

CHANGING HERSTORY

THE WOMEN AND GIRLS FUND

OF THE CAPE COD FOUNDATION



Building Resources. Granting Opportunity.

**“THERE IS NO FORCE EQUAL TO A
WOMAN DETERMINED
TO RISE...**

**ESPECIALLY WITH A
COMMUNITY
BEHIND HER.”**

– THE CAPE COD FOUNDATION, 2022



HERSTORY IN THE MAKING

Sue's Story.

Sue lost her husband to cancer and was struggling to hold things together for her two teenagers. Unable to find stable, affordable housing, they moved three times in one year. She was overwhelmed, unemployed, and confident about one thing: no one would want to hire her. Sue hadn't attended college and had been out of the workforce for years. She found that to start over, you have to start somewhere. She reached out to a local nonprofit that provides services for women. They gave her a mentor, a career coach, and a network of supportive women who have faced major life transitions and succeeded. Like her.

Today, Sue manages the office for a locally owned building company. She just completed her associate degree in finance and accounting from the community college. And, she purchased a new home.

Maria's Story.

Maria is a strong student with a strong work ethic. Yet, she started her senior year thinking it was the beginning of the end. There was no college fund. Her parents worked multiple jobs just to make ends meet. And, with limited English skills, they couldn't help her navigate the scholarship process.

But, about a month into the school year, Maria found the dead-end was just a detour. Her counselor connected her to a school-based girl's empowerment program run by a local nonprofit. There, she found a team of mentors and resources to help her move forward. And move forward she did. Maria received a four-year scholarship and financial aid package to her top college choice. She also found a way to pay it forward—by tutoring an elementary school student in math.



CHANGING HERSTORY

The Women and Girls Fund of The Cape Cod Foundation

Sue is one woman. Maria is one girl. Yet, there are many more like them who can thrive in a community of support. They are the reasons we've launched a new initiative: The Women and Girls Fund of The Cape Cod Foundation. Our vision is simple: to change lives.

The Foundation's civic leadership initiatives have positively impacted women and girls on Cape Cod for more than three decades. We have funded health and human services, housing initiatives, childcare programs, and efforts to improve food security and access. We have invested in educational and mentoring programs, supported entrepreneurial ventures, and distributed millions in scholarships.

So why is this fund so important now? The gaps are widening. Only 1.9% of all charitable giving in the United States is directed specifically to nonprofits serving women and girls. The cycle of poverty continues. The inequities—in pay, in job opportunities—are still great. The barriers to affordable housing and childcare are incredibly high. So are the unemployment rates. The challenges faced by women and girls of color persist.

Yet, while the statistics are sobering, there is something we can do. We can build a community of support and deepen our investment in the women and girls in our community. With our collective power and collective resources, we can fund broad-scale initiatives that lead to regional, systemic change.

Together, we can change herstory.

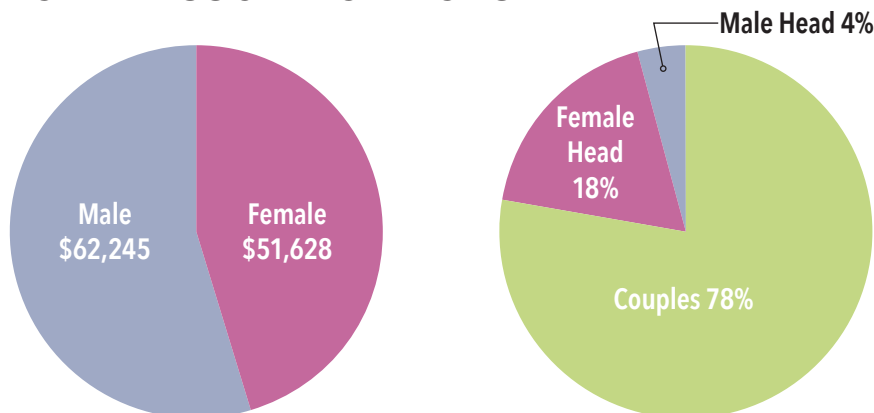


OUR MISSION

The Women and Girls Fund of The Cape Cod Foundation will strengthen the lives of all women and girls in our region through grantmaking and providing resources that redress the systemic inequities that oppress women and girls and limit their opportunities.

