



**WOMEN'S FOUNDATION
OF ALABAMA**

Creating a Female Support System

Rachel Bunning, Vice President, External Affairs
Women's Foundation of Alabama





Career Journey

- Presidential Campaign (Missouri)
- Public Affairs Agency (Washington D.C.)
- Presidential Campaign (North Carolina)
- Office of the Alabama Speaker (Alabama)
- Alabama Community College System
- Women's Foundation of Alabama

Vision

We envision a society where power and possibility are not limited by gender, race, or place.

Mission

Women's Foundation of Alabama is a community-driven foundation impacting the world around us by accelerating economic opportunity for women.

Status of Women in Alabama



Underpaid

Women Are Paid 67 Cents for Every Dollar a Man Makes



Underutilized

Only 52% of Working Women Participate in the Economy, vs 63% of Men



Lack Childcare

Alabama has a 40% Supply Gap in Affordable, Quality Childcare



High Maternal Deaths

AL has 3rd highest maternal mortality rate in the US.

Source: *Status of Women in Alabama 2020*, The Women's Fund of Greater Birmingham

Why a Female Support System?

“There is a wealth of data and evidence that shows that when women lead within governments, they are **more likely to prioritize health and well-being** and our natural resources. When they participate in peace processes, the **results are more inclusive and durable**. When they lead within companies, those **companies make more money and have less turnover**. When they lead within economies, those **economies grow**.”

– United Nations Foundation

What We'll Cover

1. What is a support system and why do I need one?
2. Who is **my** support system?
3. How do I expand my support system?

Real Change Happens When Women Lead

Women's Policy Institute

The WPI fellowship is a 40-hour experiential learning curriculum designed to train community leaders in public policy advocacy. Rooted in gender and racial equity, training sessions will build the skills necessary to successfully move policy, including organizing, civic engagement, and leadership.



Support System

Noun

: a network of people who provide an individual with practical or emotional support

It's just building relationships with people who can help you, whether that help comes in the form of a mentorship, a peer ally, a piece of job advice, or an introduction to someone who can advance your career. - Paige Cohen, *Harvard Business Review*

*“There is a special place in hell for women
who don't help other women.”*

Madeleine Albright

It's Just Relationships.

- Family
- Friends
- Colleagues
- Others in a similar profession
- Others in a similar role in a different professions
- Others in the same age group
- Babysitters



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Who is My Support System?

Where Do I Begin?

- Coffee
- Lunch
- Cocktails
- Zoom
- Phone Call
- LinkedIn
- Professional Associations or Groups
WIC, WiM, SWE, Women in
Metals, Kiwanis, Rotary, Chamber
of Commerce, PRCA, SHRM

It won't happen if it's not on your calendar.

But What Do I Say?

- Take the WORK out networking.
- Trade small talk for deep talk.
- Be curious.

Just Do It.

1. Introduce yourself.
2. Why did you come to the Catalyst Conference?
3. Choose your own adventure:
 - What was the highlight of your week?
 - What places have you lived and traveled during your career journey?
 - What is the next thing you want to cross off your career bucket list?
 - What's the most influential and impactful piece of career advice you've ever received?



YOU DID IT!



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