

CALENDAR YEAR 2023

2023 IMPACT REPORT

UNITED
WE .

AT UNITED WE, WE KNOW CHANGE CAN BE SLOW AND INCREMENTAL. WE ALSO KNOW THAT TRULY MOVING THE NEEDLE FOR WOMEN IS A LONG-TERM PROCESS THAT REQUIRES SIGNIFICANT INVESTMENT IN RESEARCH, ADVOCACY, AND PROGRAMMING.

2023 was a year of launching new initiatives to push the needle for all women. In addition to producing four evidence-based research studies, influencing four policy actions, and empowering 20 women to serve on a board or commission, we also developed new ways for individuals to work toward gender equity.

Partnership with the National Association of Women Business Owners (NAWBO)

- Our collaboration with NAWBO brought together thousands of women throughout the year. Together, we hosted two educational webinars highlighting advocacy and childcare. We produced a [five-part audio vignette series](#) that featured key expertise from both organizations to provide short, inspirational segments. Our partnership is poised to grow in 2024.

Commission on Childcare and Women's Entrepreneurship

- We convened dozens of experts and influential leaders nationwide to help solve the childcare crisis. The nonpartisan Commission is generating new policy ideas about childcare that are limiting women's entrepreneurial risk-taking. Informed by national qualitative and quantitative research, the group will produce a report in 2024 with recommendations for the public and private sectors.

Appointments Project LIVE!

- This quarterly virtual discussion is our latest way of convening, connecting, and celebrating women. Regardless of where they were on their civic leadership journey, women from across the nation joined the conversation led by exceptional women in various leadership roles for inspiration and education.

In 2024, we implement a new three-year strategic plan to further our innovative efforts. The plan focuses on three key strategies: building a national network, demonstrating thought leadership, and delivering on-demand programming. Our priorities include the launch of the United WE Institute in Washington, DC in June, and the expansion of the Appointments Project® to empower women in towns and cities across the U.S. to serve on civic boards and commissions.

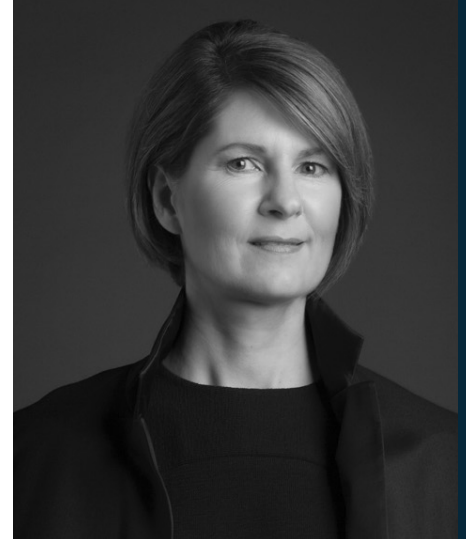
At United WE, we have big plans for 2024. And, we know it takes diligence, patience, and passion to get where we're going. Thank you for your ongoing support and dedication to our mission. Together, we will keep making strides that advance all women.

After all — change is worth the wait.