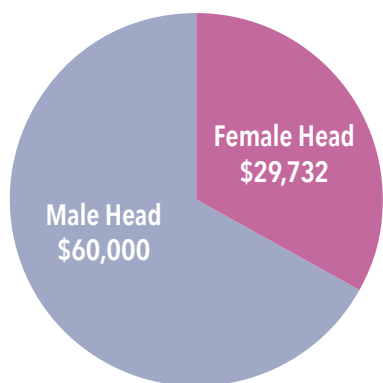
BY THE NUMBERS: HERSTORY

BARNSTABLE COUNTY SNAPSHOT

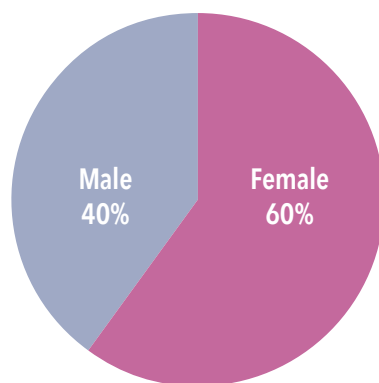


MEDIAN EARNINGS

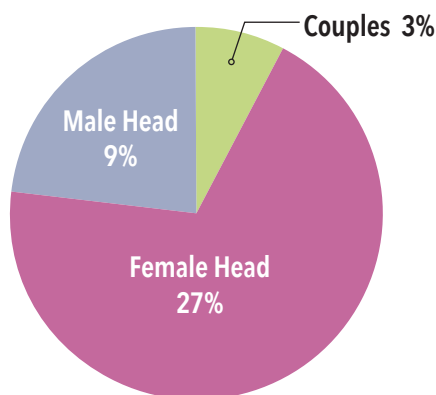
HOUSEHOLDS



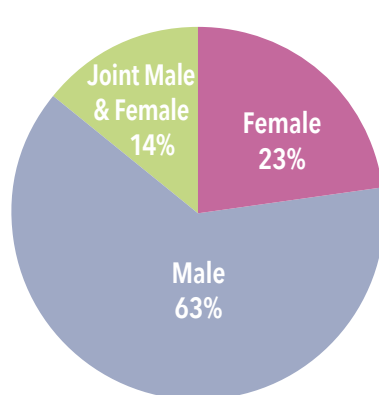
MEDIAN INCOME: HOUSEHOLDS WITH CHILDREN



POPULATION WITH INCOME BELOW POVERTY LEVEL



HOUSEHOLDS WITH INCOME BELOW POVERTY LEVEL



BUSINESS OWNERSHIP

SUMMARY

Women make up 52.2% of Barnstable County's population; men 47.8%.

Women earn about 83% of what men earn. For women of color, the wage gap is even wider. The percentage of women and men with a bachelor's degree or higher is about the same. Yet, although women outnumber men in top industries in the work force, men earn 28%-43% more. During the pandemic, weekly unemployment claims from women consistently outpaced men. At the height of the health crisis, claims from women exceeded those from men by 20%.

Eighteen percent of all households on the Cape are headed by women. Eighty-two percent of single-parent households with children are headed by women. They earn about 50% less than what single fathers do. Their median income is \$29,372, and 27% of those households are living below the federal poverty level, compared to 9% of single-parent households that are male-led. The poverty threshold for a three-person household is \$20,335; for a two-person household, it's \$16,521.

The Cape's population is becoming more and more diverse. In 2020, 15% of the population reported "Other than Non-Hispanic White," up from 4.8% in 2000.

The Cape Cod Commission provided the quantitative data for this initiative.

FOUR KEY FINDINGS

1. Many women lack economic opportunity and paths to self sufficiency
2. Girls need mentorship and access to out of school opportunities and internships
3. Women and girls need accessible information, resources, and services
4. Women and girls of color face additional discrimination and inequities

FOCUS GROUP VIDEOS

Listen to the stories of women and girls from the community at capecodfoundation.org.

FOCUS GROUPS

FIVE FOCUS GROUPS WITH WOMEN

Women Business Owners (2), Women of Color, Older Women at Mashpee Senior Center, Cape Cod Hospital Interpreters

FIVE FOCUS GROUPS WITH GIRLS

Girls from Lawrence Middle School, Barnstable High School, Nauset Middle School, the Hyannis Youth and Community Center at Barnstable High School, and the Mass Hire Young Adults Program



OUR STRATEGY

How We Will Impact Change

Like other Foundation initiatives, we:

- actively fundraise and use the power of collective giving to support and enhance work focused on systemic change
- advocate for policy change
- leverage and expand impact through successful collaborations and partnerships
- gather and share information and resources
- incorporate a diversity, equity, and inclusion lens into all strategies

Our Goal

Our goal is to raise \$1 million (or more!) by the end of 2026. A \$1 million endowment will enable us to make about \$50,000 in grants annually and create a resource that will support the changing needs of women and girls in the community for years to come.

Our Fundraising

Visit our website for updated fundraising totals

The Cape Cod Foundation seed funded grantmaking with \$10,000 in discretionary funds. We have received donations from individuals, private foundations, and other corporate partners. Three banks have been very instrumental in the Fund's initial success. The Cooperative Bank of Cape Cod provided seed funding to establish the fund and has pledged two years of additional support for a total investment of \$50,000. With the same generous spirit and commitment to women and girls in the community, The Cape Cod 5 Foundation has contributed \$25,000. To kick-start our two-year Women and Girls Fund Community Challenge, which started in

Spring 2023, the Eastern Bank Foundation committed a total of \$50,000. Our intermediate goal is to raise an additional \$150,000 by the end of 2024.

