

# Developing Leaders Who Reflect New York City

Women Creating Change (WCC) advances gender equity and increases community engagement across New York City, centering women of color, women experiencing financial hardship, and gender-expansive individuals. Leadership that reflects our communities is essential to a thriving democracy.

## Naming the Problem: Women Face Systemic Inequities

New York City women, especially women of color, face persistent obstacles to meaningful community engagement. WCC research has found:



Only  
**5%**

of women have

served in leadership roles in local organizations.

Women are overrepresented in low-paid occupations and underrepresented in the highest-paying fields.

Even with the same education and experience, women earn 8% less than men.

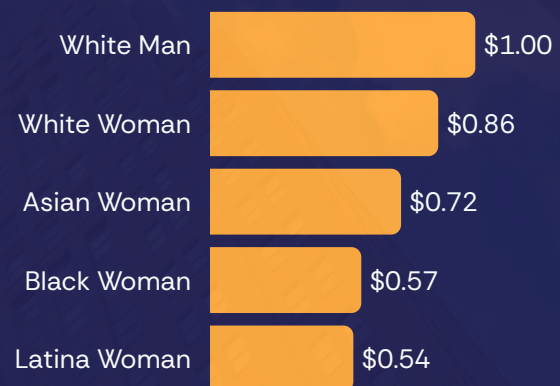


**21%**



of women cite illness and care work as reasons for not voting, twice the rate of men.

**For every** dollar a white man earns a woman earns less.



## The WCC Approach: Creating Pathways

WCC's work produces ripple effects—every woman we train or empower strengthens her community and amplifies underrepresented voices. We do this through:

**Original Research** reports that use data to drive reforms.



**Leadership Development**

programs that elevate the next generation of women leaders.

**Advocacy**

focused on four key areas:

- Economic justice
- Education
- Health & reproductive justice
- Safety

## → Impact: Building Power, Transforming Systems

WCC bridges the gap between policymakers and the communities they serve to ensure decisions reflect the needs of underrepresented voices. We do this by:



Expanding leadership development to meet more women where they are.



Growing research capabilities to shape citywide policy decisions.



Partnering with allies to advance issues impacting women across NYC.