Sincerely,



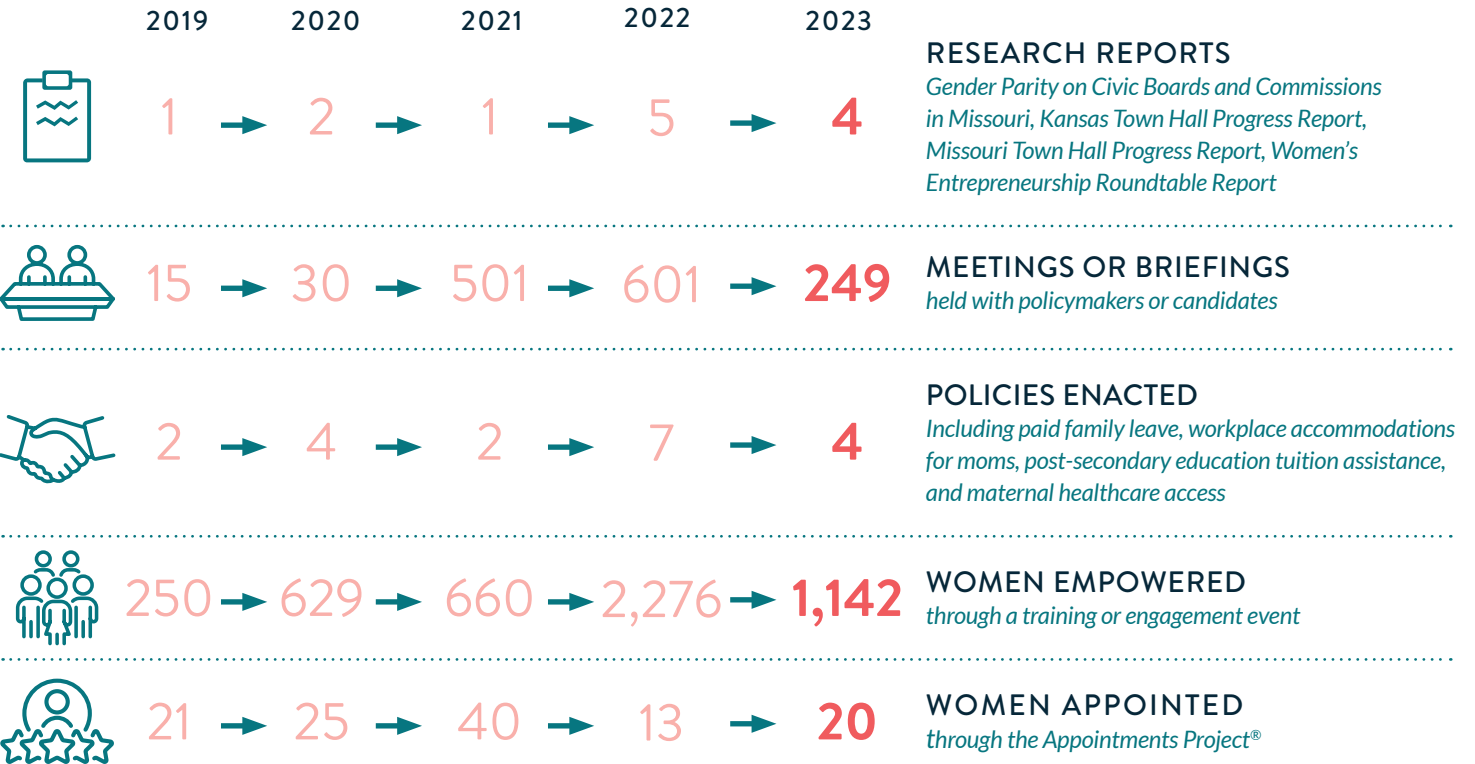
Wendy D. Doyle, President & CEO



WE ARE ADVANCING
WOMEN THROUGH
THE POWER OF
STATISTICAL TRUTH AND
STORYTELLING. WE
BELIEVE THE FORMULA
TO END GENDER
INEQUITY REQUIRES
A STRATEGIC BLEND
OF QUALITATIVE AND
QUANTITATIVE DATA.
THEN WE PUT THAT DATA
TO WORK TO SPARK
SYSTEMS-LEVEL CHANGE.

UNITED-WE.ORG

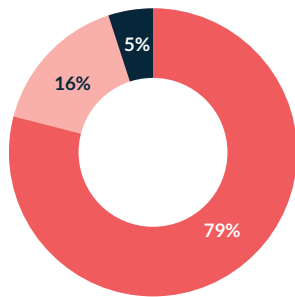
BY THE NUMBERS:



2023 FINANCIALS

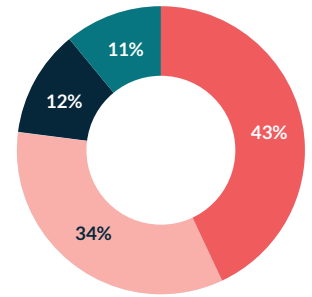
REVENUE

- Donor Contributions
- Investment Allocations
- Other Income



EXPENSES

- Economic Development Initiative
- Civic Leadership Initiative
- Fundraising Expenses
- Operating Expenses



2023 BOARD OF DIRECTORS

- | | |
|------------------|-----------------------------------|
| Jane Cavalier | Linda Jordan |
| Peter Clune | Tiffany Owens |
| Dan Cranshaw | Ebony Reed |
| Kathy Donovan | Joan Ruff - <i>Chair</i> |
| Steve Edwards | Anne St. Peter |
| Katie Kwo Gerson | Ellen Sullivan - <i>Treasurer</i> |

UNITED WE NATIONAL ADVISORS

- Jamille Bigio
- Teresa Chaurand
- Rachel Davis Mersey
- Ann Warner

UNITED WE ADVISORS

- | | | |
|-----------------------|----------------------|----------------------------------|
| Marcia Bailey | Jennifer Ingraham* | Freda Mendez Smith |
| Debby Ballard | Linda Jordan* | Betsey Solberg |
| Mayor Kay Barnes | Christine Kemper | Barbara Tate* |
| Michelle Carr | Joyce Letts | Linda Gill Taylor* |
| Dianne Cleaver | Jinny McCoy | Peg VanWagoner* |
| Joanne Collins | Mary Ann Meeks | Linda Doolin Ward* |
| Bunni Copaken* | Linda Moore | Sherri Wattenbarger* |
| Patty Garney | Barbara Nelson | Kristin Webster |
| Christy Gautreaux | Jennifer Nicholson | Abby Wendel |
| Linda Hanson* | Barbara O'Hearne | Teresa Woody* |
| Shirley Bush Helzberg | Jeanne Olofson | Julia Yank |
| Karen M. Herman* | Shirley Pryor | <i>*denotes Past Board Chair</i> |
| Sharon Hoffman | Marilyn B. Salomon | |
| Mamie Hughes | Sandra Schermerhorn* | |