FOR A GREATER MEMPHIS

The Women and Children's Status Report: Tennessee and Shelby County

With a Special Look at Women's Philanthropy in Shelby County



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EXECUTIVE SUMMARY

This report aims to develop our understanding of the status of women and children in Tennessee and Shelby County. It is also a celebration of women's philanthropy and nonprofits in Shelby County. This report offers a special look at the state of women's philanthropy through the perspectives and experiences of donors to the Women's Foundation for a Greater Memphis and presents new insight into nonprofits serving women, girls, and other marginalized populations. Through surveys and interviews, this report uncovers Shelby County philanthropists' giving motivations and practices and the needs and organizational practices of nonprofits operating in Shelby County.

Crucially, this report provides an updated understanding of the status of women and children in Tennessee and Shelby County using publicly available data like the U.S. Census and the Bureau of Labor Statistics. This report covers indicators of women's poverty and economic security, employment, access to education, and overall educational attainment. Also included is an examination of the well-being of children, their access to economic resources, and children's education in Tennessee and Shelby County. Based on the findings that emerged from the analysis of publicly available data, surveys, and interviews, this report shares recommendations for advancing social change benefiting women and children.



LETTER FROM RUBY BRIGHT

When women do well, everybody does well.

This has always been the idea at the forefront of the Women's Foundation for a Greater Memphis (WFGM) and what drives our mission to encourage philanthropy and foster leadership among women and support programs that enable women and children to reach their full potential. Our goal is to create pathways and access to social and economic mobility for women by coordinating thoughtful networks of support to increase earned income and build an equitable labor force in Memphis.

For 27 years, WFGM has played a major role as a backbone organization aligning people, gathering resources, and coordinating community-based services through the Two-Generation Approach to reduce poverty. By focusing simultaneously on both the needs of the parent or guardian as well as the child, there is a greater opportunity to successfully address issues related to intergenerational poverty.

In our efforts to reduce poverty, we feel it is vital to highlight the overall status of both women and children to determine where we are and where we need to go from here. We know that focusing on the well-being of children helps to maintain their safety and enhance their development — which leads to positive outcomes as adults and a better overall community for everyone.

In Tennessee, women make up 48.2 percent of the employed population. Women are the majority in many occupations, and Tennessee is a leading state where women-owned businesses have increased their economic clout.

We recognize that economic advances for women have improved, but there is still much to be done. More women live in poverty than males in Shelby County, yet across Tennessee and Shelby County, women are the breadwinners for their families. This is why our work continues to be centered on advancing women and children and addressing the health and well-being of the family.

Thank you for seeking understanding of the issues important to Tennessee and Shelby County women. The health and well-being of women improve the health and well-being of everyone.

With gratitude,



Ruby Bright
President and CEO

THE WOMEN'S FOUNDATION FOR A GREATER MEMPHIS

For 27 years, the Women's Foundation for a Greater Memphis (WFGM) has played a major role as a backbone organization aligning people, resources, and coordinating community-based services through a multi-generational approach.

MISSION

To encourage philanthropy, foster leadership among women and support programs that enable women and children to reach their full potential.

VISION

To be an agent of change committed to a community of well-being and prosperity, where women live in sufficiency, strength, and safety, sharing their leadership and empowering their children.

PHILANTHROPY

Since 1996, WFGM has awarded over \$34 million to more than 560 programs involving more than 182 local non-profits, including investments in advocacy and research.

LEADERSHIP

WFGM is led by a 35-member Board of Directors and an 11-member Board of Trustees representing a cross-section of philanthropists, business leaders, marketing professionals, entrepreneurs, and industry experts.

COLLABORATION

WFGM leverages local and national partnerships, expanding our economic footprint and garnering millions in grants to support and implement services geared towards the economic security of women and their families while continuing conversations to tackle women's issues.

Young Women's Initiative

Launched in 2016, WFGM's Young Women's Initiative (YWI-Memphis) seeks to increase equal access to opportunity, economic security, safety, and leadership for and with young women of color. YWI-Memphis is focused on building leadership and advocacy for positive change for young women and girls ages 12-24. The initiative is designed to be girl-led from start to finish.

Digital Inclusion Initiative

In partnership with the University of Memphis, the City of Memphis, CodeCrew, Knowledge Quest, Urban Strategies, and Start Co., WFGM launched the 38126 Digital Inclusion Initiative that will connect 1,000 households in South City (over three years) with internet access; provide digital literacy training and education; improve the home environment; and build a technology lab for instruction and self/peer-to-peer learning opportunities.

Greater Memphis Financial Empowerment Center

WFGM is the fiscal sponsor for the Greater Memphis Financial Empowerment Center (GMFEC) that was launched in 2019. GMFEC provides free one-on-one financial counseling to assist clients with opening bank accounts, reducing debt, increasing savings, and increasing credit scores.

South City Collaborative

Representatives from various organizations and institutions, along with community residents, meet regularly to discuss and plan the implementation of programs to benefit the 38126 community. WFGM has allocated over \$7.1 million in grants to provide direct services in zip code 38126.

Evidence2Success

WFGM has partnered with the Annie E. Casey Foundation, making Memphis one of seven cities in the country to implement the Evidence2Success program. The framework uses an evidence-based approach to promote healthy outcomes for children and youth in zip code 38126.

Women's Economic Mobility Hub

Funded by the Bill and Melinda Gates Foundation, Women's Economic Mobility Hubs improve the economic opportunities for women in their individual communities.

VISION 2025

The overarching purpose of Vision 2025 is to increase investment and reduce poverty in five Memphis neighborhoods by 2025.

GOAL 1:

SUSTAIN IN 38126

Improve economic and social outcomes for Memphis women and their families.

GOAL 2:

DESIGN SYSTEMS FRAMEWORK

Build a network of resources aimed at creating a high impact pipeline of job opportunities.

GOAL 3:

STRENGTHEN THE ORGANIZATION

Assess the organizational sustainability requirements to help strengthen WFGM's overall capacity and growth plan.

GOAL 4:

AMPLIFY OUR

STORY Increase our leadership influence through strategic communications.

GOAL 5:

REPLICATE THE MODEL

Build new collaborative partnerships to replicate the WFGM neighborhood-based, poverty-reduction model.

METHODOLOGY

Data Collection and Analysis

This report results from a mixed methods study. Gathering data involved collecting publicly available datasets, including data from the 2020 U.S. Census and the Bureau of Labor Statistics. Two surveys occurred in August and September of 2022 - one of Shelby County philanthropists and one of grantee partner organizations of the Women's Foundation for a Greater Memphis (WFGM). The survey of donors who support the WFGM achieved a 26% response rate, while the grantee partner survey achieved a 47% response rate.

Interviews took place with five women philanthropists in Shelby County and occurred in August and September 2022.

Publicly available datasets were analyzed for descriptive statistics and critical findings. Survey results were generated through the survey software and analyzed, along with interview transcriptions, and coded for themes, patterns, similarities, and differences.

Study Limitations

There are limitations to using publicly available secondary data when compiling a report on smaller specific populations, such as women and children of color in Shelby County, Tennessee. Thus, not all indicators explored for this report are at the exact level of specificity desired, such as by gender, race, and Shelby County. This report also relied heavily on U.S. Census data.

The scope of the report is also limited and does not include data specific to non-binary individuals, the LGBTQI population, or persons with disabilities. Lastly, given that it adopts a historical perspective, this report does not capture the full and lasting impact that the COVID-19 pandemic has had on women and children in Tennessee and Shelby County.

Measuring the Status of Women and Children

Comparisons occur in the status section of the report between women and their male counterparts and Tennessee and Shelby County, as well as U.S. comparisons where available. Historical comparisons are offered when the data allows, as are by gender by race. The Federal Interagency Forum on Child and Family Statistics highlights seven key indicators of child well-being: family and social environment, economic circumstances, health care, the physical environment and safety, behavior, education, and health.ⁱ This report examines child well-being through social environment indicators, economic circumstances, and educational status.

CELEBRATING WOMEN'S PHILANTHROPY IN SHELBY COUNTY

Interviews

with Women Philanthropists

Edith Kelly-Green

Dr. Rosie Phillips Davis

Dorcas Young Griffin

Ellen Cooper Klyce

Deborah Clubb

EDITH KELLY-GREEN

BIO AND STORY

Edith Kelly-Green was born in Oxford, Mississippi, and raised by her grandmother, Christine Mitchell Hickonbottom, who supported the two by working as a maid on the University of Mississippi campus. Although her grandmother only had a sixth-grade education, she wanted her granddaughter to be a teacher, the only profession that black women could aspire to at that time.

Edith was accepted to the University of Mississippi: the very same school where her grandmother worked as a maid and where not so long before, black people were not allowed to attend classes. As you might guess, Edith's grandmother was quite pleased.

Edith graduated in three years as an accounting major and accepted a job offer at Deloitte and Touché (now Deloitte), a 'Big Eight' public accounting firm at that time. She was the first professional employee of color and one of few women to be hired in the Memphis office. She passed the Certified Public Accountant (CPA) exam, a feat that one of her accounting professors said would never happen, and was the first black female CPA in the state of Tennessee. She also holds a Master of Business Administration degree from Vanderbilt University.

After Deloitte, Edith went to work for Federal Express Corporation as a Senior Accountant. She rose through the ranks of Manager, Managing Director, Vice President of Internal Audit and Quality, Vice President of Purchasing and Supply, and Chief Sourcing Officer, and she was the first black woman to attain Vice President status at FedEx.



"Philanthropy has no limits. The objective is, do you make a difference in someone's life? Are you helping someone move to that next step either in their lives or to fulfill their dreams? Are you helping them to be better than they are now and perhaps even better than you?"

EDITH KELLY-GREEN

As Vice President of Internal Audit and Quality, she reported to Fred Smith, the CEO of FedEx.

She received three Five Star Awards, the highest performance award at the company. Mrs. Kelly-Green represented FedEx as interim CEO of Aeroexchange, a multi-airline global e-commerce marketplace formed by FedEx and eleven other major airlines. After her 2003 retirement, she and her family founded The KGR Group, which owns Lennys Grill and Subs franchises and Wimpys Burgers and Fries and invests in local real estate.

Ms. Kelly-Green has served on the Boards of the Institute for Supply Chain Management, Paragon Bank, Applied Industrial Technologies, Inc. (NYSE), BULAB Holdings (Buckman, Labs), The University of Tennessee Medical Group, the Advisory Board of Baptist Women's Hospital, Regional One Health Care, and Sanderson Farms, Inc. (NASDAQ). Currently, she serves on the boards of Hattiloo Theatre, Methodist LeBohneur Hospital Systems, and Mid America Apartments, Inc. (NYSE).

Civic activities/awards include induction into the Ole Miss Alumni Hall of Fame, and the Ole Miss School of Accountancy Hall of Fame, founding Chairman of the Ole Miss Women's Council for Philanthropy, where she endowed two four-year scholarships in honor of her grandmother, and mother-in-law. She is a founding member of the Memphis Women's Foundation, past president of The Links Incorporated, Memphis Chapter, and a Leadership Memphis graduate. In 2020, she was inducted into the Society of Entrepreneurs.

Additionally, she and eight other women founded Philanthropic Black Women of Memphis (PBWM), where grants are awarded to Memphis charitable organizations. She is a past Treasurer and

Chairman of the Audit Committee of Mississippi Boulevard Christian Church and a past member of the Investment Committee of the Christian Church Foundation Disciples of Christ. She is also a member of Alpha Kappa Alpha Sorority, Incorporated.

An avid runner, Kelly-Green has completed four marathons (26.2 miles) and over 70 half marathons (13.1), including one in all 50 states and on three continents (South America, North America, and Antarctica in 2020). Additionally, EKG is a long-term Grizzlies fan and a season ticket holder since they moved to Memphis. She reads and travels in her free time.

Ms. Kelly-Green's family consists of James M. Kelly, Jr. (Rita), an entrepreneur, a daughter, Jayna M. Kelly-Pearson, MD (Justin), five grandsons, and one granddaughter.

A 30-year breast cancer survivor, Edith tries to fulfill her earthly purpose believing that to whom much is given, much is expected! She strives daily to meet that expectation.

EDITH KELLY-GREEN

WHAT MOTIVATES YOU TO BE A PHILANTHROPIST?

I grew up with my grandmother in Oxford, Mississippi. My grandmother was a maid on the University of Mississippi (Ole Miss) campus. She worked as a maid, keeping the kids of Korean veterans who were attending school at the University going to school and going back to get their degrees after the war. And she had very little. I remember she worked for \$15 a week. That was in the 50s, but they would give her things, hand me downs, and if she couldn't use them, she would spread them around to other people in need.

My grandmother did not have a lot to give, but what she had, she would pass it around. That is where I was introduced to 'giving'. That is what my grandmother did. You shared what you have. If someone needed something, then you give it if you have it. And, of course, it wasn't about money because we didn't have any. That's why I'm so strong on philanthropy - that you don't just tie it to a dollar sign.

Everything was scarce, so you spread things around and shared what you had. Even when I was in high school, I wore clothes that had been given to her by the people she worked for. In the African American community, traditionally, we had very little. Still, even with that very little, we'd given back, or we shared that very little, whether it was money or testimony in terms of wisdom or experiences that you're passing down to others. That is of value.

CAN ANYONE BE A PHILANTHROPIST?

Everybody can be a philanthropist! When most people think of philanthropy, it is "I don't have a lot of money. I am not a philanthropist." But in this day and age and as I've gotten older, time and the ability to give time has become a scarce resource. Spending time with people who need your direction and experience is an important area of philanthropy that we generally don't consider. Giving yourself can often be a sacrifice. And you are giving/sharing the resources that you have. Not equal giving but equal sacrifice. You are a philanthropist, and as you grow and your bank account grows, you can give in that way too. But sharing your time, experiences, and wisdom makes you a philanthropist, in my view, and you should think of yourself in that way. I believe anybody and everybody can give something back and, thus, put the title 'philanthropist' on their resume.

"It concerns me that in our community which is over 50% African American, we have not moved the needle on poverty any more than we have. We are better than we were 40 years ago, but definitely not where we should be. I strongly believe that lack of education is the roadblock to elevating ourselves."

EDITH KELLY GREEN

ARE YOU STRATEGIC WITH YOUR PHILANTHROPY?

I'm a breast cancer survivor, so I'm particularly interested in health and healthy living. I'm a runner and I give back through these races because most organized races support a charity. I support St. Jude financially. My other focus is Education. When I was a kid in Oxford, Mississippi, my grandmother supported us as a maid at the University neither she nor I could attend. But education was a priority for her and after the 1962 integration of the school, I had the opportunity to go to Ole Miss right there in my home town. I believe education is the great differentiator. Nobody can take what you have in your head away from you, BUT they can certainly use lack of education as a reason to deny you an opportunity that you may be able to excel in, but you have not gotten a specific diploma or certificate. I support education through scholarships and have fully endowed a four-year, full tuition scholarship in my grandmothers' name and similarly in my mother in laws name also. Two other four-year scholarships will be fully funded upon my death. All of these scholarships are through the Ole Miss Women's Council for Philanthropy where I was the founding chairman in 2000. The Council, made up of 35 board members is still going strong: 174 scholarship recipients (of which five were on my scholarships). These scholarships have made a difference in so many kids' lives, most of whom have said they would not have been able to go to college without the financial support.

CAN PHILANTHROPY MAKE A DIFFERENCE?

I'm involved in several organizations where I can make a difference on broader scope: much more so than I can do individually. I also believe that we make a difference 'one person at a time,' and if you can raise the position for more than one at a time, that is great. But don't minimize the impact you can have by saying, 'I can't make a difference.' Changing one person's life will have a domino effect as they may be able to impact ten or more. We create excuses for not doing it because we think it doesn't make a difference. But I recommend focusing on your specific interest. This allows you to make a bigger difference, like giving \$10 to one need than \$1 to 10 needs.

WHAT IS THE IMPORTANCE OF WOMEN'S PHILANTHROPY?

Women control a tremendous amount of resources in this country. And many people don't know that. A lot of wealth in this country is managed, owned, and directed by women. Women have a different kind of sensitivity to the needs and who needs what. We may be more giving and more sensitive. We are more empathetic too. When we provide the tuition for a child, we also think about the other supporting pieces. Do they have clothes to wear? Do those clothes fit, and will the kid wearing those clothes fit in? How will the kid get back and forth to school, etc.? In my opinion, women do a much better job of addressing the comprehensiveness of the problem being solved.

EDITH KELLY GREEN

WHAT ADVICE DO YOU HAVE FOR WOMEN OR GIRLS LOOKING TO BE PHILANTHROPISTS?

Start with what you have. What can you bring to the party? And I'm not talking about money. It's giving time, mentoring someone, reading to kids, and sharing your story. How did you get to where you are? First, take an inventory of your assets. And have an open mind with that because what you think is worth nothing, others who are trying to get to where you are would be happy just to be there. What is your heart invested in? Invest in what is of interest to you. Are you into social change, health and fitness, and children's issues, and do you have a vision of what you want the future state to look like? You never know how something you do today will impact someone or something, even ten years from now: something you say or some act of kindness that may mean nothing to you, but it is that one push needed for someone to change their entire path in life. You never know when you are making a difference, particularly in a child's life.

Education allows people to be in a position to make a difference and to effect change. I may not have the wherewithal or the knowledge or time or even the lifespan, but education equips others who think differently, who think out of the box, and hopefully who will equip others to carry on well beyond any one individual's current reach. Education is the key to almost everything for almost everybody, particularly people of color. For us to even get our foot in the door, we must be overeducated, and although it is not right, that is still the way it is in many cases. We deal with it now and try to move to a position where we can change things. Education is the first step and the key to how you get into the room where you can make a difference. Education should ultimately put you in a position to have the financial and other resources to generate that bank account allowing you to cover the financial side of philanthropy.

WHAT DOES IT MEAN TO YOU TO BE A WOMAN PHILANTHROPIST?

Women have a different vantage point on philanthropy. I have more uniqueness because, during my early life, I was the recipient of philanthropic initiatives from others in terms of financing my education, mentoring and giving their time, hand me downs (clothes), and advocating to create opportunities for me. In all respects, I have tried to do the same thing for others, with time being my scariest resource now. When I encourage others, I am not swayed by their backgrounds and how hard it is or the often 'you are already where I am trying to be, and you don't understand how hard it is for me' comment. You see, I was where they are, perhaps even worst. I grew up in a house in Mississippi where I could tell you the weather report because I could see through the walls. It possibly could be worst than that, but probably not much. I'm a 30-year breast cancer survivor and still looking for my purpose, so I may be a bit more sensitive to my surroundings than some others may be.

WHAT IS ONE OF YOUR BEST PRACTICES?

Philanthropy has many pieces of the pie beyond money. It's easy to give money to many people and easy to influence how that money is used. But ask for the results too. If I give you the money, what am I getting from that? Does that mean your graduation rate will go up if it's a contribution to education, or what exactly happens as a result of my support? It's important that you command feedback. What is the return on my investment? Because when you give, you are investing. What is the result of your investment? If you ask me to give, and I do, I should look for something back, and that something back is the impact, the positive result, and the betterment of the problem we are trying to serve.

DR. ROSIE PHILLIPS DAVIS

BIO AND STORY

Dr. Rosie Phillips Davis is a professor of counseling psychology at the University of Memphis and past vice president for student affairs. She was the 2019 president of the American Psychological Association and previously served on APA's Finance Committee and Board of Directors, the American Psychological Foundation Board, the Council of Representatives for Divisions 1 and 17, and is a past President of the Society of Counseling Psychology (Division 17). She is a co-founder of the National Multicultural Conference and Summit.

Davis has served on the editorial boards of multiple journals, including the Journal of Career Assessment, and has authored numerous articles, book chapters, and two books. Her research and advocacy projects address poverty, the power of inclusion, multicultural vocational psychology, and ethics. One of her APA Presidential initiatives was Bringing Psychologists to the Fight Against Deep Poverty. Davis has received numerous awards, including the Janet E. Helms Award for Mentoring and Scholarship, the Distinguished Professional Contributions to Institutional Practice for APA Award, and two APA Presidential Citations, and was named an Elder by the National Multicultural Conference and Summit. Davis received her Ph.D. from The Ohio State University and holds a Diplomate in Counseling Psychology. In 2022, she received the Author S. Holman Lifetime Achievement Award from the University of Memphis.



"My mother was a woman who cleaned the homes of white women. I was in college when she got a job at Memphis Furniture Factory, and I asked her, "How do you feel?" She said, "I feel like a grown person." It was the first time she felt that way. Just changing the structures and the models for women makes a huge difference."

DR. ROSIE PHILLIPS DAVIS

WHAT MOTIVATES YOU TO BE A PHILANTHROPIST?

I grew up knowing I should give to the church. One of the things that I've always wanted to be is kind, so I pray to be a kind person. It's that spirit of being kind and helpful that made me want to give to and help others. When I was a little kid, I read a lot, and that's how I got my imagination going about living a different life than the one that I had. But I never had aspirations; I never had those; I wish I had a little more. And, when I was in college, "Black and Proud" came about. And that made me disavow wealth and talk about the community and community change. I began to be oriented that way, which was to my detriment because I didn't understand that wealth could be used for good. At the time, I shunned wealth. I learned that at the Women's Foundation. To see that you could make a difference and see those women use their wealth for good, for our collective good.

