

# OVERHAULING PAY AND OWNERSHIP INEQUITIES FOR WOMEN ENTREPRENEURS

ACCELERATING WOMEN BUSINESS OWNERS' INFLUENCE AND ECONOMIC OPPORTUNITIES BY REMOVING BARRIERS TO PAY, OWNERSHIP AND VALUATIONS TO ADDRESS THE INTOLERABLE WEALTH GAP.

**23%**

Average pay discrepancy to women founders Yr 1

**664k**

Number of businesses started by women each year

**\$2.7b**

Valuation loss for women entrepreneurs

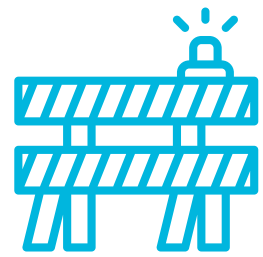


## THE CHALLENGE

Fair compensation strikes at the heart of human dignity. Aside from material benefits, equal compensation signals that women's ideas and time are valued as much as men's. Lacking meaningful intervention, the wage gap is expected to persist for the next 200 years.

## REMOVING BARRIERS

Women business owners are imperative to removing barriers for all women because they control resources, are doers, and credible change agents. They have the power to establish equitable compensation structures within their own organizations, stimulate local economies, increase GDP and inspire the next generation of women entrepreneurs.



## POSITIONED FOR SUCCESS

Our partnership strategically drives individual transformation for women entrepreneurs, relational change for employees, and structural change across society. Systems, not just individuals, must change. We are learning organizations with proven teaching methods that shift mental models; have validated pay equity/compensation benchmarking and training tools, and the critical experience needed to leverage data and narratives to influence policies and practices.

**WE SEEK TO INCREASE WOMEN'S POWER AND INFLUENCE BY DECREASING PAY INEQUITIES AND EMPOWERING WOMEN ENTREPRENEURS AS CHANGE AGENTS.**

**OUR ULTIMATE GOAL IS TO SEE THAT WOMEN'S IDEAS AND TIME ARE VALUED THE SAME AS MEN'S; THAT WE ALL STAND EQUAL IN OUR HUMAN DIGNITY.**

Drive outcomes that stimulate local economies

Increase intergenerational wealth

Grow GDP

Inspire young women to see entrepreneurship as a rewarding and meaningful career path

## SYSTEMS CHANGE TO DRIVE EMPOWERMENT, ACCESS AND INFLUENCE

Outputs will include addressing all 6 conditions of systems change (mental models, power dynamics, networks/relationships, resource flows, practices, policies) through actions that drive empowerment for women entrepreneurs individually and across their organizations. We will increase access influence to timely data-driven action for policy makers and capital allocators, giving these women a real voice at the decision making table. Relationships and timely data are core to all activities including entrepreneur training, data collection/analysis, and strategic network building.

### IN THE NEXT 5 YEARS, WE WILL:

Establish compensation equity practices

**70%**

of new women-owned businesses (including 451 venture backed founders)

Reconcile the

**\$2.7b**

of valuation loss women entrepreneurs face today

Increase the number of legislators by

**25%**

who introduce or co-sign legislation that advances critical drivers of women pay equality