

the
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project

The all out – all in effort to end gender bias in Chicago

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For decades, women have been making progress in securing their fundamental human rights.

But 50 years after the passage of the Equal Pay Act, it's fair to ask: At this rate, how many more generations of working women in the Chicago area will have to accept 20 percent less pay than men and face retirement with \$350,000 to \$850,000 less in assets? Four decades after *Roe v Wade*, why can't a low-income woman in Illinois make personal decisions about her own body, even if she is battling cancer? And 20 years after the Violence Against Women Act, why are its basic protections still being contested and whittled away in the courts?

What will it take to finally move from “making progress” to *being there*?

The answer is the 100 Percent Project, a grassroots, Chicago-wide call for 100 percent collaboration among public and private entities; 100 percent participation by everyone, including men and boys; and 100 percent engagement in the shared work of ending gender bias in our region by 2030.

Goals and time line

The project targets what we believe are the key goals we must achieve in order to attain economic security for women and establish gender equality as a given in our community. Both are essential to secure women's health and freedom from violence.

By 2018

- 30 percent of local employers offer strong, stable, fair, and adaptable work environments for all their employees.
- Chicago schools commit to incorporating life skills—such as sex education, positive peer interaction, healthy relationships, and financial literacy—at age-appropriate points in the K–12 curriculum.

By 2020

- Chicago moves to first place in the national [Status of Women in the States](#) rankings in the categories of employment & earnings, political participation, poverty & opportunity, reproductive rights, health & well-being, and work & family, becoming the best city in the nation for women and girls to thrive.

By 2030

- 100 percent of women in Chicago have equal pay and benefits in their workplace.
- 100 percent of local employers offer strong, stable, fair, and adaptable work environments for all their employees.
- Women are equally represented in top-level leadership positions throughout metropolitan Chicago.

Strategies

The big idea at the heart of the 100 Percent Project, an idea that distinguishes it from all previous and existing initiatives in the U.S., is multi- and cross-sector engagement. The project is not a to-do list; it's an invitation for individuals and institutions to take responsibility for the goals, think creatively and collaboratively about how to achieve them, and get to work.

Below are just a few of the ideas that emerged from the first round of public discussions and research on the 100 Percent Project. They fall into three broad strategic categories.

Increase individual and systemic awareness. Gender bias isn't limited to personal preferences. It exists in decisions, policies, and rules that affect women differently than men, which in turn affect the families and communities in which we all live.

- Launch "Talk It Out," a citywide, week-long series of public conversations about bias.
- Adopt the "Male Champions of Change" program, for leaders in the public and private sectors to learn about—and act on—the issues.

Find common ground and collaborate. Sharing our strengths will maximize our resources and our reach.

- Use the gender lens to examine and improve current public and private initiatives.
- Build alliances to address the intersections of race and gender.

Build, scale, and advance policies and programs that support gender equality.

- Increase women and girls' access to savings and asset building programs.
- Clarify language and close loopholes to enforce the Illinois Equal Pay Act.

Chicago Foundation for Women's Commitment

The 100 Percent Project developed from a series of public conversations, or *Salons to Solve*, to identify solutions to the challenges women and girls face today. More than 500 people in metropolitan Chicago participated, representing a broad range of community, government, private sector, and non-profit organizations as well as faith leaders and individuals of both sexes and all ages. Building on what we heard, the foundation conducted and gathered research on women's health, economic security and freedom from violence, and on best practices to achieve gender equity.

Chicago Foundation for Women (CFW) commits to leading, connecting, and supporting individuals and institutions working to achieve the goals of the 100 Percent Project.

CFW will

1. Bring together partners—including CFW grantees, philanthropic institutions, nonprofit organizations, and special interest networks—to refine and expand project strategies and accomplish project goals.
2. Align our grant making with project objectives.
3. Lead an effort to consistently and concurrently apply a racial and gender justice lens to foundation-based philanthropy in metropolitan Chicago.
4. Issue an annual, public report of the city's progress on project goals.

Join us.

The 100 Percent Project belongs to all of us, and it will affect all of us. We welcome your participation, expertise, contributions, and feedback at www.cfw.org/100-percent or 100percent@cfw.org.

The 100 Percent Project

**It's an all-out, all-in,
coordinated effort to
increase women's economic
security and put an end to
gender bias in Chicago.**

Join us #100percentCHI