WHAT ADVICE DO YOU HAVE FOR WOMEN AND GIRLS WANTING TO BE PHILANTHROPISTS?

Women do step up, and women have always stepped up from the beginning up to forever. It's just a part of it. So, women will step up, and women will, women can do, women can understand. Women's philanthropy needs to be here to stay and grow. I think exposure to philanthropy, and for me, it is creating the ability to dream, to think about something else. To know the possibility of a different kind of life. I think it's pulling the women in, letting them see what is possible—meeting them where they are.

WHAT MOTIVATES YOU TO BE A PHILANTHROPIST?

The Women's Foundation sent me to a training by Kellogg for women working in fundraising.

The workshop leaders encouraged us to talk with the people for whom we were raising money; get to know them. I decided to follow that advice, so I said I would talk to these people and get to know them. I spoke to this woman who was taking a computer repair course. I found out she was running away from an abusive situation. She had a 16-year-old, 14-year-old, and 12-year-old, and she had taken on a little two-year-old that was not hers. She said, "I'm doing this for my children. I want them to see what is possible. I want life to be different for them." She was so inspirational to me. I realized her life would be different when I told her story and told people I was raising money for her. She could make enough money to take care of her children. When I see that, it is visible that I can change that woman's life. I really can change a family. I really can begin to change the community. I really can start to change society. That's my motivation for doing it.

"It is not about gender, and it is not about race, not about anything. I want to know if you can give; I think everybody's able. Look at the fact that the people with the least money in this country are Black, yet they give the most."

DR. ROSIE PHILLIPS DAVIS

ARE YOU STRATEGIC WITH YOUR PHILANTHROPY?

There are things that I care about. I have some things in my estate, like my undergraduate school, Elmhurst University. A couple of my friends who have wealth want to do a scholarship, and they will have my name on it. I can give one-tenth to one-fifth of what they can give. To do it, I must take it out of my mandatory deductions for my retirement. I just set that up, that I'm going to get my little part out of that.

I went to school without having to pay any money. They gave me a full ride. I already give back, and I want to give back more because they did well, as far as I'm concerned. I went to Ohio State without paying any money. So, I'm giving to Ohio State. And at the University of Memphis, when I was stepping down as vice president, I was on the elevator with a cleaning lady, and she was in tears. I said, "Well, what's wrong? Come to my office and tell me about it." She was going to be put out; she needed \$200. You need to help somebody when you get a chance to help somebody. So, they wanted to give me a gift when I was ready to step down. I said, "I don't want a gift. Let's see if we could create a fund to help people in situations like that." So, there's a Rosie Phillips Bingham Student Emergency Fund. The research showed that students could sometimes drop out because they needed somewhere between \$200 and \$500. They can get it now through this fund.

WHY DO YOU SUPPORT THE WOMEN'S FOUNDATION?

I did not have an original desire, image, or thought about raising money for women. [I was] asked if I wanted to be a part of a foundation that helped women and girls reach their full potential, and I said, "Of course." I thought it was going to be teaching them assertiveness skills. When I got into it, I learned that it's a foundation that will raise money to give to organizations that help women improve their economic situation.

And I fell into it. I don't know what made me stay, and it was getting to know the people and hearing what they wanted to do. And it was becoming convinced that women really, really would make a difference.

The change they made was different, and it was having a community, a collective of people. The Women's Foundation, when I saw them changing lives and the organizations we funded, keeps me involved.

"It is not just kindness and generosity. It's to make meaningful change. That's what it is about to me. It's not just giving your money; it's using things to make a difference in people's lives. And for me, that difference means making a difference in the world."

DR. ROSIE PHILLIPS DAVIS

WHAT IS YOUR HOPE FOR MEMPHIS?

I want Memphis to start to take care of our young people. That's what I want. We have done so much in public education but have yet to fund it enough, and we only get enough to those neighborhoods once we lose a whole generation of people. We need to be neighborhood focused and focused on young people and make it specific to improve the neighborhoods. There's a whole line of research that says the neighborhood you're raised in from when you are young will impact the amount of money you make when you're older. So, if you have a young child and move them to a better neighborhood, it can impact what they earn as adults.

WHAT ADVICE DO YOU HAVE FOR NONPROFITS LOOKING TO BRING IN WOMEN DONORS?

Tailor your message for your audience. That's always the right thing to do. So, if I'm chair of the board of the Women's Foundation, I'm here to tell you that I'll take some male's money. I will take it from anybody. It's just that I'm going to focus the money on improving the lives of women because they affect their families so much. I want to tailor that message to whichever audience I'm talking to, and we need to understand the audience. If you don't take time to know people, if you don't understand people and empathize with them and do good for them, you are making a mess. For any message you have, you need to understand your audience and tailor it to that audience, and they will do it. Most people are good. You got to know them. You got to go in there and talk to them. You can't be scared of them.

IS THERE POWER IN WOMEN'S PHILANTHROPY?

If you can tap into [women's innate response to care for others] to keep us going and the world going, there's something in us that makes us want to make the world better. It's part of caretaking, and there's something natural in it. And there's a social construct in it too. I like what the Women's Foundation is doing. I enjoy connecting the research; I like being involved with the community scientists- the people living in the community so that I can develop a greater understanding of the needs and how to make the necessary changes because people know what they need. If you ask them, give them a platform, and make it possible for them to have a voice, they will provide you with all the answers you need to get the job done. The Women's Foundation has always included research in what they do, and the more people do that, the more we can get clarity on what needs to be done. That's what makes change possible.

"We have got to make structural changes. And that's why when we talk about systemic racism or systems, you've got to change that. But in the meantime, that's where you do the smaller things. When I was board chair raising money, I told people the smallest amount I ever took from somebody was 15 cents from a kid. I said, 'you can be a philanthropist.'"

DORCAS YOUNG GRIFFIN

BIO AND STORY

Dorcas Young Griffin started her career with Shelby County Government in 2007, serving in several capacities, including Public Health Coordinator, Ryan White HIV Program Manager, and Deputy Director of the Division of Community Services. She has served as the Director of the Division of Community Services since January 2018. She has oversight of a division with a budget of over \$100 million and 250 employees providing various human and social services to Shelby County residents. During her tenure with the Division, she has been instrumental in the planning, developing, and implementing of several short-term and long-term housing initiatives, including the ongoing COVID relief Emergency Rent and Utility Assistance Program.

Dorcas graduated from the University of North Carolina at Chapel Hill with a B.A. in Sociology and the University of Memphis with a Masters in Public Administration. She is currently enrolled in the Urban Affairs Ph.D. program at the University of Memphis. She and her husband, Cleo, have two children, Alexis, a graduate student at NYU, and Carter, who is six and headed to kindergarten.



"Philanthropy is a lot more than the money that's given. It's about advocating for the issue, but more importantly, the people served. You do that through your conversations. Your conversations change how you treat people, change how you lift up other people when you're in places of power. I think that's the real power of philanthropy."

DORCAS YOUNG GRIFFIN

WHAT MOTIVATES YOU TO BE A PHILANTHROPIST?

I would start with my work with Shelby County Government, being the Director of the Division of Community Services. There is so much intersection with the direct service work of many nonprofits and some of that overall convening responsibility that many foundations and other funders have. Some of the relationships I've built there have led me to have a really different lens on how important it is to be a contributor to the lifeblood of organizations and the work that sustains our folks here.

Some of my first experiences in philanthropy have been in church. My parents are pastors. I've always grown up as a preacher's kid, and being a giver is just part of one of our faith's tenets and traditions. Understanding that there is a certain percentage of your treasure, your time, and who you are needs to go to something outside you. I've always given in church. It was natural understanding [and it is] the same kind of philosophy for nonprofits and foundations.

I'm in this lane of doing what I can within legal and ethical realms to help nonprofits to have the infrastructure to be positioned to do what they need to do.

WHY SUPPORT THE WOMEN'S FOUNDATION?

The Women's Foundation... I trust their ability to vet out those organizations, go through a process, and do all the organizing. And quite honestly, I, and probably a lot of women, don't have the time or energy to figure out whom I take my thousand dollars and cut it up four different ways. That's a lot of work. When you have the power of an organization that can do that for you and you trust that organization, it's a value... Just even looking at what the Women's Foundation has been able to do to shift the narrative and landscape of 38126.

ARE YOU STRATEGIC WITH YOUR PHILANTHROPY?

Certain causes really resonate with me. My parents being pastors, and my dad's day job was as a chaplain at the local hospital. He has been really in the mental health field for years. I find myself personally drawn to those issues or those organizations that try to get people connected with mental health treatment. And I'm a mom, so kids, when you do anything for the babies, I'm always really thoughtful about those things that help build up our kids with skills that they need to just thrive. Housing is the other place that [I give]. I'm a person that believes you can't get anything done on behalf of a family unless they have somewhere safe to live. Housing organizations resonate with me as well.

DORCAS YOUNG GRIFFIN

WHAT DO YOU HOPE TO ACHIEVE WITH YOUR PHILANTHROPY?

Utopia. We want a world where people feel safe, they feel seen, and people can thrive. And that doesn't mean that everyone is rich, but it means that everyone has what they need to just have peace. For me, that's a pretty lofty general goal, but just those things that chip away at one person or family getting into a place of being able to have peace and thrive where they are and have their needs met. That is what I hope my philanthropy does. I think that philanthropy makes it possible to see one person or family move from a place of chaos to stability. I'm hopeful that my philanthropy will help at least one person, one family.

WHAT MORE CAN WOMEN'S PHILANTHROPY DO?

Whether we have money or not, we [women] are the ones that are likely in charge of finding things for our house, for our kids, for ourselves. There are some opportunities to band together to make some decisions and show the power that we have. The Women's Foundation they do this thing, the Power of the Purse. I'm always struck by that name because I recognize just collectively our collective purse; it really can motivate some things to happen. So, if there is some effort to invest in women or ways that we can use our money, our general money, to make people make some policy changes or make some changes on behalf of women, we should consider it.

WHY IS WOMEN'S PHILANTHROPY IMPORTANT?

When I talk about the power, the whole idea of not just the money, but the advocacy, the support, the lifting up of the people, I think women for so long have been on the other end of power, the other end of resources. It is critical that we have women that are giving their money, their talents, their time, their advocacy, and their power in spaces where a lot of times, there are still women who are left behind. It makes a difference for us to advocate for other women, and our philanthropy does that. It's critical, particularly in a place and space like Memphis where the folks that are likely to be in poverty, you're talking about women, moms, sisters, aunts, grandmas. It's just critical to give our power to our sisters, our folks, and our women from other women.

WHAT ADVICE DO YOU HAVE FOR WOMEN LOOKING TO BE PHILANTHROPISTS?

When I think about my grandmother and my mom, my daughter, I think about these generations; each generation has been able to exceed or meet the dreams of the previous generation. My grandmother was a giver, and my mom is a giver. I am, and I can see it in my daughter now. I think, as a woman of color when we have histories that many times involve a lot of traumas. That trauma, those stories, it's just a part of who we are. The idea of being a giver and how that shifted each generation for the better. How philanthropy, not just giving money, but your time, resources, support, and advocacy, how can be generational. For women of color, that's powerful because we want so much for the next generations... We know from whence we came.

ELLEN COOPER KLYCE

BIO AND STORY

Ellen Cooper Klyce is a fifth-generation Jewish Memphian on her mother's side and the child of an Anglican immigrant on her father's side. For much of her life, she has wondered where and how she belongs. Educated at White Station High School, she went to Harvard College as a National Merit Scholar, graduating cum laude in general studies. Much later in life, she received a Master of Arts in Religion summa cum laude from Memphis Theological Seminary. An early career as a television producer in Pittsburgh, PA, gave her the opportunity to help create Evening Magazine, which was then spun off as the nationally syndicated and award-winning PM Magazine. As a TV producer, she was responsible for creating feature stories and documentaries, a powerful education in community connectivity and community challenges. She returned to Harvard to become a development officer, working on a \$300 million Harvard College Capital Campaign. At the time, it was the biggest campaign any college had undertaken.

Marriage to Brig Klyce brought her home to Memphis, where she became the first Director of Development for Memphis Academy of Arts, later Memphis College of Art. She and Brig had three children; when the youngest died suddenly and unexpectedly at age seven and a half, Ellen returned to school and ultimately became a spiritual director in private practice.



She holds a Diploma in the Art of Spiritual Direction from San Francisco Theological Seminary.

Ellen has served as a regional director of the Harvard University Alumni Association, a member of the Advisory Committee of the Memorial Church of Harvard University, and on numerous community non-profit boards, including WKNO, the Women's Foundation of Greater Memphis, St. Mary's Episcopal School, the Hospitality Hub, the Community Foundation of Greater Memphis, and the Assisi Foundation of Memphis. In 2014 she was honored as Outstanding Philanthropist of the Year by the Memphis Chapter of the Association of Fundraising Professionals.

ELLEN COOPER KLYCE

WHAT INSPIRES YOU TO GIVE?

Connecting people with other resources, connecting people with people. It's all healing around the world. It's doing what's mine to do. Now, some things are not mine, and that's a discernment piece. I did figure out years ago for myself that, for me, it's a three-legged stool. And the three things I really want to give to and I care about. Beauty and the creation of beauty. I care about social justice, equity, and personal transformation. That's what I will give if somebody asks me because it's a relationship, and I wouldn't want them to tell me "No." And, so I'll give... Then, there are some, like the Women's Foundation, which is all three. So, it's, "okay, I'm truly in." This is more recent than not, but I have a real drive for reparation... I don't think that's going to happen, but I can give the preferential option to give to organizations run by Black women. I can give the preferential option to give to Black women who solicit... Individually, you can take it on and do your piece.

WHAT MAKES WOMEN'S PHILANTHROPY UNIQUE?

Partly because we haven't had the history of... power and privilege and financial resources, partly because of nature and nurture. My experience is that we are often inherently more relational. One of the things I learned was about different forms of power. I remember at the time thinking mostly what we see is power over - dominant power. What I have been able to participate in in the nonprofit sector is nurturing power. And that's the power with which I want to engage. That's what I want to encourage.

WHAT IS YOUR ADVICE TO WOMEN AND GIRLS LOOKING TO BE PHILANTHROPISTS?

There is a prayer from St. Ignatius, and the prayer is to examine what provides enlivening feelings and what gives dispiriting feelings. It's a consolation and desolation, and it provides that experience of being a part of the rhythm of life. I call it being connected with a flow that tends toward the freedom and well-being of all creation. It's inherent in us. Our ethical behavior is what helps bring that about. It's not that we're going to get it perfect. The idea is to try to get it more loving tomorrow than we did today. And to be open to the next thing, to learning, to understanding, to appreciate. Being part of it in an organic way, the way life teaches us. So, I would say to a young girl, what delights you?

I think the first step is to find out what enlivens them. What is their need, not what is the organization's need? We all have needs, and people give for so many different reasons.

"I give to people. I don't give to programs or projects... I give to human beings in Memphis... [It's] the love of humankind. Why wouldn't I want to be a part of helping?"

ELLEN COOPER KLYCE

WHAT DOES PHILANTHROPY MEAN TO YOU?

A person who has hemochromatosis has too many red blood cells. That person needs to give blood because giving blood drains out the blood cells that they have too much of, and they are healthier. That's the essence of philanthropy - there are people who have too much. It's not only good for them to drain some off, but they'll be better off, the community benefits. It seems logical to me. It doesn't seem enlightened. How will it cost you anything? The very wealthy folks who don't have a charitable impulse, rather than spending fortunes barricading yourselves behind iron bars would you consider just siphoning off a lot of this excess capital so that everybody could go to school, so that mothers could buy what they need for their households, so that people could get the lives that they need and want, so that everybody who works has a livable wage? Would you if it made everybody's life better... so maybe your children would want to live in Memphis. How would you lose in that equation? It's not a pie. We just make more pies. Everybody gets a pie. Pie for all. I didn't grow up with the notion that I am the money I have.

WHAT IS THE SOCIAL CHANGE YOU HOPE TO SEE?

[Poverty], that's not philanthropy's job. That's society's job. That's the culture's job. We in the United States should have no one going to bed hungry. End of story.

A livable wage for me is not negotiable. That is not philanthropy. That's justice. A person should work 40 hours a week in this country and be able to feed their family. We have the resources. Poverty is not the poor's [doing]. Poverty is rich people's problem. Rich people have a problem. Nobody really needs to earn \$5 billion a year, but where's the check and balance on that...

"I'm interested in social change towards gender equity. That would be great, but that has to include intersectionality and race and all of those components that are so rarely discussed, particularly in feminism, which has a bit of a history."

"If we're meant to be beings of empathy and compassion to live fully realized lives, then we would do well to lead with that sometimes. Take the risks of vulnerability rather than the risks of refusing to engage in vulnerable relationships, vulnerable ways, and vulnerable thoughts. Women and children tend to be the most vulnerable of any society [and yet] they are our teachers."

ELLEN COOPER KLYCE

WHAT IS ONE OF YOUR BEST PRACTICES FOR GIVING?

I get solicitation pieces in the mail all the time. And, yet, I didn't want to just throw them all away because that doesn't feel good to me... So, what I started doing is anyone that I got that... I would open it up. I would put a \$20 bill in, and I would put a note, "Please solicit me again," and for now, I would say, "in September of 2023 and not before." I would put the \$20 bill in. I would put it back in their envelope. [They] have my note signed by me, and I send it. I keep a list. Then, the next time I get [a solicitation], I look, and I see, "no, they just sent me a letter six months ago. I'm throwing this away"... because I asked to engage in a respectful relationship... I'll give anybody who asks \$20; it won't be the end of the world for me.... I could feel I have integrity because I've been a fundraiser, but I also know it's important to listen. It's always about the relationship and getting feedback.

AS A FORMER FUNDRAISER, WHAT IS YOUR EXPERIENCE WITH GIVING BEHAVIORS?

The people who were the big donors were often the people who made their own money. The entrepreneurs who created their companies gave their money. The people who'd inherited their money were not nearly as likely to make big gifts because their wealth was part of their identity. I think maybe they thought of it as a pie. I am this pie. And if I give some of it away to Harvard, I will have less, and I will be less. I'll lose status at the yacht club, and I won't be able to buy as big a third home or whatever because this is who I am and what I have. Whereas people who came to Harvard on scholarship and made a gazillion dollars had lived without money. They made a fortune, but they could live poor again if they lost their fortune. Or perhaps they thought that if they made money the first time, they could make money the second time. They held it a different way. If the people at the top of this pyramid we've constructed chose to be generous, I think that's what would heal the world.

DEBORAH CLUBB

BIO AND STORY

Deborah M. Clubb is executive director of the Memphis Area Women's Council, an independent not-for-profit changing policies and attitudes to assure safety, justice, and equity for local women and girls. Founded in 2003, the Women's Council coordinates the Memphis Says NO MORE campaign to end domestic violence and sexual assault, hosts the annual Women of the Achievement awards program for change-making leaders, and fosters the "Violence at Home. Victims at Work." DV training for employers, among other initiatives.

For 19 years, with an activist board and committed cadre of donors and supporters, Deborah has carried the Women's Council strategies that advocate for strengthened rape survivor services; restored a dedicated local domestic violence court; reformed a failing rape crisis center; made criminal justice system more victim-centered; teach employers how to respond compassionately to domestic violence victims; recruit men and boys to an annual Walk a Mile in Her Shoes; exposed sexism and violence in local media images of women; collaborate to produce Run Women Run campaign training sessions; documented the economic impact of violence against women; demanded the appointment of women to an all-male City Council committee to rename city parks; researched sexual harassment in local schools and fostered leadership for girl activists.



"We think that the problem is that we aren't passing more laws, but really it's because we're not funding the enforcement and whatever mechanisms are necessary to make those laws have a difference in people's lives. Women supporting these social change efforts is literally critical to our safety and our ongoing hope for any kind of progress for women and girls."

DEBORAH CLUBB

Deborah was appointed in 2014 to Memphis Mayor Wharton's Memphis Sexual Assault Kit Task Force which oversaw shipping and DNA testing of more than 12,000 stored rape kits and continues to assure victim services, investigation, and prosecution related to those attacks. The Women's Council partnered with the task force to create the Memphis Says No More campaign, website, and materials.

She led a Women of Achievement team that created the Memphis Women's Legacy Trail, a print and online guide to spaces around the city where women made history. Deborah was project coordinator for the Memphis Women's Economic Security Collaborative, in partnership with the Women's Foundation; created and coordinated the Erase Domestic Crime Collaborative to undertake community outreach and awareness; was a member of the Operation: Safe Community domestic violence initiative for four years, appointed to the Victims of Crime Advisory League by Shelby County Mayor A C Wharton; advocacy partner for Shelby County's Blueprint for Safety Adaptation and member of the Tennessee Economic Council for Women Foundation.

Deborah was named Woman of Achievement for Vision in 1987, Victim Advocate of the Year in 2010 by the Shelby County Crime Victims' Center, and 2013 Voice for Victims honoree by the Tennessee Board of Parole and Department of Correction. She was chosen by Mayor and Mrs. A C Wharton Jr. for the 2014 Ruby Wharton Women's Rights award. She received a Distinguished Achievement Award from Transylvania University in 2016 and the Cynthia D. Pitcock History Award in 2022 from St. Mary's Episcopal School.