Our Grantmaking

To date, we have awarded a total of \$100,000 in grants to nine nonprofit organizations serving women and girls across Cape Cod. While there is much we can work on together, we determined that our first two grant cycles would help break the cycle of poverty by increasing economic opportunity and self-sufficiency for women through trainings and educational programs and break down barriers for girls by providing new, expanded, or more accessible educational opportunities, out-of-school programs, and mentorship opportunities.

GRANT RECIPIENTS

CAANAN SEVENTH DAY ADVENTIST CHURCH / \$5,000

To support ESL (English as a Second Language) and civics classes. The Canaan Seventh Day Adventist Church has been a staple to the Cape Cod community by providing consistent services to the Haitian and local Caribbean population.

ENTREPRENEURSHIP FOR ALL (CAPE COD) / \$15,000

To support access and participation in the Accelerator program for women, with focus on immigrant and BIPOC (Black, Indigenous, and people of color) communities. This program helps individuals to launch new businesses through trainings, individualized support, and mentorship.

FALMOUTH VOLUNTEERS IN PUBLIC SCHOOLS / \$15,000

To support the Be Bold mentorship program for 4th grade girls in Falmouth schools. The program is designed to instill confidence and nurture leadership skills through education and opportunities with diverse female entrepreneurs, professionals, and community members.

GIRL SCOUTS OF NEW ENGLAND / \$5,000

To support financial aid for up to 15 girls, grades 2-12, from low-income households on Cape Cod to attend Girl Scouts' Summer Camps. The Girl Scout Leadership Experience (GSLE) is a research-based, robust collection of engaging, challenging, and fun activities in a girl-centric environment designed to empower girls (age K-12) to take the lead—in their lives and the world.

HEALTH IMPERATIVES / \$15,000

To support the "Partnering for Progress" Ambassador Program, which addresses the needs of Cape Cod's growing immigrant population by connecting women and children to health care, food access, housing, and other services. The program engages past participants as Ambassadors to create economic development opportunities for the women working with and supporting new arrivals.

SHARING KINDNESS / \$5,000

To support Grief Support and Suicide Prevention Skills: Nurturing Resilience and Wellness in Women & Girls. Sharing Kindness will bring a trauma-informed, grief-focused clinician to one of Belonging to Each Other's (BTEO) houses for women. BTEO is a Falmouth-based nonprofit organization that provides temporary cold-weather housing to unhoused neighbors.

TEAM MAUREEN, ON BEHALF OF GLAM GIRL / \$20,000

To support GLAM (Global Local Athletic Movement) GIRL for GLAM GIRL Equity + Indigenous Youth Empowerment Project. GLAM Girl combines sports practice, leadership training, and service and advocacy projects to create more opportunities for young women and girls and drive gender equity. This project is a partnership with the Mashpee Wampanoag Tribe.

WE CAN AND AMPLIFY POC / \$20,000 (\$10,000 to each organization)

To support a pilot partnership between the two organizations that will increase economic stability and opportunities for women of color living and working on Cape Cod and building capacity for both organizations to better support these women into the future.

"When you are so young, trying to find your own identity and trying to find where you fit in this mosaic we call life and society, it can be very difficult to find yourself as a person of color when you are in a predominantly white area."

— FOCUS GROUP MEMBER



CHANGE HERSTORY TODAY.

The Women and Girls Fund Community Challenge

To Donate

Our goal is to raise \$1 million by the end of 2026. An endowment fund of this size will enable us to make about \$50,000 in grants annually and create a resource that will support the changing needs of women and girls in the community for years to come. To kick-start our two-year Women and Girls Fund Community Challenge, which started in Spring 2023, the Eastern Bank Foundation committed a total of \$50,000. Our intermediate goal is to raise an additional \$150,000 by the end of 2024.

Join the Women and Girls Fund Leadership Circle

Business: A gift or pledge of \$10,000 or more

Individuals: A gift or pledge of \$5,000 or more

Gifts can be made by check or online. The amount may be spread over multiple years.

Make a Recurring Gift in Any Amount

Donate online at capecodfoundation.org

Make an Outright Gift In Any Amount

Online: capecodfoundation.org

Checks:

Payable to: The Women and Girls Fund

Mail to: The Cape Cod Foundation

261 Whites Path, Unit 2

South Yarmouth, MA 02664

To Connect

Schedule a private conversation or group presentation

Kristin O'Malley, President and CEO

The Cape Cod Foundation

komalley@capecodfoundation.org | 508.790.3040

To Follow

Sign up for our digital newsletter: capecodfoundation.org

Receive news about this and other Foundation initiatives

Fund Information and Updates: capecodfoundation.org

Meet the team, get fundraising and grantmaking updates, and review videos and other resources.



**“When we invest in
women and girls, we are
investing in the people who
invest in everyone else.”**

– MELINDA GATES

OUR EARLY BUSINESS PARTNERS



Building Resources. Granting Opportunity.

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