Deborah, with an MSJ from Northwestern University, was for 25 years a reporter and editor at The Commercial Appeal in Memphis. She and her husband, David Wayne Brown, owner of Splash Creative advertising agency, share a blended family of five children and 12 grandchildren.

More on the Council at www.memphiswomen.org.

DEBORAH CLUBB

WHAT IS THE SOCIAL CHANGE YOU WISH TO SEE?

The right social change I'm looking for is for all of us, whatever gender we are living, to be free to fully live with safety, justice, and equity in this society that we have in the United States of America. And certainly, in the one, we have been trying to build in Memphis and Shelby County. The fact that some of us are unsafe to move around our community, to go to school or to try to take a run for exercise or to park our car in our driveway... because we are female and presumed to be vulnerable or not worth much is just disgusting... I wish more of us would share our time and talent, and treasure toward making a world that we really all want to live in and share with our children.

DO YOU THINK OF YOURSELF AS A PHILANTHROPIST?

I was thinking, I don't. Then I thought, but one of the primary goals I think of the Women's Foundation has been to get us all past that, to get us to realize that anything that we care about in the community that we give any of our treasure and talent to is making us a philanthropist. There are organizations here and nationally for which, at the end of the year, I make sure to be writing checks or hitting an online button. I don't ordinarily think of myself in that way, but I do, in fact, frequently try to give money to help causes that I care about -- primarily that's women and girls.

WHAT MOTIVATES YOU TO BE A PHILANTHROPIST?

My long-time commitment to working for women and girls goes back to growing up in rural Kentucky and seeing women's voices not particularly valued in the way I began to think they ought to be. Then, in college, in the very early seventies, I was awakened to the second wave of feminism and the work for all kinds of barrier-breaking that we needed to do so that conditions could improve for women across our country in many different ways... from violent relationships to admission to law schools, to being able to buy a car without a man signing the note first and on and on from there. That interest and that passion have been with me for a long, long, long, long time. And women's voice and taking down barriers to our complete freedom and access to everything we deserve is an ongoing commitment.

I grew up on a farm, so you raised your own resources, and now I'm Executive Director of a small nonprofit, Memphis Area Women's Council. I know very well how many times we need to pinch the penny to do anything toward the kinds of massive change we need to make. Right now, we're at such a moment when many women, whatever they thought their political leaning was, or whatever "ism" they were or were not part of, I think many women are realizing right now that we're at a dangerous time. We're just at a really dangerous time when the next couple of dominoes that fall could have us in horrible trouble. It just doesn't take a lot, we've learned in the last few years, for things to slide in a very precarious direction.

DEBORAH CLUBB

ARE YOU STRATEGIC WITH YOUR PHILANTHROPY?

Primarily it's women's rights, reproductive rights, reproductive health access, and women's history. I'm a supporter of the National Women's History Museum project, and locally we do the Women of Achievement project. It recognizes local women's role as change makers and leaders throughout this community's history.

My thinking is to give money to organizations and missions that strive to make the world better, and it's not only women and girls. The Carter Center is on my list. Ballet Memphis is on my list. I'm sometimes most moved by the ones that seem to be a little bit of a David and Goliath... some entity, some group, some bunch of people who are trying to do something that really hasn't been done yet, or they're doing it in a situation that is clearly not in the mainstream. I like to think I'm sometimes helping those who don't have access to the big foundations or the big corporate donors.

WHAT IS YOUR ADVICE FOR NONPROFITS?

We've got to take action. We've got to tell our supporters and our donors and get more support and more donations to work on truly continuing to change and... respond to gender violence. Any nonprofit, whatever nonprofit is trying to build its donor base these days with all the competition for people's money, including inflation, should be specific about action if you can give those persons a way to be part of the action, and not only by spending their money, all the better.

WHAT ADVICE DO YOU HAVE FOR WOMEN AND GIRLS LOOKING TO BE PHILANTHROPISTS?

Do a thoughtful inventory of what you care about and what you see that needs to change. What worries you? What matters to you? It could be domestic violence and sexual assault, or gender violence. It could be poverty and the ridiculous disparities we have for housing, healthcare, and nutritional food in their communities. It could be climate change. It could be the horrible water available to some people in this country and the lack of safe water, certainly in Africa and so forth, where there is no water unless a woman or a girl carries it for several miles risking violence to do so. There are so many things that we can give to and support.

Think about what really matters to you, and start when you can start. Any amount given is a huge gift to the work, and I can promise you that every amount matters. Give your money when you can, and also look for places where you can give your leadership and your energy because those are valuable gifts as well. We are all always looking for those who care about the subject that we're working on and who want to share that hard fight. That can be money, that can be time and talent, and that can be encouragement.

"There's not any amount from any fund today, and in the years to come, that could be too much to work on the specific needs of the women and girls in this country."

DEBORAH CLUBB

WHY DO YOU SUPPORT THE WOMEN'S FOUNDATION FOR A GREATER MEMPHIS?

The Foundation grew from those early lunches where we went, "what about how much money went to the Boy Scouts and how few dollars went [to women and girls]." Many of us in the room could name the rich men who were funding the Boy Scouts and Boys Inc. and anything that was boys. We had to look around at each other... because, well then, where are the women? It's going to have to be women or men who are made to understand that there's an inequity here. Who will fix this? That, in my mind, was the root that led to the creation of the Women's Foundation.

I have been a supporter over the years, at least verbally, if not every year, to a financial level that I know they would love. At a point, they were granting to a range of organizations doing various kinds of programming for girls for women (such as) they need to have the right clothing or training for work. Then came this focus on 38126 and the kind of anti-poverty, real root disparity focus. Naturally, I wish they could do all of it, giving everybody (serving women) lots of money.

That's my understanding and appreciation for the arc the Women's Foundation has been traveling.

UNDERSTANDING WOMEN'S PHILANTHROPY IN SHELBY COUNTY



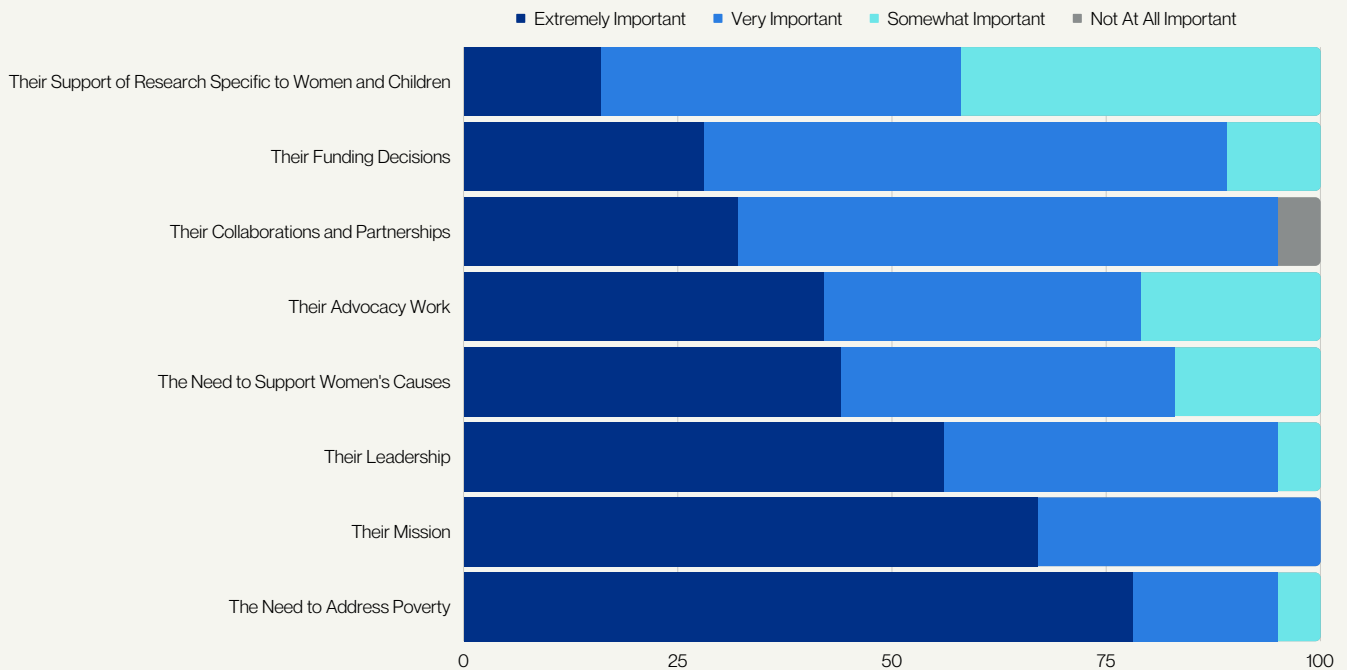
THE WOMEN'S FOUNDATION FOR A GREATER MEMPHIS

Survey of Donors

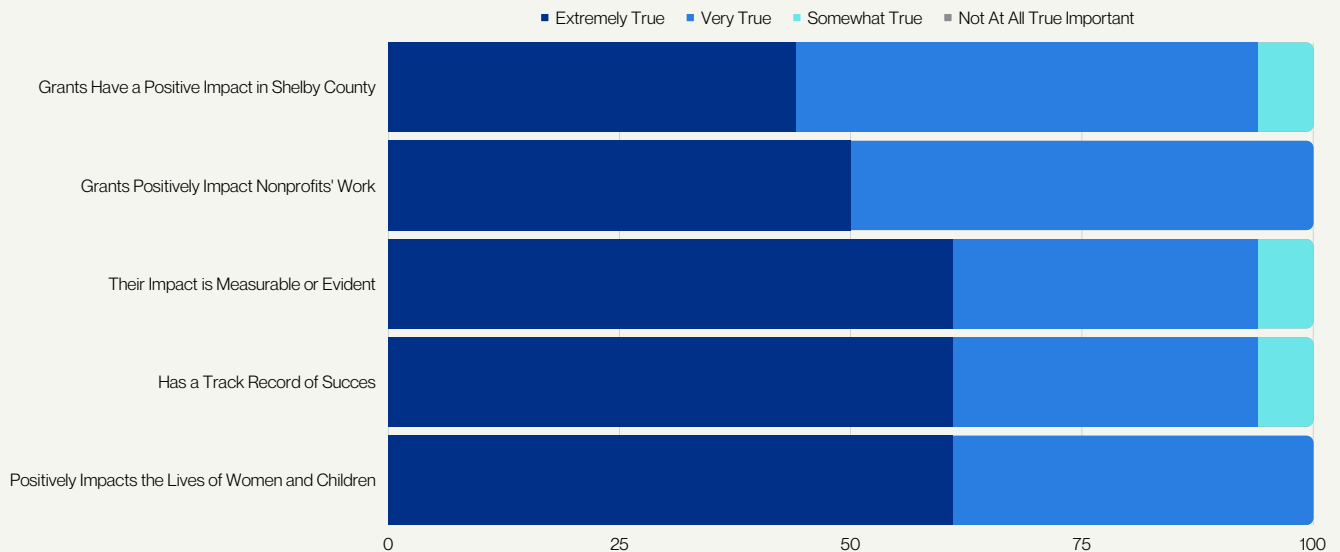
Findings Specific to the WFGM

Surveyed donors to the Women's Foundation for a Greater Memphis were asked why they support the WFGM and their opinions regarding the WFGM's performance. Findings indicate that the WFGM's philanthropic efforts to address poverty-related issues in Shelby County are an important reasons donors support their work. The WFGM is the only foundation in Shelby County dedicated to eradicating poverty in the region. Findings also suggest that the WFGM positively impacts the people and families served through their grants, the nonprofits they fund, and their broader community.

How important are the following to why you support the WFGM? (%)



How true are the following statements about the WFGM? (%)

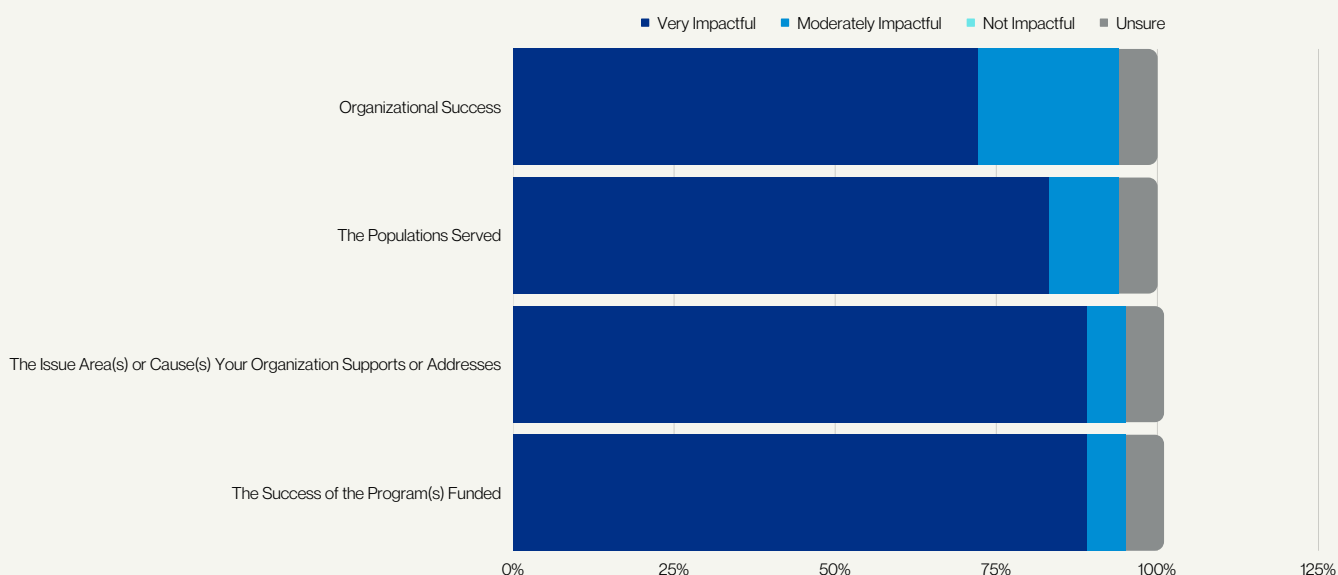


THE WOMEN'S FOUNDATION FOR A GREATER MEMPHIS

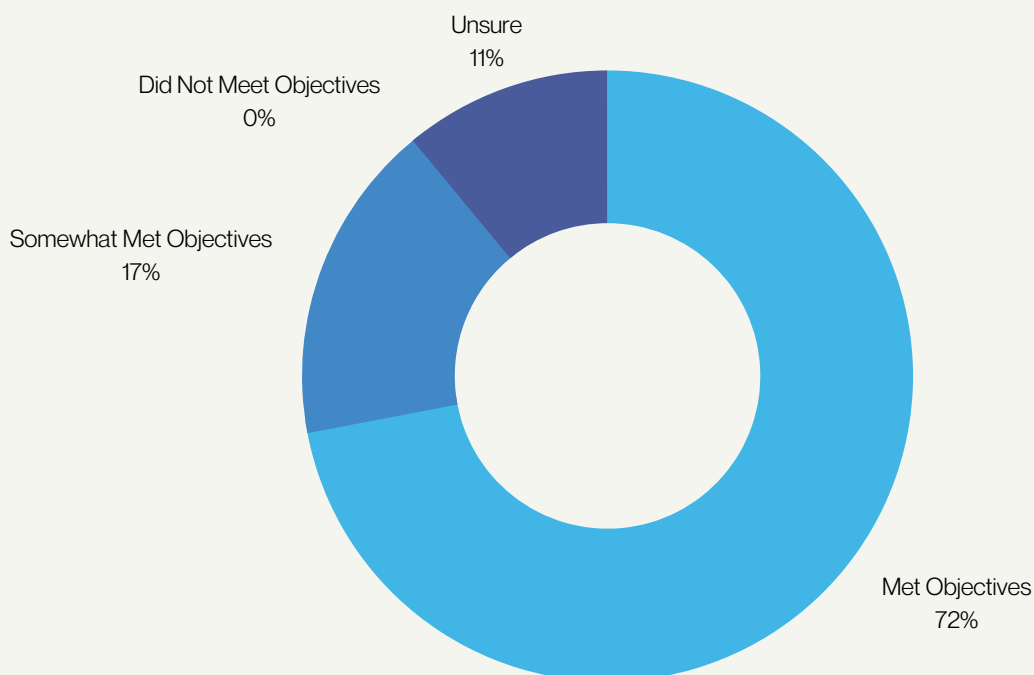
Survey of Grantee Partner Organizations Findings Specific to the WFGM

The participants in the Grantee Partner survey provided insight into the impact of the grants awarded by the WFGM and whether the funded programs met their objectives. Findings reflect a high program success rate across grantee partners and demonstrate the impact of the WFGM's grant-making on nonprofits in Shelby County.

How impactful was the grant you received from the WFGM on the following? (%)



Indicate whether the funded program met objectives.



UNDERSTANDING WOMEN'S PHILANTHROPY IN SHELBY COUNTY

Survey of Donors to the
Women's Foundation for a
Greater Memphis

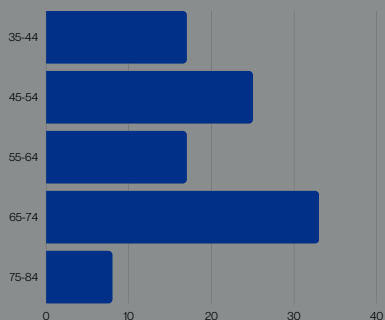
FINDINGS FROM THE SURVEY OF DONORS

19

Survey participants

18 identify as female
1 identifies as nonbinary

Age Range of Survey Respondents (%)

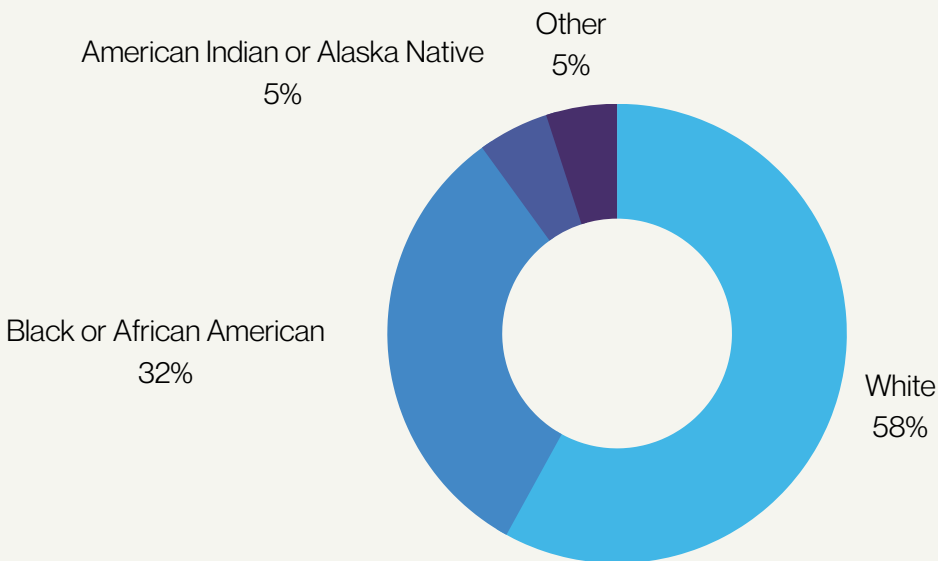


84%

Have a graduate or professional degree

11% - bachelor's degree
5% - associates or technical degree

Respondents by Race



Why Women Philanthropists Give

What motivates you to give?

13%

Making a Difference

12%

Addressing Social Issues

12%

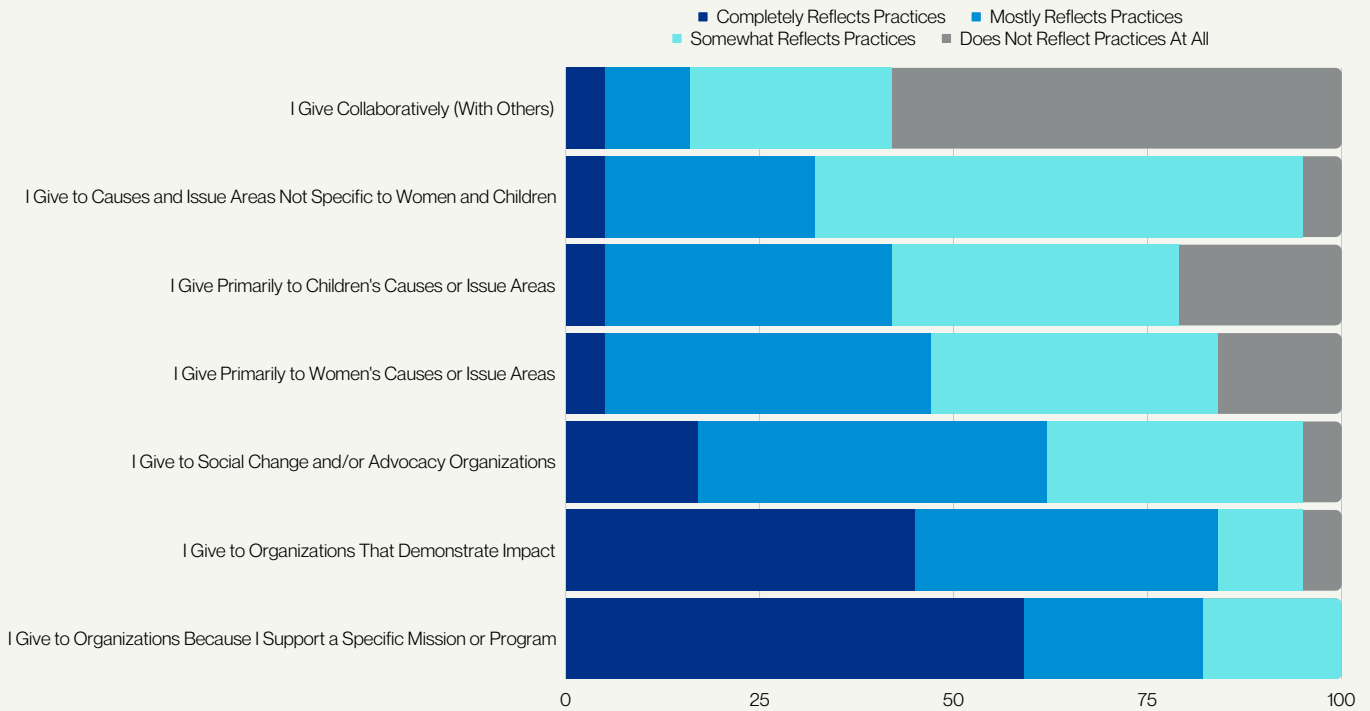
Giving Back to My Community

"I truly believe we are here to heal a broken world, and I also want to be a part of transformation."

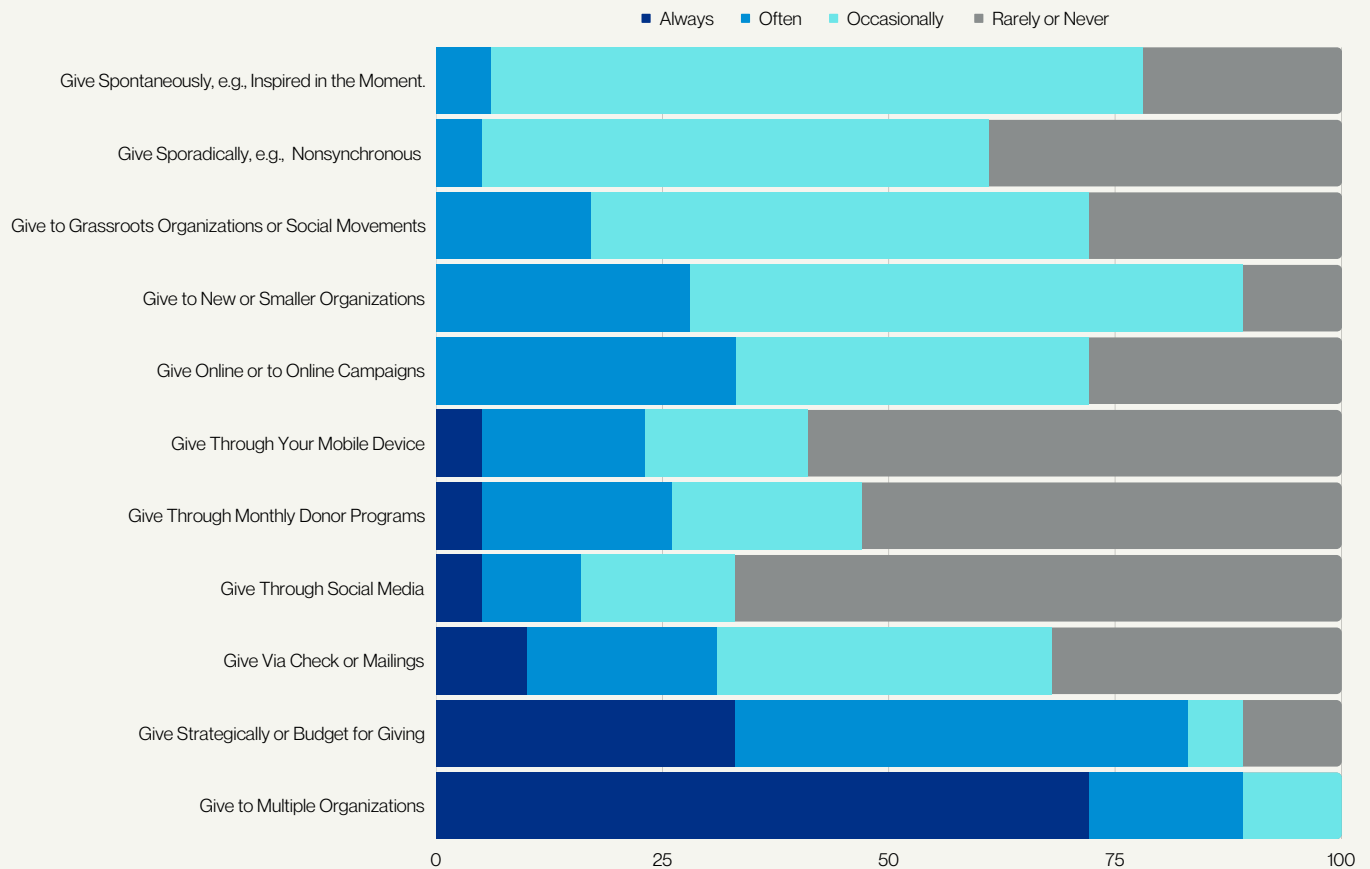
Survey Participant

THE GIVING PRACTICES OF PHILANTHROPISTS IN SHELBY COUNTY

To what extent do the following reflect your giving practices? (%)



How often do you do any of the following? (%)

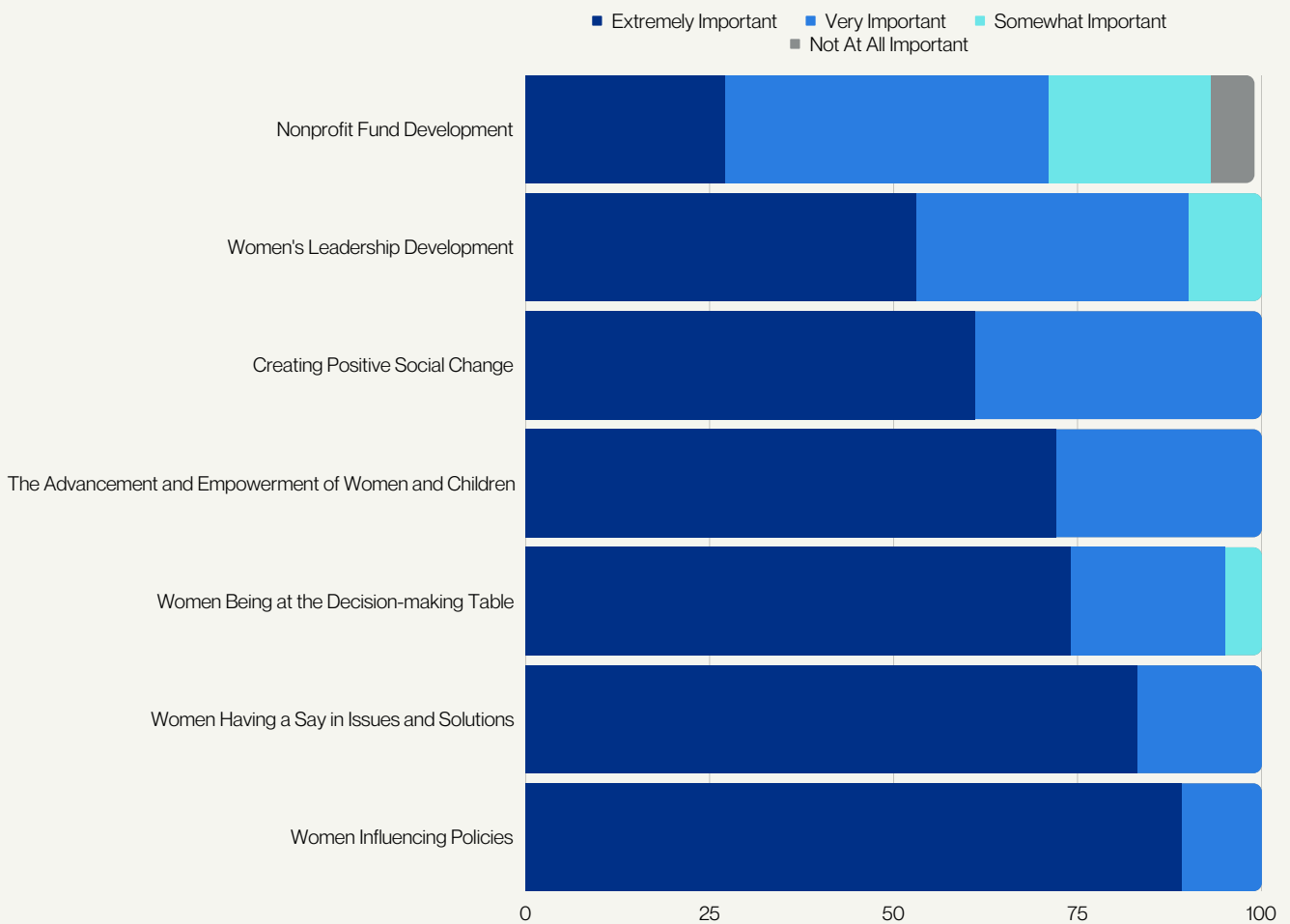


THE ROLE AND IMPORTANCE OF WOMEN'S PHILANTHROPY

What should be the role of women's philanthropy? (Select top 3)



How important is women's philanthropy to the following? (%)



THE POTENTIAL OF WOMEN'S PHILANTHROPY

What more should women's philanthropy do to advance women and children?

19%

Engage in Policy
Advocacy

17%

Educate Policy Leaders,
Community Leaders,
and Nonprofits on the
Status of Women and
Children

12%

Cultivate More
Women
Philanthropists



ANDREA ZIEBE
PHOTOGRAPHY

UNDERSTANDING SHELBY COUNTY NONPROFITS

Survey of Grantee Partners of
the Women's Foundation for
a Greater Memphis

Nonprofits Serving Women,
Girls, and Other Marginalized
Populations

NONPROFIT GRANTEE PARTNER SURVEY FINDINGS

25

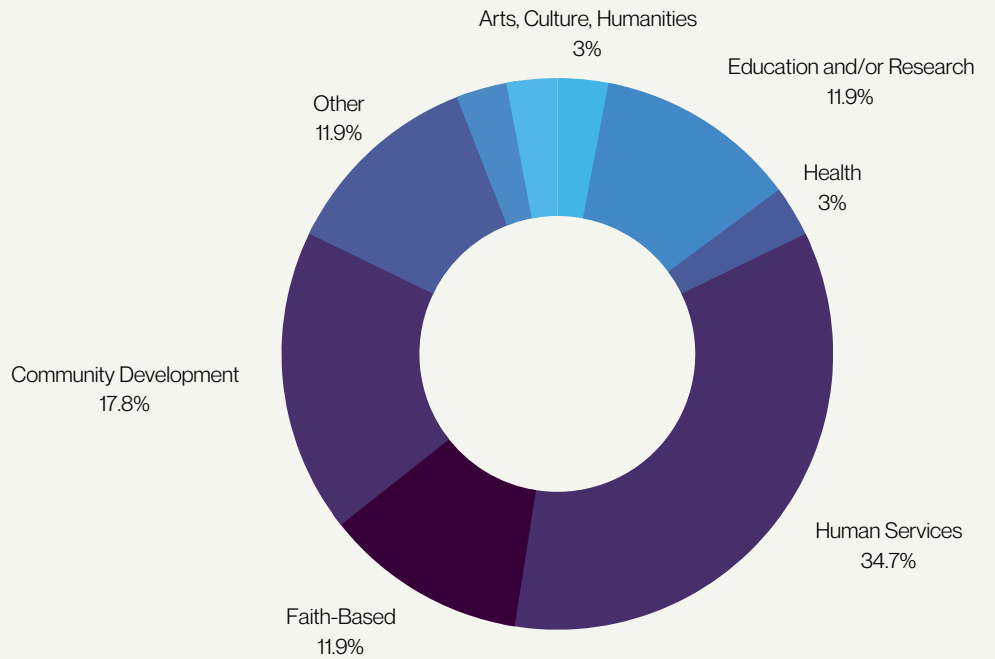
Nonprofit survey respondents

52%

Serve their local community or city

32% serve Shelby County
20% serve the Midsouth
4% serve the State of Tennessee
4% are nationally serving organizations

Type of Organization



Organizational Needs

What does your organization most need to amplify its mission or impact? (Select top 3)

12%

More Funding

11%

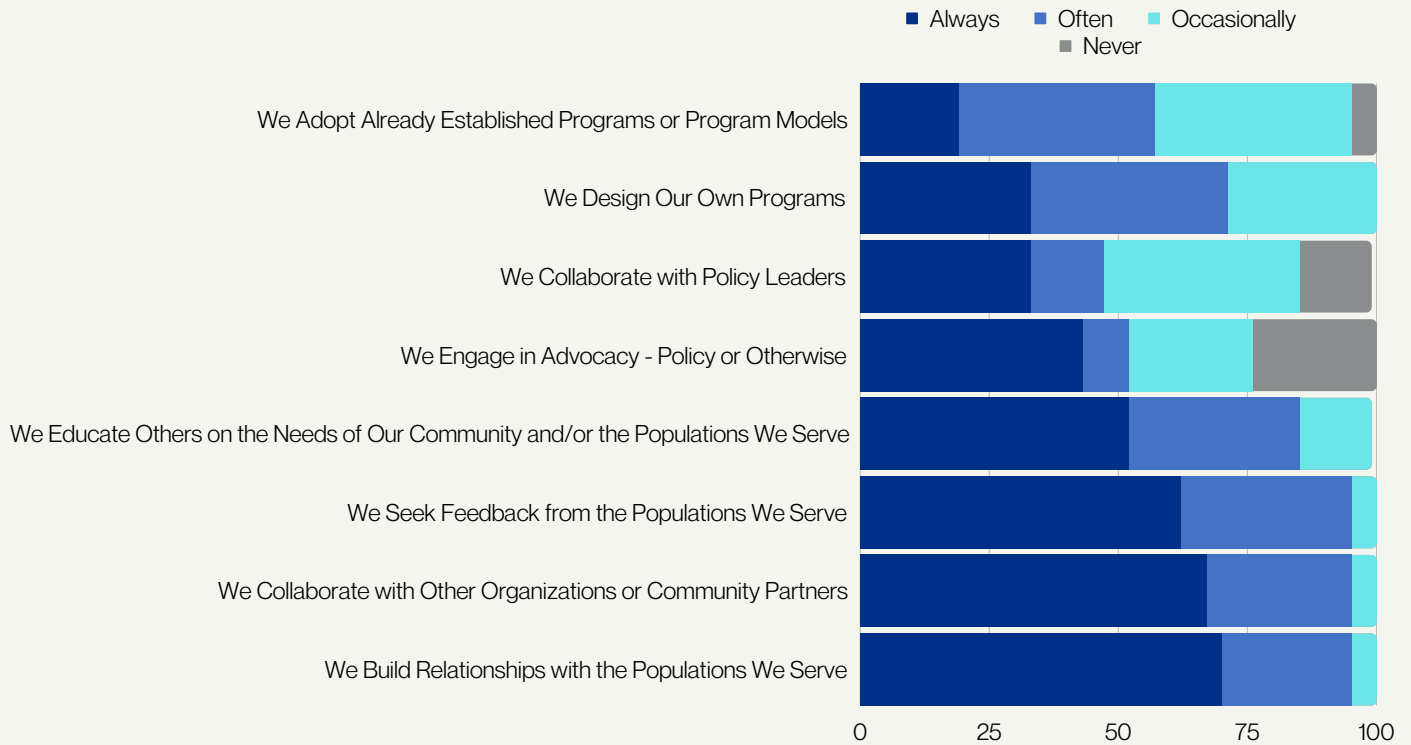
Diversified Funding Sources

10%

Unrestricted Funds

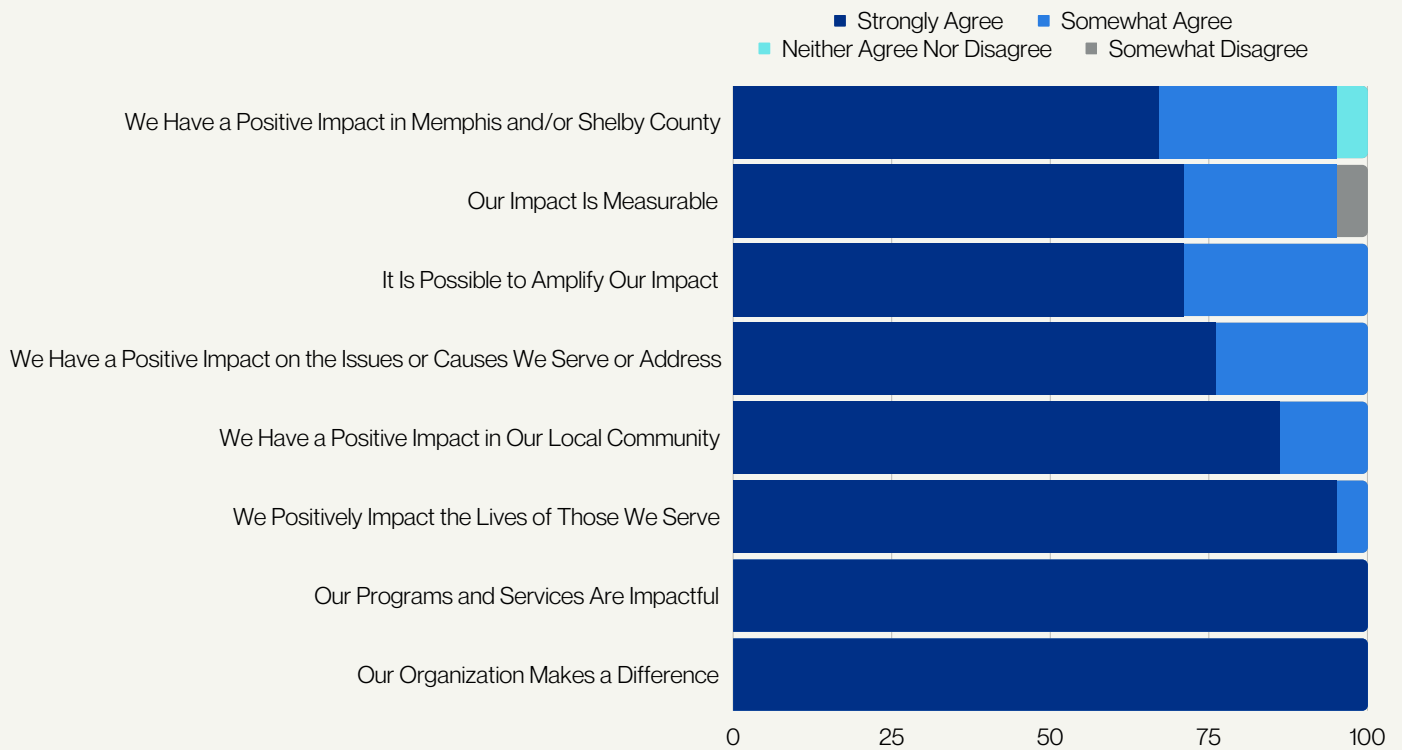
Organizational Activities

Indicate the degree to which your organization does any of the following activities. (%)



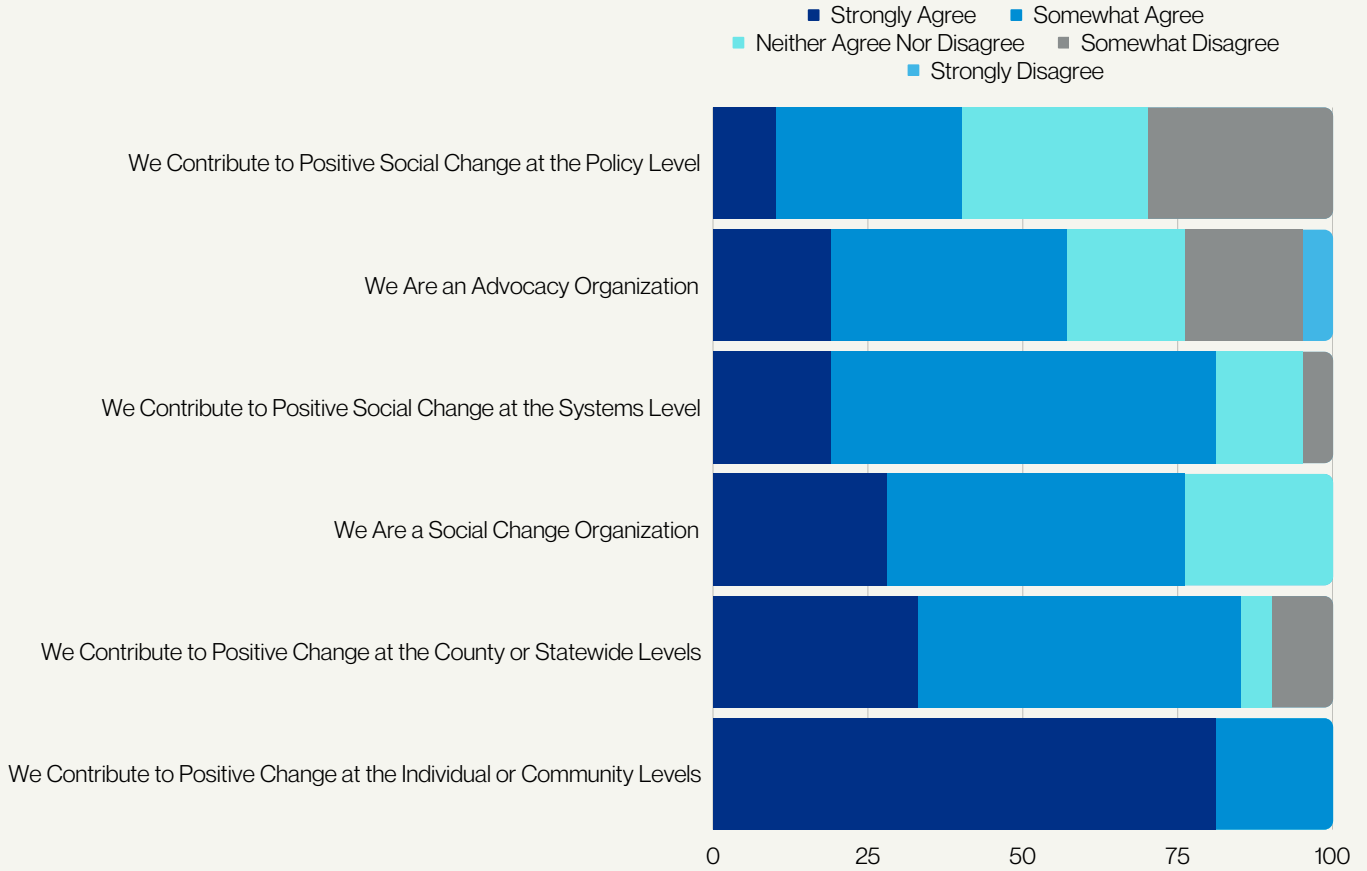
Organizational Impact

To what degree do you agree with the following statements about your organization's impact? (%)



Shelby County Nonprofits on Social Change

To what extent do you agree with the following statements? (%)



UNDERSTANDING THE ISSUES IMPORTANT TO WOMEN IN TENNESSEE AND SHELBY COUNTY

Economic Security

Employment

Education

According to the survey of women philanthropists, the top issues affecting women in Shelby County are...

19%

Poverty

19%

Economic Insecurity

16%

Lack of Education or Educational Attainment

Economic Security

When women do well, everybody does well. Women tend to invest a higher portion of their earnings into their families and communities than men.ⁱⁱ According to the U.S. Department of State, they stimulate “economic growth and ... more stable societies.”ⁱⁱⁱ The United Nations argues that women’s equal access to economic resources and control of those resources make possible increased development, improvements in the economy, and a reduction of poverty.^{iv} Women’s economic security is also said to reduce inequalities in policies & institutions.^v Critical to economic security is economic independence and stability, which makes gender equality possible^{vi} along with women’s economic participation.^{vii}

Barriers to women’s economic security are deeply rooted and interconnected.^{viii} The differences between men’s and women’s earnings encumber “economic growth by constraining family incomes and spending power.”^{ix} Others include the “burdens of unpaid family care, gender-based violence,” lack of access to education,^x and the burdens of childcare costs.^{xi}

Research also indicates that across all family types, women of color are essential to “providing economic support for their families.”^{xii} Women of color experience the most significant wage gaps and face the biggest barriers to economic security, which “reflects the effects of intersecting racial, ethnic, and gender biases that threaten the economic security of [women of color] and their families.”^{xiii} The disadvantages women of color face in gaining economic security are systemic, including employment practices and policies.^{xiv}



Employment

The benefits of women’s labor force participation include increased household income and overall economic growth,^{xv} and when women’s labor force participation increases, so does the GDP.^{xvi} McKinsey & Company reports that companies with more than 30% of women in leadership positions are “significantly more likely to outperform those between 10% and 30% of women.”^{xvii}

However, Brookings notes that even though “women now enter professional schools in numbers nearly equal to men, they are still substantially less likely to reach the highest echelons of their professions.”^{xviii} Women’s successful labor force participation is hindered by “women’s family roles, by discrimination, by the changing economy, and by technological change.”^{xix} Additional barriers include access to equal opportunity and workplace rules and norms that fail to support work-life balances, all of which lead to missed potential and loss in the economy’s productive capacity.^{xx}

Nationally, Black women’s higher labor force participation rate has not turned into higher earnings.^{xxi} Persistent disparities between Black and White women have remained unchanged or even grown.^{xxii} Barriers to women of color’s advancement in leadership and employment are partly due to a lack of support^{xxiii} coupled with other intersecting issues of race, sexism, and gender norms.

Education

Investment in women’s education is an investment in a better society. Education is essential to the advancement of women and benefits communities, families, individuals, and economies.^{xxiv} From reduced poverty and improved earning potential to improved health, education increases women’s access to greater opportunities.^{xxv}

For girls especially, education leads to more agency, increased economic opportunities, reduced early pregnancies and marriage, and increased political participation.^{xxvi} According to the United Nations, education is the pathway to gender equality.^{xxvii}

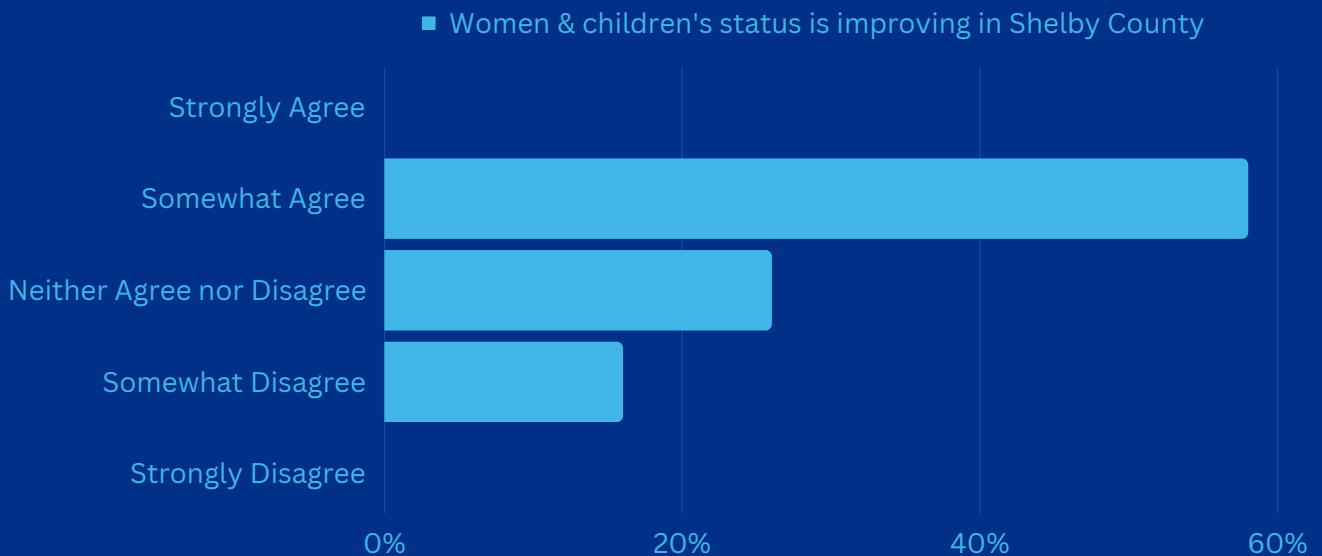
Barriers to women’s and girls’ education are far too many, including unintended pregnancy, gender-based violence, gender stereotypes, and inequitable policies.^{xxviii} In part, women and girls of color experience more significant educational disparities due to “exclusionary school discipline,” lack of research and data, opportunity gaps, economic instability,^{xxix} and too few persons of color in leadership and academic positions.^{xxx}



THE STATUS OF WOMEN IN TENNESSEE AND SHELBY COUNTY

The survey of donors found that respondents somewhat agree the status of women and children in Shelby County is improving.

To what extent do you agree with the following statement?



ECONOMIC SECURITY

Poverty

In Tennessee

15.1%

of females and 12.5% of males live below the poverty line

6.4%

of females live at 50% or below the poverty line

29%

of all female-headed households with no spouse present live below the poverty line

13.5%

of all female-headed households with no spouse present live at 50% or below the poverty line^{xxxv}

More females live in poverty than males in Tennessee and Shelby County. The poverty rates for females in Shelby County are higher than Tennessee broadly.

16.9% of women ages 18-44 experience poverty in Tennessee, ranking the state 37th in the nation. The percentage of females ages 18-44 who live below the poverty level declined 11% from 29% to 26.9% between 2018 and 2019.^{xxxi}

In Tennessee, there are more than 196k single-parent households and more than 47k in Shelby County.^{xxxii}

Single mothers experience higher rates of poverty than their male counterparts across races.^{xxxiii}

85% of all single-parent households experiencing poverty in Tennessee and 83% in Shelby County are women with children.^{xxxiv}



In Shelby County

18.1%

of females and 15.4% of males live below the poverty line

8.5%

of females live at 50% or below the poverty line

29.7%

of all female headed households with no spouse present live below the poverty line

15.4%

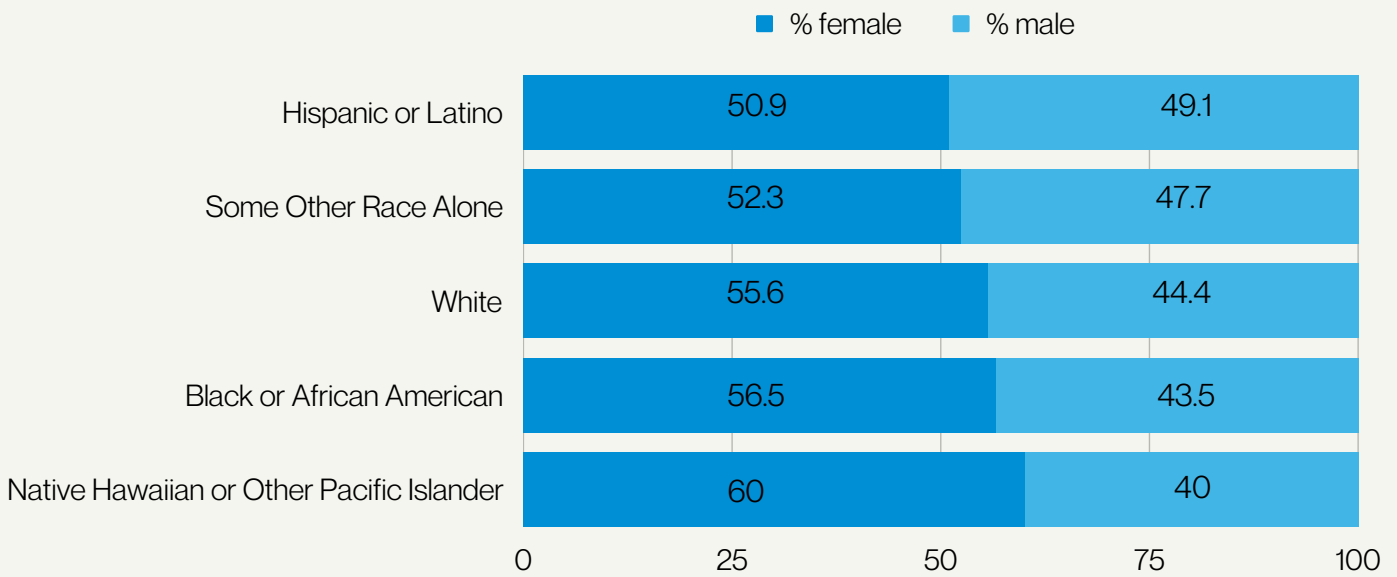
of all female-headed households with no spouse present live at 50% or below the poverty line^{xxxvi}

POVERTY BY RACE

The population of Tennessee is more than 6.6 million, of which 1,042,053 live below the poverty line.

A total of 577,236, or 55.3%, that live below the poverty line are females of all ages (under five years to 75+ years) and races. The following graph details the 55.3% of females in Tennessee living below poverty by race compared to males.^{xxxvii}

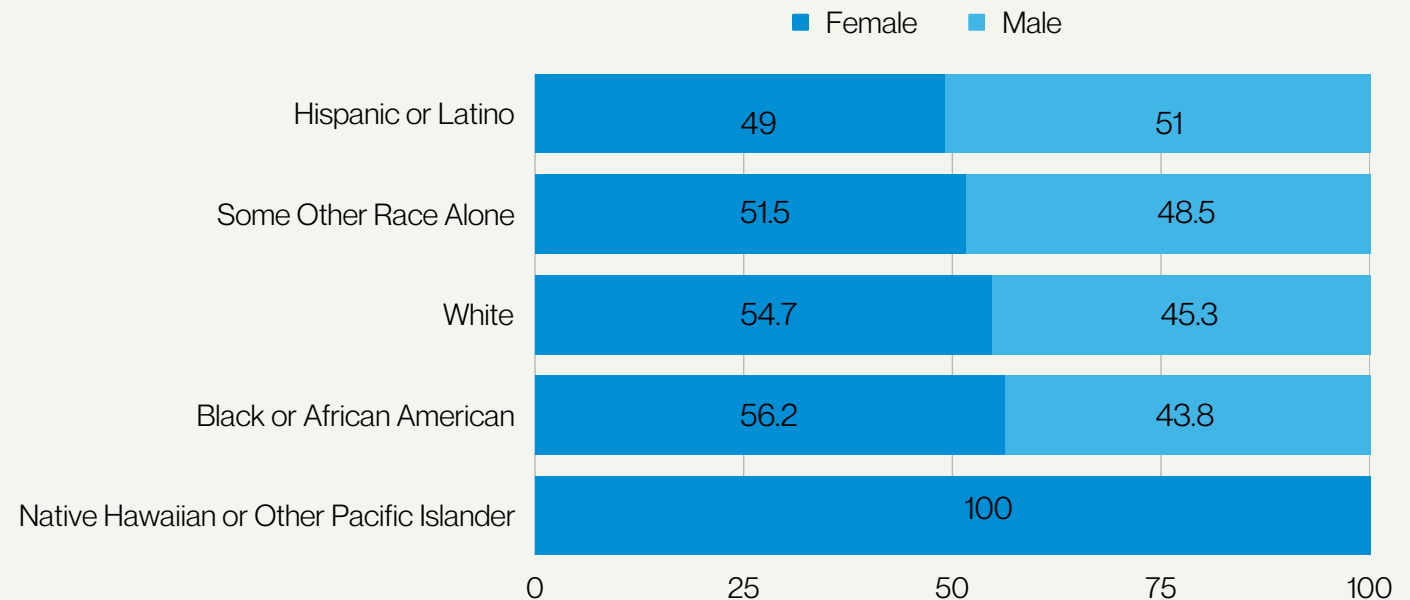
Graph 1: Percent Living Below Poverty by Gender Across All Ages, Tennessee



The population of Shelby County is more than 935k, of which 189,357 live below the poverty line.

A total of 104,695, or 55.2%, are females of all ages (under five years to 75+ years) and races living below the poverty line. Graph 2 details the 55.2% of females in Shelby County living below poverty by race compared to males.^{xxxviii}

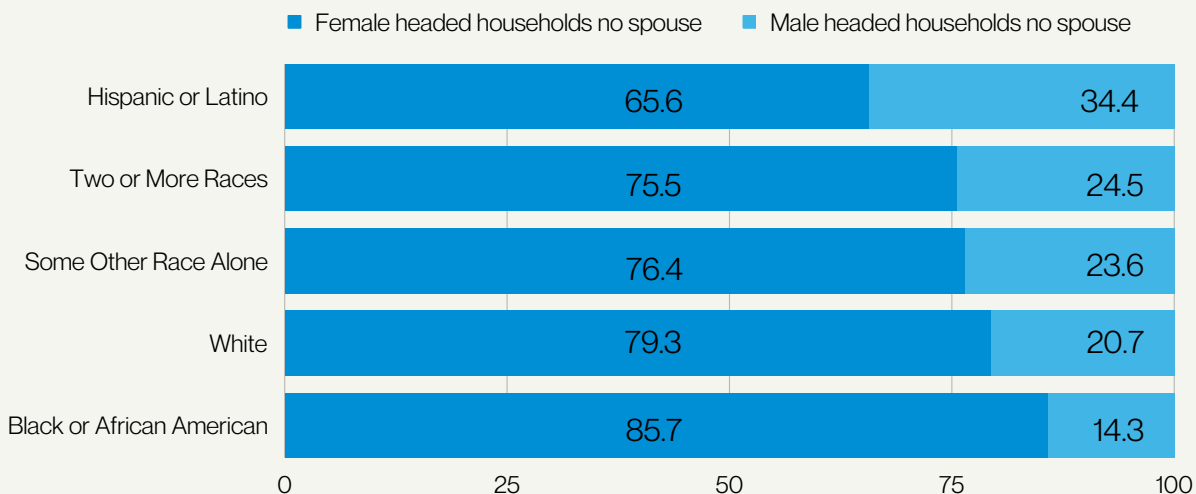
Graph 2: Percent Living Below Poverty by Gender Across All Ages, Shelby County



POVERTY BY RACE

The following graph offers a summary of families living below poverty by family type by race for families with related children under 18 years for Tennessee only (No Shelby County data available):^{xxxix} Family type, in this instance, refers to single-parent households.

Graph 3: Poverty Status – Families by Family Type by Race by Presence of Related Children Under 18 Years, Tennessee



Living in poverty in Tennessee, there are...

1.9

times more Hispanic or Latino women headed households with no spouse than similar males

3

times more women headed households with no spouse of two or more races than similar males

3.23

times more women of some other race alone headed households with no spouse than similar males

3.8

times more White women headed households with no spouse than similar males

6

times more Black or African American women headed households with no spouse than similar males^{xi}

Table 1: Female Headed Households with No Spouse Living in Poverty by Race, Tennessee^{xi}

	Black or African American	Hispanic or Latina	Some Other Race	Two or More Races	White
All female headed households no spouse	35,901	5,092	1,541	2,276	56,664
Female headed households no spouse with related children under 18 years	31,095	4,722	1,363	2,216	47,125
Total percent with related children under 18 years	86.6%	92.7%	88.4%	97.3%	83.1%

WOMEN BREADWINNERS AND SINGLE MOTHERS

In Tennessee, 28.5% of all households (2,597,292) are headed by females with no spouse or partner present compared to 17.6% for their male counterparts (5-year estimates).

In Shelby County, 37% of all 351,194 households are headed by females with no spouse present compared to 19.7% for their male counterparts (5-year estimates).^{xlii}

18.4%

Of females in Tennessee with no spouse present below poverty worked full-time, year-round.^{xliii}

18.9%

Of females in Shelby County with no spouse present below poverty worked full-time, year-round.^{xliiv}

ACROSS TENNESSEE AND IN SHELBY COUNTY, WOMEN ARE BREADWINNERS.

As of 2016, half of the families in Tennessee relied on a female breadwinner.^{xliv} A female breadwinner is either a "single mother [children under 18] who heads a household, irrespective of earnings, or a married mother who provides at least 40% of the couple's joint earnings."^{xlvi}



WOMEN'S EARNINGS

18th

Tennessee ranks 18th in the United States for female earnings as percentage of male earnings.^{xlvii}

83.1 ¢

National median earnings average for women's earnings compared to men's earnings.^{xlviii}

4%

Tennessee women earn 4% less than the national median earnings average of 83.1 cents to every dollar.^{xlix}

1.8 ¢

The difference between what women earned in 2020 in Tennessee to every man's dollar (81.8 cents) and the 2021 rate.ⁱ

Tennessee and Shelby County women earn less than their male counterparts across educational attainment levels, industries, and races.

80 ¢

The amount women earn per every dollar of their male counterparts in Tennessee in 2021.

83 ¢

The amount women earn per every dollar of their male counterpart in Shelby County.ⁱⁱ

WOMEN'S EARNINGS (2019)

Shelby County women earn \$1,000+ more than their Tennessee counterparts.

\$47,145

Median earnings for male full-time, year-round workers in Tennessee

\$38,055

Median earnings for female full-time, year-round workers in Tennessee ⁱⁱⁱ

\$47,526

Median earnings for male full-time, year-round workers in Shelby County

\$39,546

Median earnings for female full-time, year-round workers in Shelby County ⁱⁱⁱ

21%

The difference between median earnings for male and female full-time, year-round workers in Tennessee.^{iv}

18%

The difference between median earnings for male and female full-time, year-round workers in Shelby County.^v

WOMEN'S EARNINGS (2020)

2,284

Number of workers in thousands in Tennessee

1,249

Number of male workers in the thousands

1,035

Number of female workers in the thousands

\$861

Median weekly earnings in Tennessee

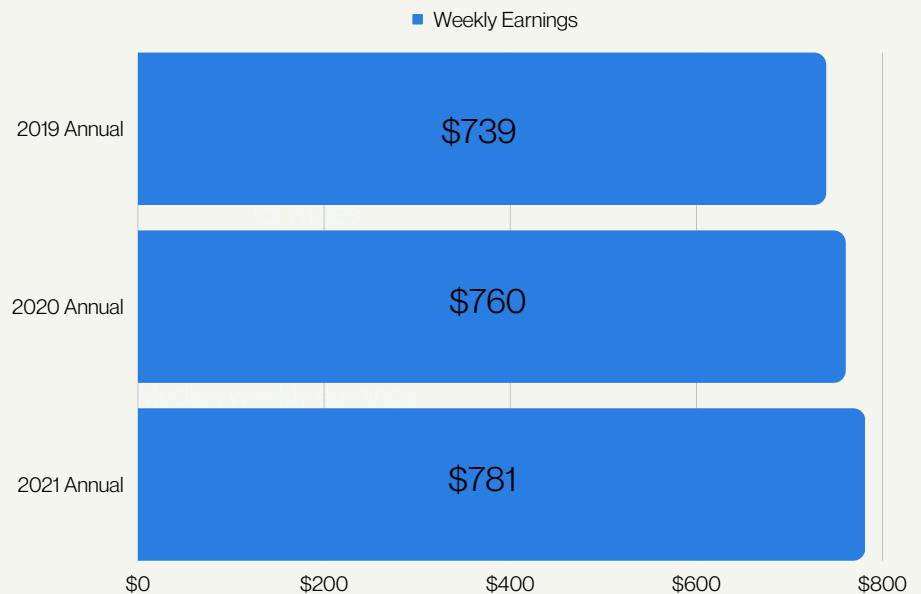
\$929

Median weekly earnings for males in Tennessee

\$760

Median weekly earnings for females in Tennessee^{lvi}

Graph 4: 3-Year Median Weekly Earnings, Full-Time Wage and Salary Workers for Women, Tennessee^{lviii}

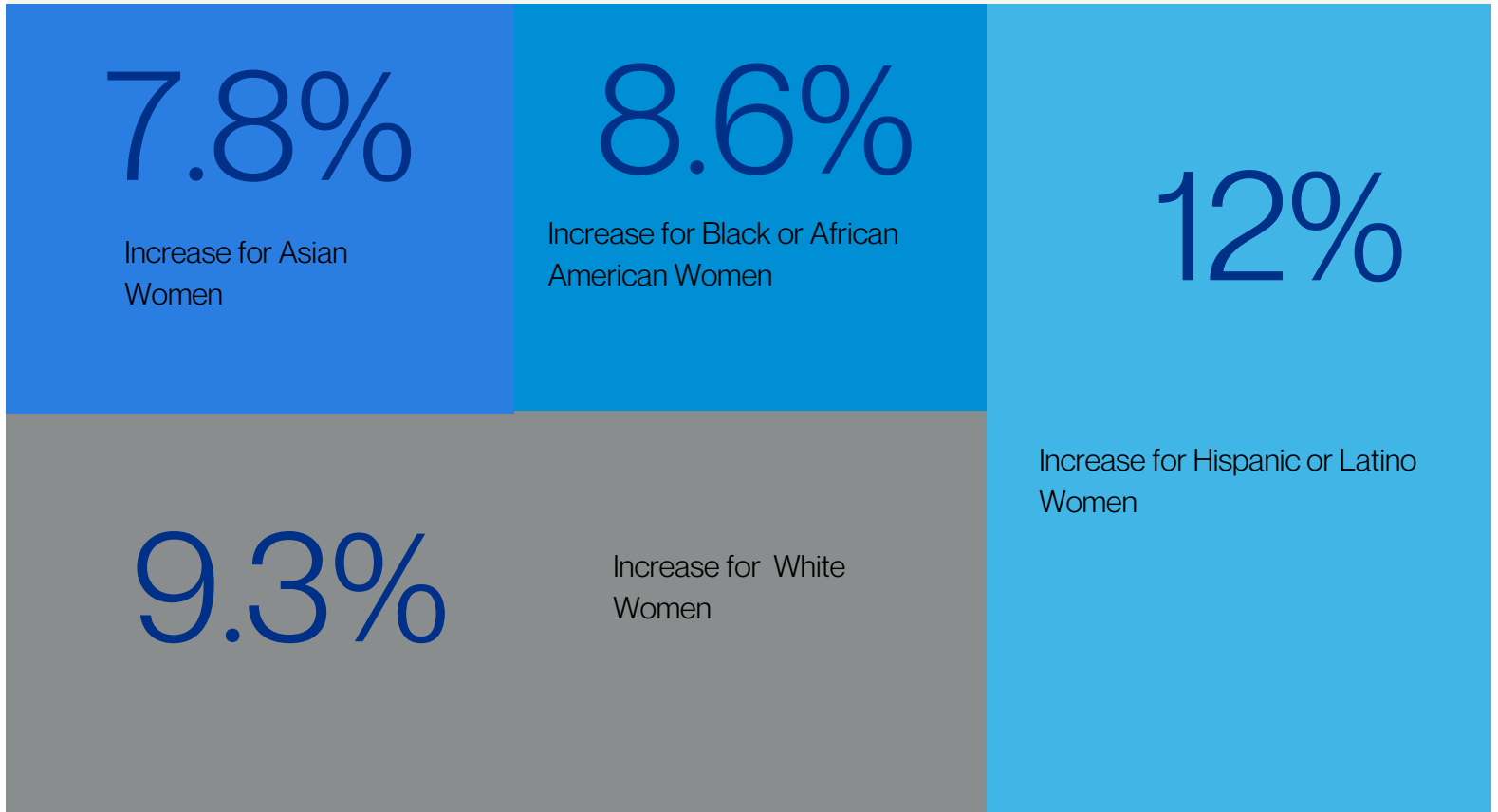


5.6%

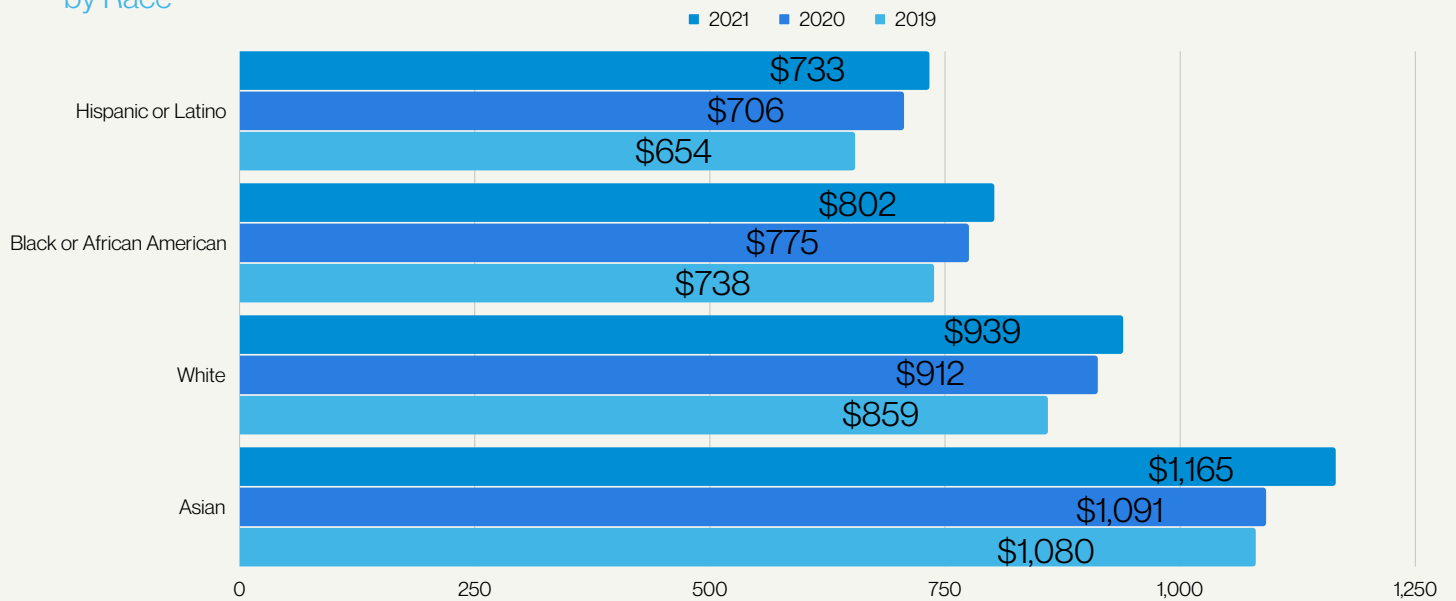
The increase in women's weekly earnings from 2019 to 2021.^{lvii}

EARNINGS BY RACE

Between 2019 and 2021, women across all races in Tennessee experienced increases in weekly earnings.^{lix}



Graph 5: Women’s Median Usual Weekly Earnings, Employed Full-Time Wage and Salary Workers by Race ^{lix}

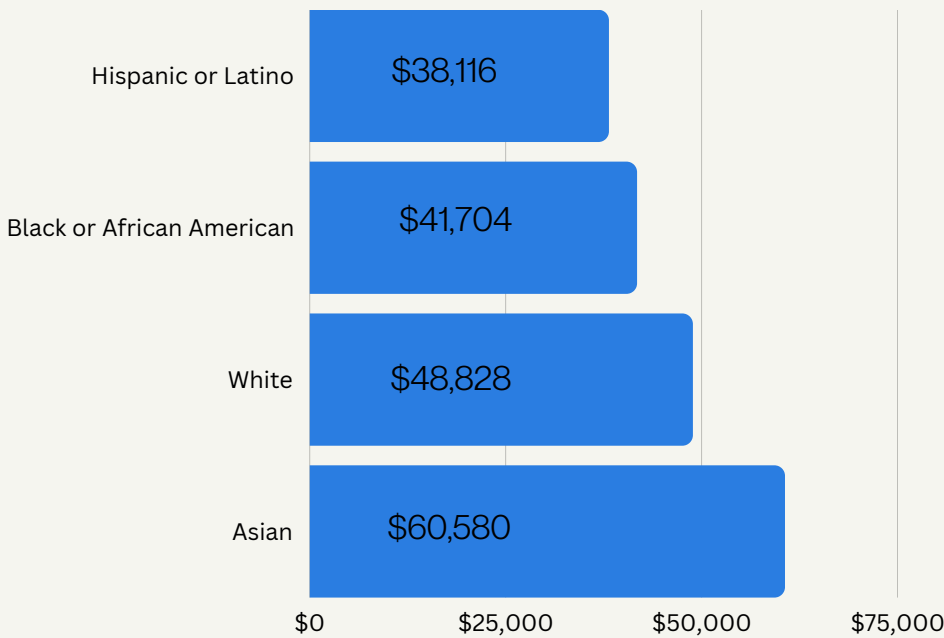


While Hispanic or Latina women experienced the greatest increase in weekly earnings, they make less than all other races of women noted.

EARNINGS BY RACE

Data is limited concerning median *annual* wages and earnings by gender, race, and state. Based on the weekly earnings data in Graph 5, an estimation for annual median earnings by gender by race is possible (i.e., weekly earnings x 52 weeks). See Graph 6.

Graph 6: Analysis of Median Weekly Earnings to Generate Median Annual Earnings, Women by Race, 2021

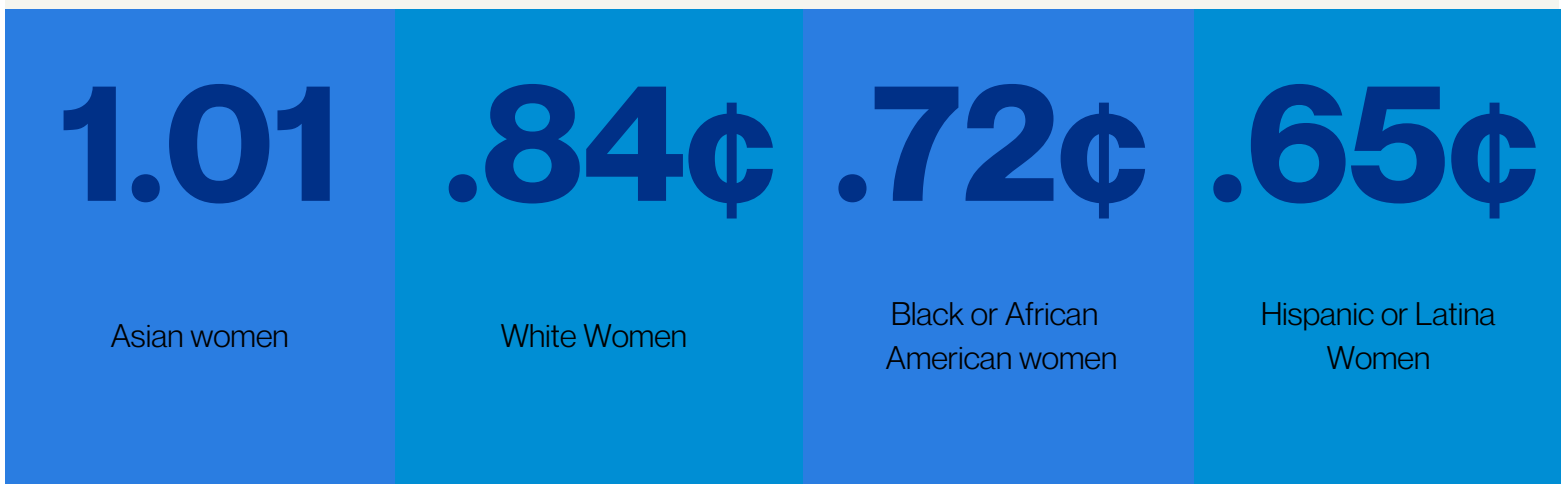


Asian women earn the most across females and women of other races.^{lxi}

Tennessee women’s median earnings ratio to that of white men’s varied by race and ethnicity,^{lxii} but women earn less across races than white males except for Asian women. Below is analysis of women’s percent of earnings to white male earnings based on women’s weekly earnings in 2020 (Graph 5) compared to the white male weekly earnings in 2020 of \$1,082.

Asian women have achieved earnings parity with white men in Tennessee.^{lxiii}

Percentage of median earnings of women full-time, wage and salary workers to white males:^{lxiv}



WOMEN'S EARNINGS BY OCCUPATION

The following two tables look at Tennessee and Shelby County women's earnings compared to male counterparts in management and STEM-related fields.^{lxv} Shelby County women earn more than their broader Tennessean counterparts except in Computer and Mathematical occupations.

Table 2: Occupation by Gender and Median Earnings for the Civilian Employed Population 16 Years and Over, Tennessee

Occupation	Tennessee earnings	Male earnings	Female earnings	% Female to male earnings
Management, business, science, and arts occupations:	\$52,569	\$66,732	\$46,466	69.60%
Management, business, and financial occupations:	\$61,330	\$73,622	\$52,371	71.10%
Management occupations	\$65,051	\$77,508	\$53,583	69.10%
Computer, engineering, and science occupations:	\$69,338	\$72,722	\$56,758	78.00%
Computer and mathematical occupations	\$69,618	\$73,013	\$60,766	83.20%
Architecture and engineering occupations	\$72,466	\$75,276	\$52,384	69.60%

Table 3: Occupation by Gender and Median Earnings for the Civilian Employed Population 16 Years and Over, Shelby County

	Shelby County	Male earnings	Female earnings	% Female to male earnings
Management, business, science, and arts occupations:	\$55,345	\$69,539	\$50,560	72.70%
Management, business, and financial occupations:	\$62,214	\$80,701	\$53,669	66.50%
Management occupations	\$71,553	\$86,457	\$54,003	62.50%
Computer, engineering, and science occupations:	\$72,770	\$75,409	\$66,883	88.70%
Computer and mathematical occupations	\$69,212	\$73,187	\$54,052	73.90%
Architecture and engineering occupations	\$74,598	\$80,215	\$65,964	82.20%

WOMEN'S EARNINGS BY EDUCATION

Females earn less than males across every education level.^{lxvi}

The most significant earnings disparity between females and males is at the bachelor's level and high school education level in Tennessee and the bachelor's and graduate or professional degree levels in Shelby County.^{lxvii}

Table 4: Median Earnings by Sex by Educational Attainment for Population 25 and Over

Education level	Tennessee			Shelby County		
	Male median earnings	Female median earnings	% Female earnings to male	Male median earnings	Female median earnings	% Female earnings to male
Total	\$44,215	\$31,983	72.3%	\$41,620	\$32,460	77.9%
Less than high school graduate	\$28,277	\$19,620	69.3%	\$25,397	\$17,775	69.9%
High school graduate or equivalency	\$36,039	\$24,529	68.0%	\$32,412	\$23,998	74.0%
Some college or associate degree	\$42,157	\$30,435	72.1%	\$40,051	\$30,145	75.2%
Bachelor's degree	\$62,661	\$41,901	66.8%	\$66,025	\$43,379	65.7%
Graduate or professional degree	\$80,983	\$55,152	68.1%	\$91,134	\$61,951	67.9%

The 2022 women's labor force participation rate in Tennessee is 61.0. This is a slight decrease from 61.7 for the same month in 2020.^{lxviii}

EMPLOYMENT

Laborforce Participation

The U.S. Census provides the following 5-year estimates for selected economic characteristics for the 2,784,117 females aged 16 and over in Tennessee.^{lxix}

Table 5: Female Labor Force

	Percentage
Females in labor force	56.6%
Females employed	53.5%

Table 6 presents a historical comparison of women's labor force participation in Tennessee by age of children.^{lxx}



Table 6: Women's Labor Force Participation Rate by Age of Children by Year

	Youngest Child under 1 Year Old	Own Children under 3 Years Old	Own Children under 6 Years Old	Own Children 6 to 17 Years Old, None Younger	Own Children under 18
2010	56.5%	60.7%	63.9%	76.5%	70.8%
2020	60.3%	63.3%	65.8%	75.4%	71.2%

LABOR FORCE PARTICIPATION BY RACE

51.9%

Native American Women

54.3%

White Women

57.7%

Asian Women

According to 2016 data from the Institute for Women's Policy Research, Black women have the highest labor force participation rates in Tennessee followed by Multiracial women.^{lxxi}

57.9%

Hispanic Women

58.8%

Multiracial Women

63.5%

Black or African American Women



In Tennessee, women make up 48.2% of the civilian employed population 16 years and over.

Women are the majority in the following occupations:^{lxxii}

84.3%	Healthcare support occupations
78.1%	Health technologists and technicians
75%	Healthcare practitioners and technical occupations
74.7%	Office and administrative support occupations
73.5%	Educational instruction, and library occupations
73.2%	Health diagnosing and treating practitioners and other technical occupations
73.1%	Personal care and service occupations
62.9%	Education, legal, community service, arts, and media occupations
60.9%	Sales and office occupations
58.5%	Community and social service occupations
54.5%	Business and financial operations occupations
52.1%	Legal occupations
51.7%	Management, business, science, and arts occupations

In Shelby County, women make up 50.8% of the civilian employed population 16 years and over.

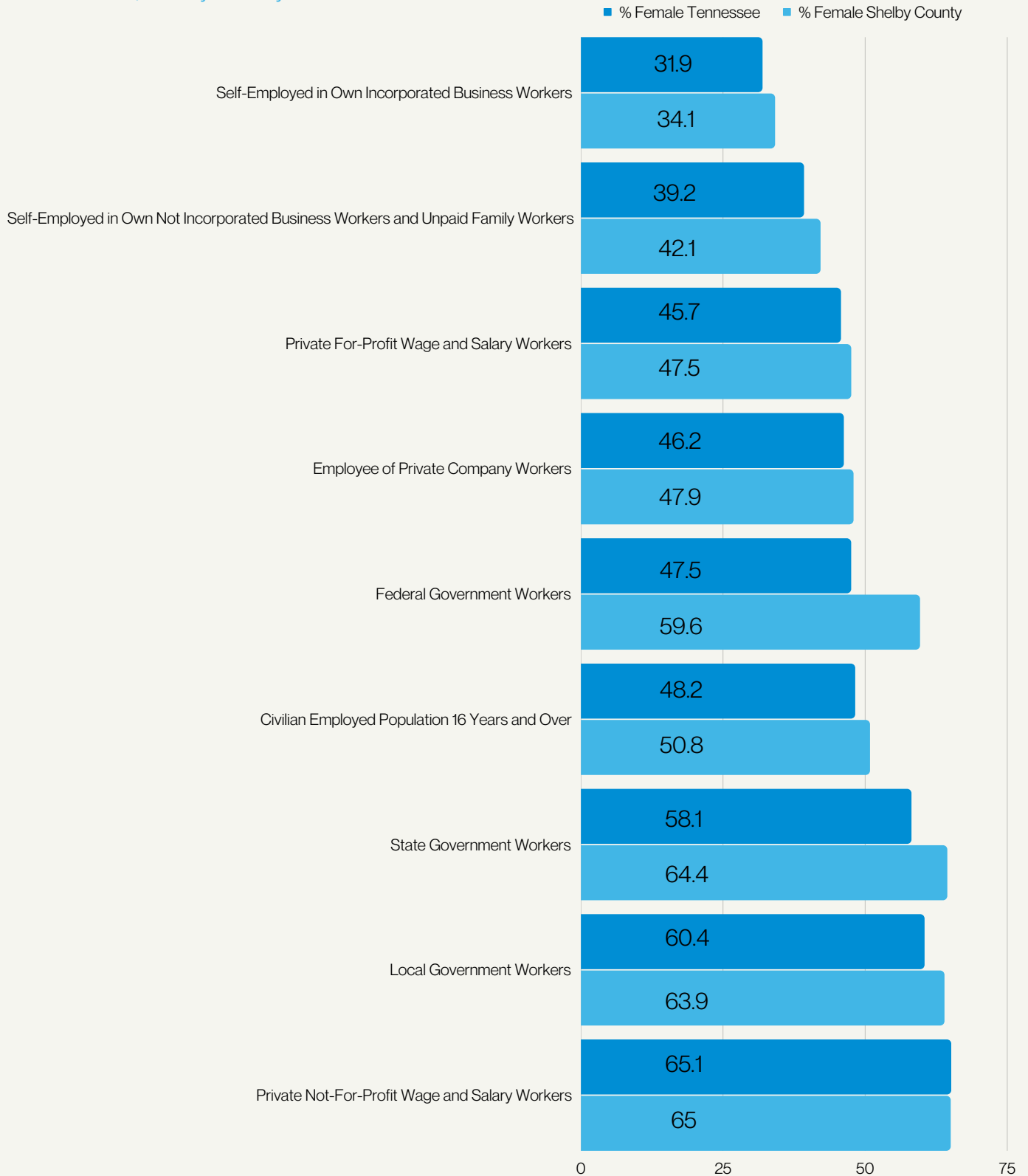
Women are the majority in the following occupations:^{lxxiii}

82.7%	Healthcare support occupations
77.2%	Health technologists and technicians
74.8%	Educational instruction, and library occupations
74.3%	Office and administrative support occupations
72.7%	Healthcare practitioners and technical occupations
70.7%	Personal care and service occupations
70.5%	Health diagnosing and treating practitioners and other technical occupations
66.1%	Farming, fishing, forestry occupations
65%	Education, legal, community service, arts, and media occupations
63%	Sales and office occupations
60.7%	Community and social service occupations
58.2%	Business and financial operations occupations
54.5%	Management, business, science, and arts occupations
51%	Life, physical, and social science occupations

EMPLOYMENT BY INDUSTRY AND OCCUPATION

The following graph details the percentage of Tennessee^{lxxiv} females for each type of worker in 2019 and for Shelby County.^{lxxv}

Graph 7: Class of Worker by Sex for the Civilian Employed Population 16 Years and Over, Tennessee, Shelby County



EMPLOYMENT BY INDUSTRY AND OCCUPATION

Table 7 presents 5-year estimates for occupations by gender for the population 16 years and over specific to management positions and STEM-related fields.^{lxxvi}

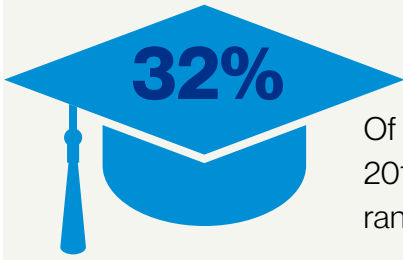
Table 7: Occupation by Sex for Civilian Employed Population 16 Years and Over

	Tennessee			Shelby County		
	Total	% Males	% Females	Total	% Males	% Females
Civilian employed population 16 years and over with earnings	2,246,576	55.9%	44.10%	316,955	52.1%	47.90%
Management, business, science, and arts occupations:	873,970	48.3%	51.7%	124,740	45.6%	54.4%
Management, business, and financial occupations:	379,256	55.7%	44.3%	53,547	51.4%	48.6%
Management occupations	256,725	60.5%	39.5%	33,914	56.9%	43.1%
Business and financial operations occupations	122,531	45.5%	54.5%	19,633	41.8%	58.2%
Computer, engineering, and science occupations:	123,959	74.6%	25.4%	17,827	69.0%	31.0%
Computer and mathematical occupations	60,687	73.2%	26.8%	10,113	71.0%	29.0%
Architecture and engineering occupations	42,788	85.7%	14.3%	4,471	79.0%	21.0%

EDUCATION

In Tennessee and Shelby County, women are the most educated gender and have more degrees than their male counterparts.

Educational Attainment

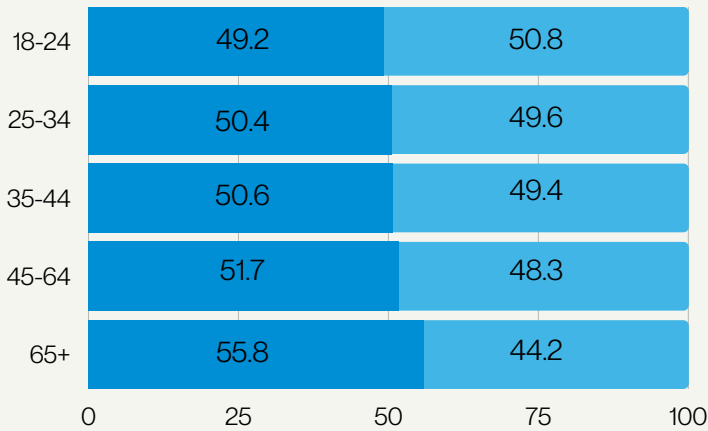


Of women aged 25-44 have a college degree as of 2018-2019 compared to the US rate of 35.7%, ranking Tennessee 35th in the nation. ^{lxxvii}

The below graphs show the percent male to female by age for the population 18 years and over with some level of education (less than 9th grade through graduate school) for Tennessee and Shelby County.

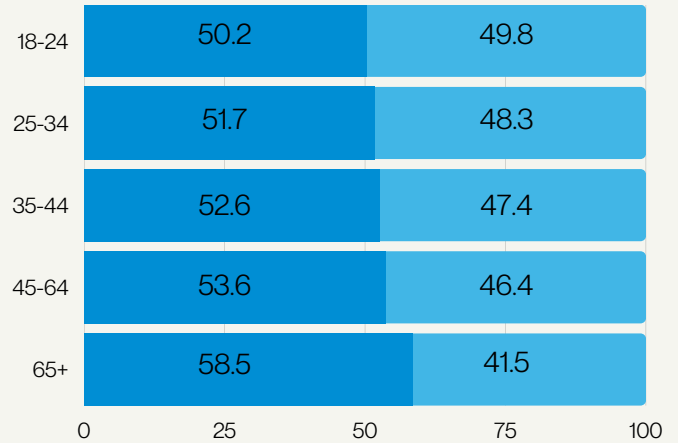
Graph 8: Tennessee ^{lxxviii}

■ Female ■ Male



Graph 9: Shelby County ^{lxxix}

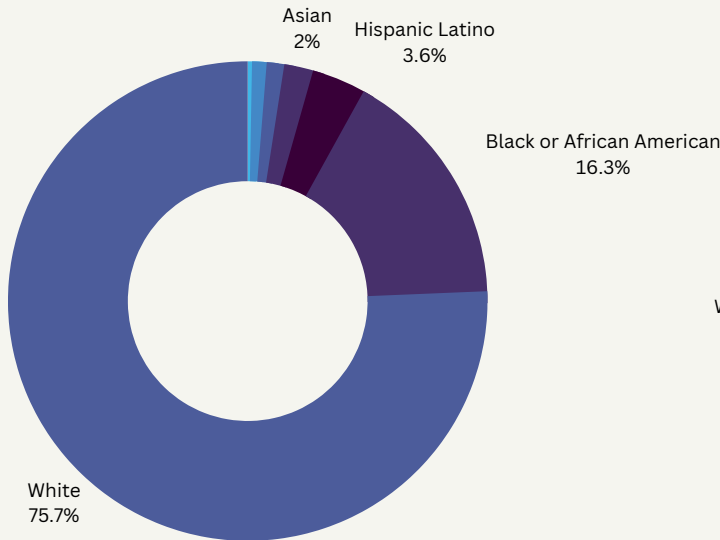
■ Female ■ Male



EDUCATIONAL ATTAINMENT

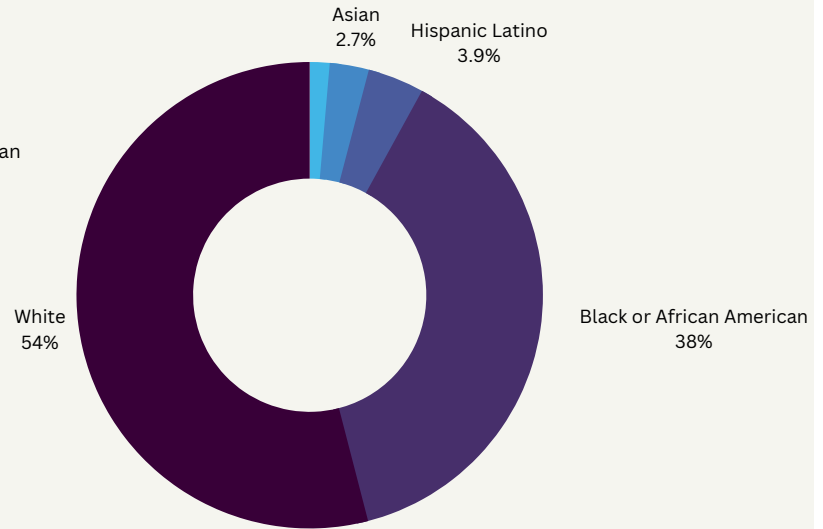
Graph 10 presents the population breakdown by race for the total population of female Tennesseans aged 25 and over (2,480,942) across every level of education ranging from less than 9th grade to doctorate degree.^{lxxx}

Graph 10: Educational Attainment by Race for the Population 25 Years and Over, Tennessee, Female



Graph 11 depicts the female population aged 25 years and older by race across all levels of education for Shelby County.^{lxxxii}

Graph 11: Educational Attainment by Race for the Population 25 Years and Over, Shelby County, Female



More females (54.3%) than males (45.7%) aged 18 years and over have a post-secondary education in Tennessee.

The same is true in Shelby County, where more females (56.3%) than males (43.7%) across all ages have a post-secondary education.^{lxxxiii}

Table 8: Sex by Age by Educational Attainment for the Population 18 Years and Over, Post-secondary Education, Tennessee, Shelby County^{lxxxiii}

	Tennessee	Shelby County
Level of Educational Attainment	Percent Female	Percent Female
Some college, no degree	53.3%	55.6%
Associates degree	59.0%	58.6%
Bachelor's degree	53.5%	56.5%
Graduate or Professional degree	54.4%	56.3%
Total	54.3%	56.3%

EDUCATIONAL ATTAINMENT

For the population 25 years and over, women hold more degrees than men except for professional school and doctorate degrees in both Tennessee and Shelby County.^{lxxxiv}

Women Hold...

In Tennessee

59.1%

of associate degrees

53%

of bachelor's degrees

50.3%

of high school diplomas

58.6%

of master's degrees

In Shelby County

58.4%

of associate degrees

56.1%

of bachelor's degrees

50.7%

of high school diplomas

60.9%

of master's degrees

GRADUATION RATES

92.5%

The 2020 high school graduation rate for females in Tennessee.

This rate is higher than the 4-year graduate rate of 89.6% across all students.^{lxxxv}

Table 9: 2019 Graduation Rate by Gender for TN Common Universities

	Men Completion	Women Completion	% Female
East Tennessee University	1323	2216	62.6%
University of Memphis	1703	2753	61.7%
Middle Tennessee State University	2200	2740	55.4%
The University of Tennessee – Knoxville	3415	3864	53%
Vanderbilt University	2040	2474	54.8%
Total	10,687	14,047	56.8%

56.8%

of all graduates across 5 major Tennessee Universities are female.^{lxxxvi}

More women are completing community college and university studies than men in Tennessee. Females make up 58% of awards by institution in the College System of Tennessee by adult status and Pell grant eligibility for 2019-2020.^{lxxxvii}

College System of Tennessee

Universities

UT Chattanooga, UT Knoxville, UT Martin, UT Medical Health Science Center

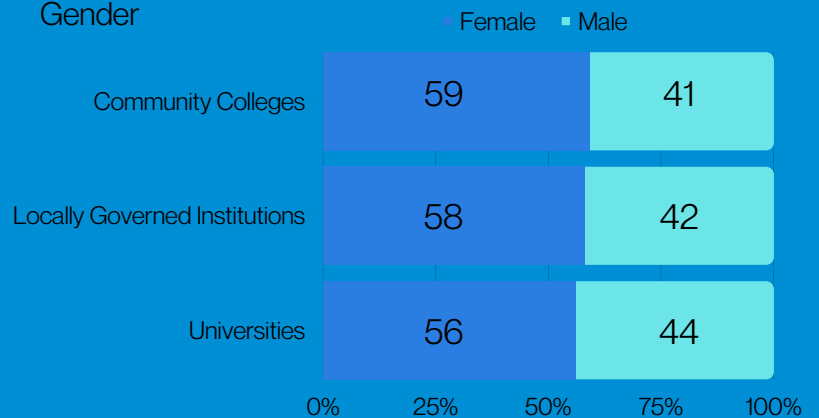
Locally Governed Universities

Austin Peay State University, East TN State University, Middle TN State University, TN State University, TN Technological University, University of Memphis

Community Colleges

Chattanooga State Community College, Cleveland State Community College, Columbia State, Dyersburg State, Jackson State, Motlow State, Nashville State, Northeast State, Pellissippi State, Roane State, Southwest TN Community College, Volunteer State Community College, Walters State Community College

Graph 12: The College System of Tennessee Awards by Gender



THE STATUS OF CHILDREN IN TENNESSEE AND SHELBY COUNTY

Child Well-Being

Children’s well-being helps to maintain their safety and development and leads to positive outcomes as adults. Research gives significance to “children’s well-being in shaping who they are, how they behave, and what they do when they grow up.”^{lxxxviii}

UNICEF defines child well-being as health and safety, material security, education and socialization, sense of being loved, valued, and included in families and societies. It encompasses a child’s entire life and acknowledges that childhood experiences “contribute to their overall well-being.”^{lxxxix} Well-being is a descriptor for factors that improve children’s quality of life, which promote “growth and development” and “enhance a child’s feelings of happiness and satisfaction.”^{xc}

Child Trends suggests that well-being includes psychological, emotional, and social development, behavior, cognitive development, and educational achievement.^{xc} The Kids Count Databook focuses on child well-being through economic resources, education, health, and family and community factors.^{xcii} Kids Count ranks Tennessee 30th for children’s economic resources, 29th for children’s education, 39th for children’s health, and 40th for family and community.^{xciii}

Barriers to children’s well-being include exposure to violence, family stress, inadequate housing, lack of preventative health care, poor nutrition, poverty, and substance abuse.^{xciv} As such, quoting the Tennessee State Government and Tennessee Commission on Children and Youth, “as Tennessee’s children become increasingly diverse, equitable access to economic opportunities, education, healthcare, and justice must remain at the center of our systems, policies, and programs.”^{xcv}

QUALITY OF LIFE

The following indicators speak to overall quality of life:

90.8

Percentage of households with children under age 18 that have a broadband internet subscription and a computer, smartphone, or tablet in 2019.

39th nationally

23

Percentage of children ages 0 to 17 with access to a park or playground, recreation center, community center or boys' and girls' club, library or book mobile, and sidewalks or walking paths between 2019 and 2020.

41st nationally

54.2

Percentage of children ages 0 to 5 whose family members read, sang, or told stories to them every day during the past week between 2019 and 2020.

35th nationally^{xcvi}

Adverse Childhood Experience

Adverse childhood experiences are based on whether children ages 0 to 17 experience two or more of the following situations:

- o Parental divorce or separation
- o Living with someone who had an alcohol or drug problem
- o Neighborhood violence victim or witness
- o Living with someone who was mentally ill, suicidal, or severely depressed
- o Domestic violence witness
- o Parent served jail time
- o Being treated or judged unfairly due to race/ethnicity
- o Death of a parent

The State of the Child 2021 report adds to this list living in an unsafe neighborhood, discrimination, living in foster care, and bullying.^{xcvii}

Assessing adverse childhood experiences by race, the State of the Children 2021 report found Black or African-American Children experience adverse childhood experiences more frequently than non-Hispanic white children – 34% compared to 18%.^{xcix}

Tennessee ranks 41st in the nation for the percentage of children ages 0-17 living in poverty at 19.7%.

The children in poverty racial disparity is 2.6.^c

17.8% of Tennessee children experienced adverse childhood experiences compared to 14.8% across the U.S. Tennessee ranks 39th nationally.^{xcviii}

CHILDREN AND WELL-BEING

According to the Tennessee Commission on Children and Youth's County profiles of child well-being, Shelby County ranks 4th for children under 18 years of age.^{ci} Shelby County ranks 94th overall among Tennessee counties in child well-being and 90th in Tennessee for family and community.^{cii}

Indicators of child well-being in Shelby County:

6.8

School suspension rate

County rank: 93

3.3

Substantiated abuse and neglect per 1,000 children

County rank: 11

35.6

Child and teen deaths per 100,000

County rank: 70

24.1

Percent unemployed youth

County rank: 73

113.03

Teen violent deaths per 100,000 children aged 15 to 19

County rank: 62

4.1

Percent of children with reported child abuse cases

County rank: 13

2.4

Percent of children committed to state custody per 1,000 children

County rank: 37

4.3

Percent of children remaining in state custody per 1,000 children

County rank: 30

1.4

Percent of children with juvenile court referrals

County rank: 34^{ciii}

CHILDREN AND ECONOMIC RESOURCES

64

Percent of children in Tennessee having all parents in the family in the labor force ^{civ}

41

Tennessee national ranking for percent of children younger than 18 years living in households below the poverty line in 2019 at 19.7%

4

Tennessee national ranking for the Child in Poverty Racial Disparity Ratio between 2015 and 2019

Childhood Poverty in Tennessee

20

Tennessee ranking with 2% of public-school students lacking a fixed, regular, and adequate nighttime residence in 2019^{cvi}

23.3

The Percent of children under 5 years receiving WIC

County rank: 16

Childhood Poverty in Shelby County

40.4

The percent of children receiving SNAP

County rank: 87

80.6

Economically disadvantaged students

County rank: 78^{cvi}

CHILDREN AND ECONOMIC RESOURCES

In Tennessee, 15.2% of the population has income below the poverty line – 44.2% male and 55.8% female. A total of 37.5% of males in poverty are 17 years and under compared to 28.1% of females 17 years and under.^{cvi}

In Shelby County, 19.3% of the population has income below the poverty line – 44.1% male and 55.9% female. A total of 46.9% of males in poverty are 17 years and under compared to 34.9% of females 17 years and under.^{cvi}

The following table details 5-year estimates for poverty status for children aged 17 years and under by race for Tennessee.^{cix} Children aged 6 to 11 experience the highest poverty rates.

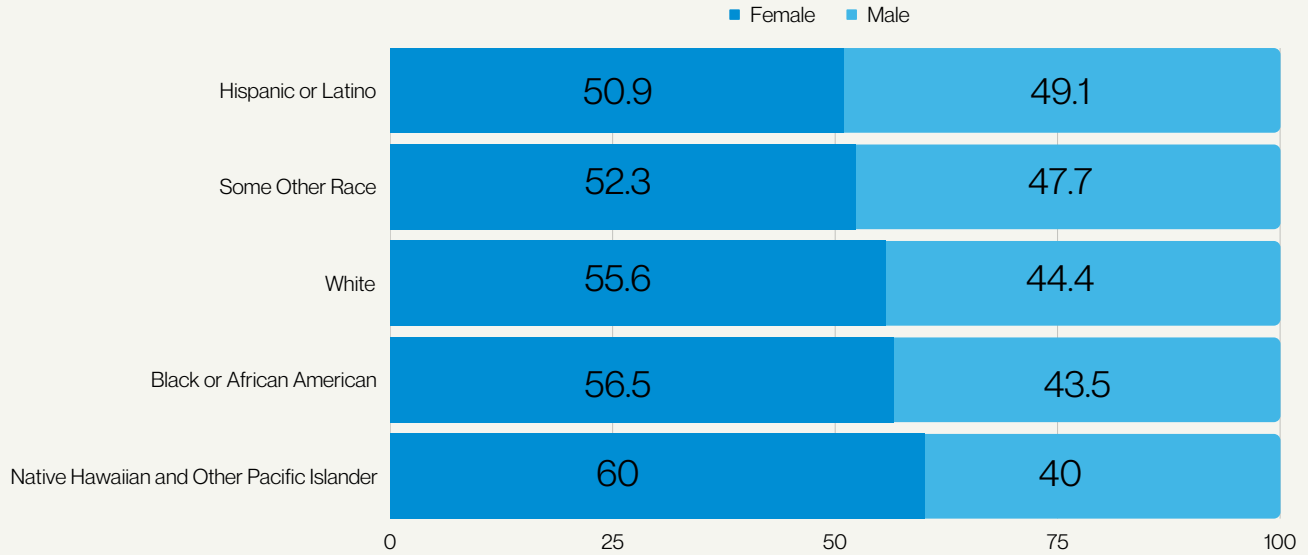
Table 10: Poverty Status by Sex by Age by Race, Tennessee

	White Alone	Native Hawaiian and Other Pacific Islander Alone	Some Other Race	Black or African American	Hispanic or Latino
Total:	5,090,700	3,545	90,875	1,081,832	356,652
Income in the past 12 months below poverty level:	654,501	980	26,441	266,778	93,353
Male:	290,118	392	12,602	115,902	45,803
Under 5 years	29,368	42	2,332	17,177	9,115
5 years	5,626	30	643	3,422	1,799
6 to 11 years	31,980	59	2,077	17,964	8,738
12 to 14 years	14,518	23	1,049	8,697	3,842
15 years	4,375	0	463	1,787	982
16 and 17 years	8,743	5	485	4,617	1,683
Female:	364,383	588	13,839	150,876	47,550
Under 5 years	26,032	62	2,413	16,483	7,776
5 years	4,374	0	368	2,552	1,069
6 to 11 years	29,948	58	2,329	17,781	7,932
12 to 14 years	13,672	2	852	7,363	3,668
15 years	4,421	0	207	2,524	900
16 and 17 years	8,693	31	569	4,853	1,820

CHILDREN AND ECONOMIC RESOURCES

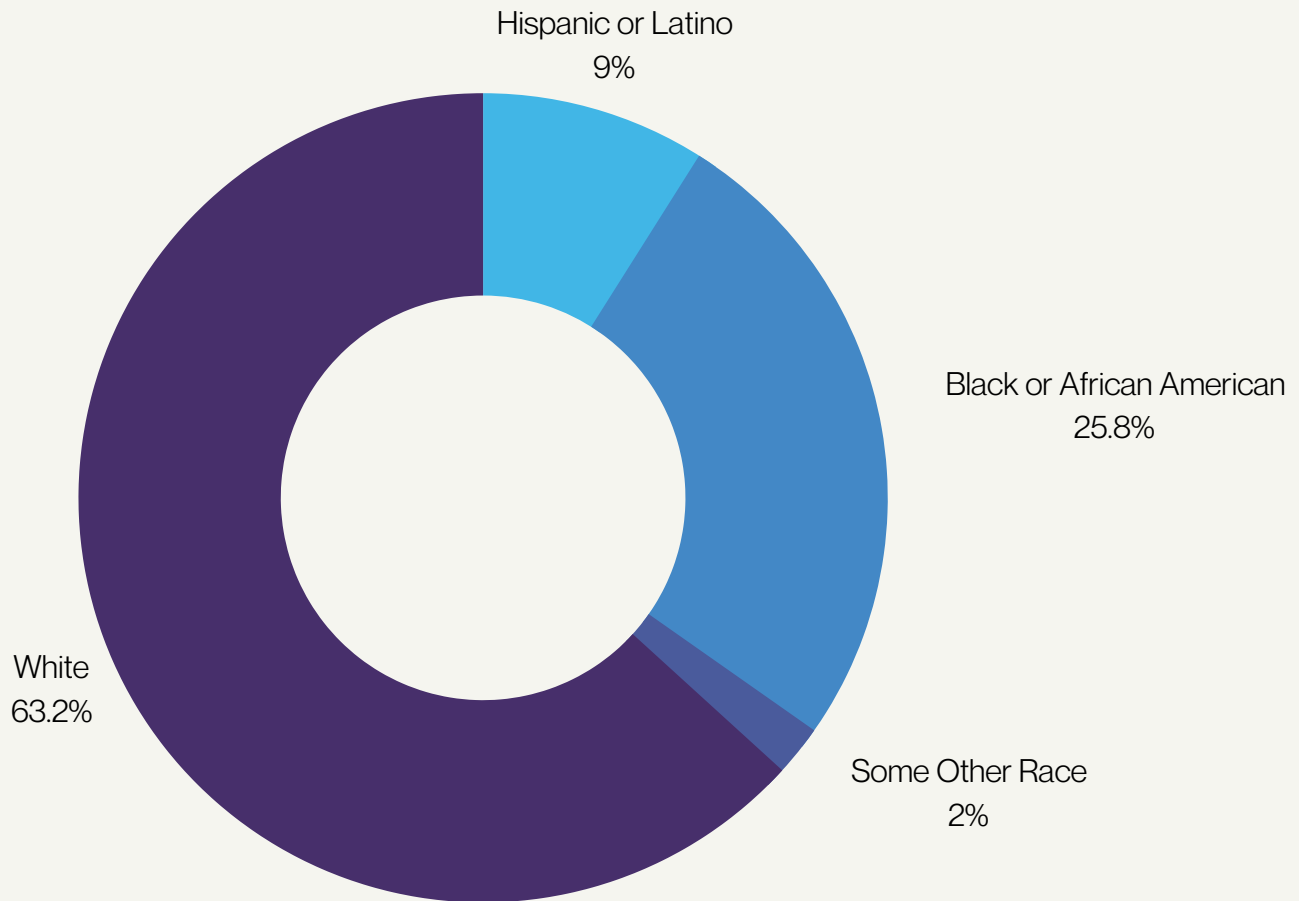
Females aged 17 years and younger have higher poverty rates across races than their male counterparts. Graph 13 details poverty rates by gender by race. ^{cx}

Graph 13: Poverty Rates by Gender by Race for Children Aged 17 and Under, Tennessee



Below is a break down of the total percent of children aged 17 and under by race living in poverty.

Graph 14: Income Below Poverty for Persons 17 and Under by Race, Tennessee



CHILDREN AND ECONOMIC RESOURCES

In Shelby County, females aged 17 and below also have higher poverty rates across races than their male counterparts, except for Hispanic or Latino females.

The following table presents poverty status by gender by race.^{cxii}

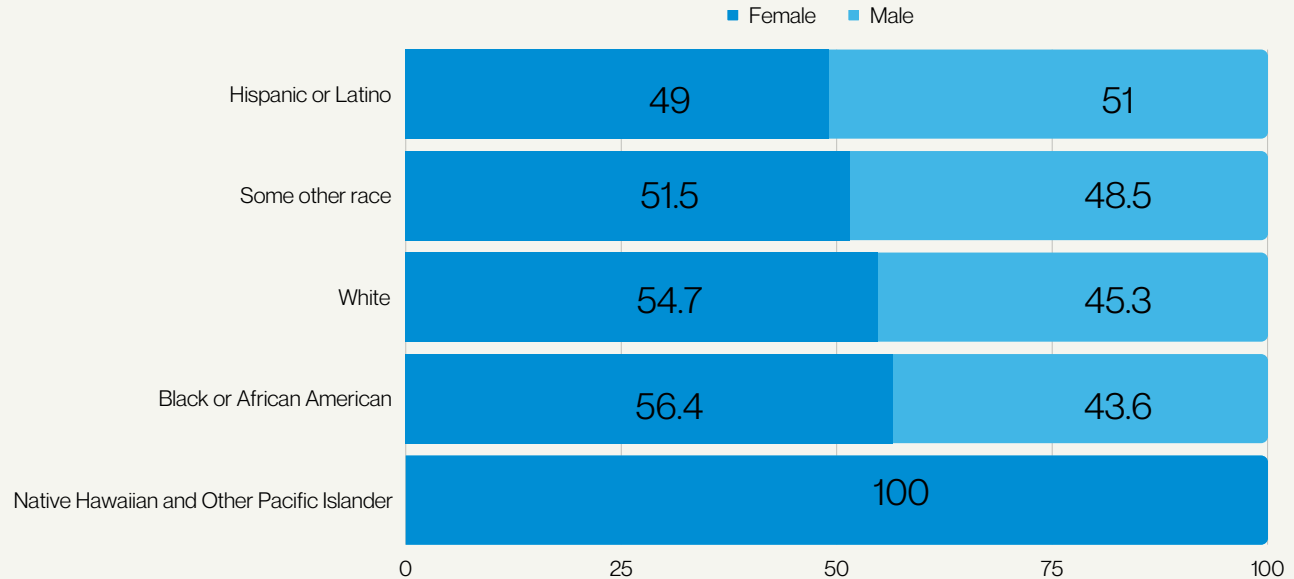
Table 11: Poverty Status by Sex by Age by Race, Shelby County

	White alone	Native Hawaiian and Other Pacific Islander Alone	Some Other Race	Black or African American	Hispanic or Latino
Total:	359,923	249	25,038	491,773	58,537
Income in the past 12 months below poverty level:	34,337	7	7,970	130,392	16,651
Male:	15,542	0	3,861	56,781	8,478
Under 5 years	1,976	0	1,021	9,248	2,246
5 years	169	0	190	1,716	249
6 to 11 years	1,597	0	834	9,558	1,885
12 to 14 years	856	0	306	4,604	809
15 years	127	0	70	939	148
16 and 17 years	436	0	90	2,282	255
Female:	18,795	7	4,109	73,611	8,173
Under 5 years	1,154	0	1,078	9,286	1,617
5 years	210	0	121	1,593	245
6 to 11 years	1,748	0	814	8,505	1,612
12 to 14 years	708	0	201	3,950	569
15 years	281	0	98	1,202	235
16 and 17 years	415	0	109	2,557	215

CHILDREN AND ECONOMIC RESOURCES

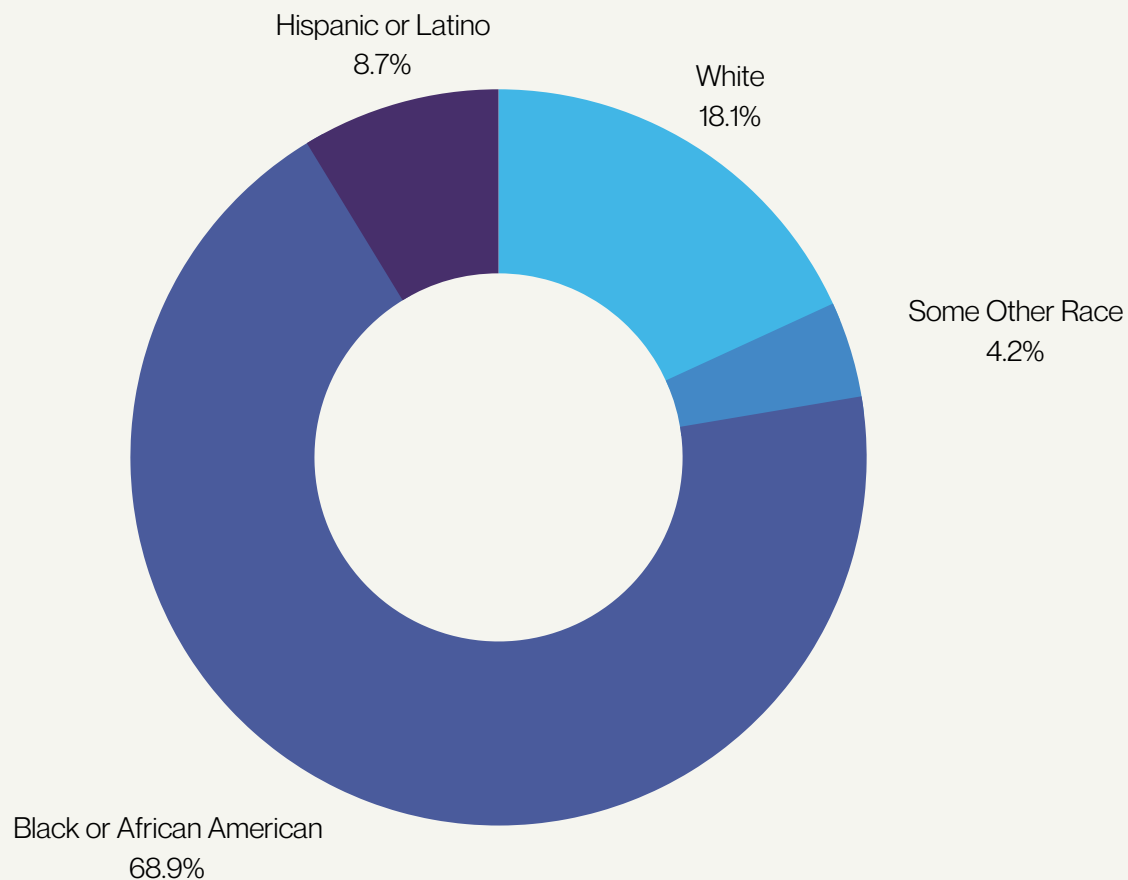
The below graph shows poverty rates by gender by race for children aged 17 and under in Shelby County.^{cxii}

Graph 15: Poverty Rates by Gender by Race for Children Aged 17 and Under, Shelby County



The following graph details income below poverty for persons 17 years and under by race.^{cxiii}

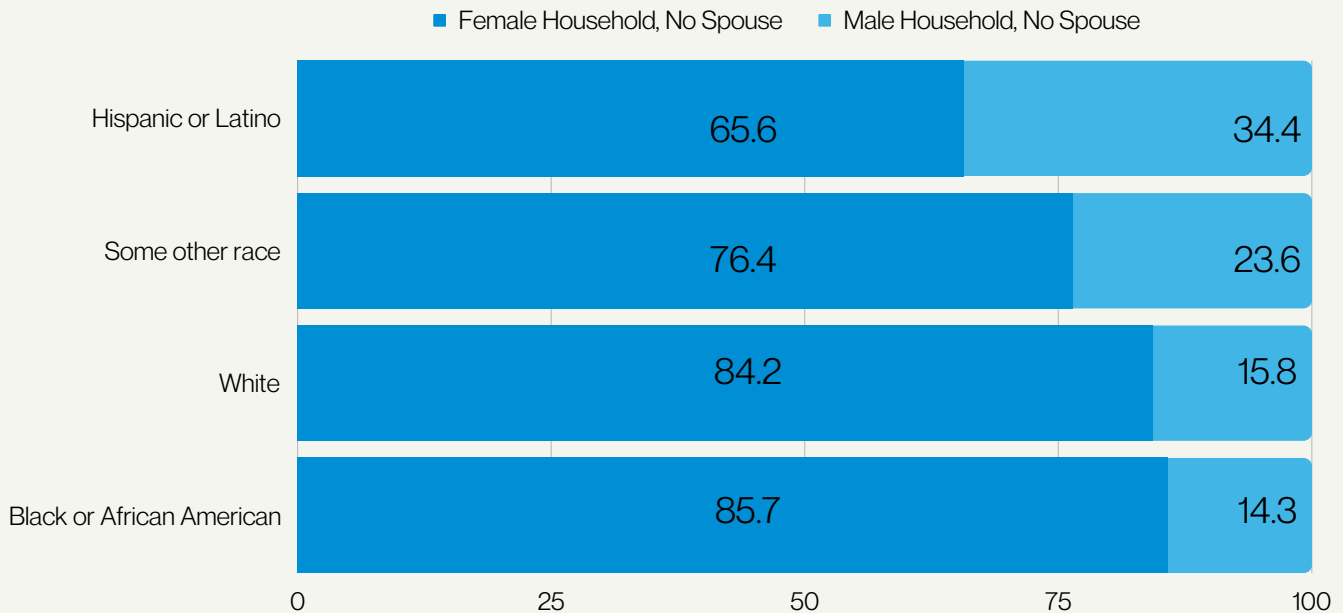
Graph 16: Income Below Poverty for Persons Aged 17 and Under by Race, Shelby County



CHILDREN AND ECONOMIC RESOURCES

Children across races in female households with no spouse present have higher poverty rates than children in male households with no spouse present. Graph 17 depicts those percentages.^{cxiv}

Graph 17: Poverty Status by Family Type by Presence of Related Children Under 18 years By Age of Related Children by Race, Tennessee



In Tennessee, 214,449 children under 18 live below the poverty line in single-parent households, and 85% live in female households with no spouse present, of which 37% have children aged 5 and under and 62.9% have children aged 6-17.^{cxv}

In Shelby County, 47,380 children under 18 live below the poverty line in single-parent households, and 83% live in female households with no spouse present, of which 41.4% have children aged 5 and under and 58.5% have children aged 6-17.^{cxvi}

Children under 18 living in female households with no spouse experience much higher poverty rates than their counterparts living in male householders with no spouse present.^{cxvii}

In Shelby County in 2019, 39% of those under 18 (228,384) lived at or below the poverty line.^{cxl} Shelby County ranks 86th for child poverty in 2022, with 27.1% of children living in poverty.^{cxix}

Of 1.4 million children under 18 in Tennessee, 8.4% live at 50% or below the poverty line, while 19.7% live below the poverty line.^{cxx}

138%

The difference between poverty rates for male and female households with no spouse present with children in Tennessee.

133.57%

The difference between poverty rates for male and female households with no spouse present with children in Shelby County.

CHILDREN AND EDUCATION

40.9

Percentage of children ages 3-4 in Tennessee who are enrolled in nursery school, preschool, or kindergarten in 2019.

41st nationally

34.6

Percentage of fourth grade public school students in Tennessee who scored proficient or above on the reading assessment in 2019.

27th nationally

90.5

Percentage of highschool students in Tennessee who graduated with a regular high school diploma within 4 years of starting 9th grade in 2019.

6th nationally^{cxxi}

9

The high school graduation racial disparity in Tennessee.

The difference in the high school graduation rate between white students and the racial/ethnic group with the lowest rate^{cxxii}

35

Percent of Tennessee students performing at or above the National Assessment of Educational Progress proficient level.

This is a 6% increase from 2017^{cxxiii}

Students at the proficiency level reflect “solid academic performance for each grade assessed” through demonstration of “competency over challenging subject matter.”^{cxxiv}

Female students in Tennessee scored higher on average than male counterparts by 4 points.

66

Percent of students in Tennessee performing at or above the National Assessment of Education Progress basic level

On average, Black students in Tennessee scored 24 points lower than White students in Tennessee while Hispanic students had an average school 26 points lower than White students.^{cxxv}



CHILDREN AND EDUCATION IN SHELBY COUNTY



In Shelby County, educational rankings for 3rd to 8th graders, and high schoolers are as follows.^{cxxvi}

20

Percent of 3rd to 8th graders with reading proficiency.

Tennessee county ranking: 80

12.3

Percent of 3rd to 8th graders with math proficiency

Tennessee county rank: 88

81.4

High school graduation rate

Tennessee county rank: 95

12.6

Percent of cohort high school dropouts

Tennessee county rank: 94

52.8

Percent of young adult college enrollment / completion rate

Tennessee county rank: 51

RECOMMENDATIONS FOR ADVANCING WOMEN AND CHILDREN

RECOMMENDATIONS

Achieving greater social equity and gender equality requires action from individuals, public, private, and nonprofit organizations, community leaders, and policymakers.

According to the Minnesota and Iowa Campus Connect, which "supports civic engagement and democratic renewal through its diverse network of colleges and universities,"^{cxxviii} there are 12 approaches to work towards social change:

- Deliberative and reflective dialogue
- Community organizing
- Advocacy and raising awareness
- Community building
- Social innovation and enterprise
- Fundraising, giving, and philanthropy
- Community and economic development
- Protests and demonstrations
- Voting and formal political activities
- Mutual aid and informal association
- Volunteering and direct service
- Socially responsible daily behavior

These approaches are not mutually exclusive and can take place in any number of ways, including:

- Acting on one's values and civic commitments in one's personal and professional life
- Addressing immediate needs by aiding churches, schools, social service agencies, and nonprofits
- Bringing people together to collaborate toward a common goal
- Developing fairer and more sustainable solutions to social problems
- Donating money to increase the well-being of others
- Learning about the experiences and stories of others
- Providing economic opportunities and improving social conditions in sustainable ways
- Strengthening the capacity of local residents and associations
- Supporting ideas or causes through public and private communications and evidence
- Supporting nonprofit or community organizations^{cxxix}

Women's Philanthropy

Women's philanthropy often funds women's and children's programs and causes. Women's foundations and funds are designed to disseminate resources to nonprofits working to advance women and children. Through your time, talent, and treasure, you support women's philanthropy, make a difference in women's and their families lives, and help uplift and transform communities. Women's philanthropy aims to elevate the status of women, children, and families. Thanks to generous supporters, we can ensure women and children reach their full potential and become change-makers in their communities.

RECOMMENDATIONS

Poverty and Economic Security

The philanthropists surveyed for this study believe poverty and economic insecurity to be leading issues facing Shelby County women and children. Many changes are necessary to raise women and children out of poverty to ensure their future economic security. Policymakers, nonprofit organizations, community activists, and philanthropists can start by:

- Avoiding discriminatory practices and policies in the workplace by designing them to be inclusive
- Developing and training women leaders
- Diversifying boards and leadership teams
- Focus on improving neighborhoods
- Instituting paid leave
- Investing in women's nonprofits and businesses
- Prioritizing work-life balance
- Promoting women's ownership and control over assets and access to income
- Providing employment training
- Supporting women's and children's financial literacy

Education

As shown in this report, education plays one vital role in the overall status of women and children in both Tennessee and Shelby County. It is essential to acknowledge that challenge-based gender norms and biases play a role in women's access to quality education. Policies and practices need to recognize this status and move to prioritize the well-being of women and children. In this context, policies and practices can begin to do this by:

- Encouraging and fostering women's access to education in STEM fields
- Encouraging and helping make possible for women to earn a doctorate and professional degrees
- Funding quality preschool and early education
- Making technology and resources accessible
- Mentoring young women and children

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