

With your help, the **Mujeres Effect** will reach more people than ever before

In Fall 2022, we announced a multi-year funding opportunity along with our national partner, Esperanza United: we are awarding over \$10 million to approximately 30 grantees over the coming years! Eligible organizations include Hispanic and Latine community-based, culturally specific organizations that serve Hispanic and Latine survivors of sexual assault and domestic violence in the United States and its territories. The cusp of this national work, coinciding with our 50th Anniversary, demonstrates how Mujeres' approach to empowering survivors and lifting families can make *stronger* and *healthier* communities. The Mujeres Effect is only effective because donors like you believe that change is possible. Your support not only amplifies The Mujeres Effect—it **IS** the **Mujeres Effect**: a community that will uplift and care for one another.



GIVE TODAY

VISIT MUJERES LATINAS EN ACCIÓN AT ONE OF OUR LOCATIONS

Pilsen Headquarters
2124 W. 21st Place
Chicago, IL 60608
773-890-7676

Brighton Park Office
4700 S. California
Chicago, IL 60632
773-890-8620

West Suburban Office
7222 W. Cermak Road 509
North Riverside, IL 60546
708-442-1299

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THE MUJERES EFFECT

MUJERES LATINAS EN ACCIÓN'S
2021-2022 IMPACT & ANNUAL REPORT





What is the *Mujeres Effect*?

Mujeres Latinas en Acción is rounding out the last forty-nine years and looking ahead to our golden anniversary. Before we start the celebrations, we want to use this annual report as an opportunity to reflect on the evolution of our programs, our growth, and to recognize how these decades of service cumulate in the impact we have had in this ever-changing, challenging world. Thanks to donors like **you**, Mujeres Latinas en Acción (Mujeres) is an institution and a force of change. The Mujeres Effect is layered, with ripples that touch one life at a time. It helps vulnerable families find healing and pathways to thrive. Much of the Mujeres Effect can be seen and felt in the community we nourish, the community that you are helping build.



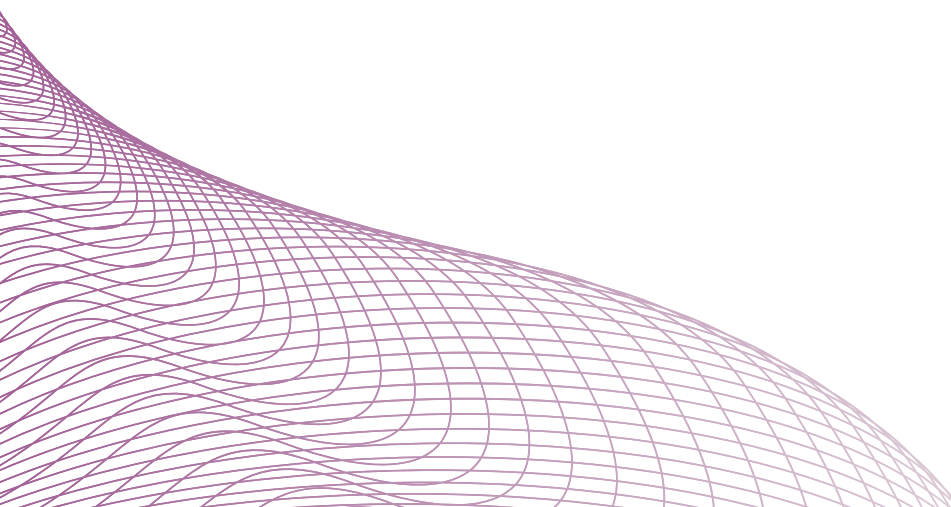
What is the *Mujeres* Effect on Survivors?

Year after year, survivors of sexual and domestic violence come to Mujeres' doors. Some are searching for emergency crisis interventions, and some are looking to heal through our free counseling and therapy. Our oldest and largest program, the Domestic Violence program, is centered on respecting survivors' strength and giving them the space to direct the trajectory of their healing and their empowerment. Our Sexual Assault program, started in 1992, continues to grow. Our crisis staff and volunteers are there for survivors after sexual trauma, helping them navigate medical and legal systems. Our Sexual Assault program also offers therapy, counseling, and case management for both children and adults.

This fiscal year, **over 1,300 survivors** were served by Mujeres's sexual assault and domestic violence programs. Mujeres impacts survivors' access to pathways to safer and healthier lives. This past year, Mujeres helped:

- **85 survivors obtain orders of protection,**
- **60 survivors file UVISA/VAWA petitions, and**
- **47 survivors access emergency shelters**

The strength and leadership of survivors embolden Mujeres to fight harder on their behalf. The Mujeres Effect has ripples, and after years of advocacy, we are witnessing local, state, and federal investments in culturally-responsive services for survivors that Mujeres has pioneered for decades.



MEET GLORIA

Gloria's journey with Mujeres began with the Domestic Violence training in 2017, and then she became involved in and excited about Community Engagement. From there, she started volunteering with various campaigns, including immigration and vaccination campaigns. Gloria feels that, with every volunteer opportunity, there is something to be learned.

"I have participated in many meetings, campaigns and trainings. The most important thing is that in each of these we learn something new to bring to the community, especially with truth and seriousness, which is what our people need."

Gloria also recognizes the challenges that can come with volunteering. In past campaigns, she and fellow volunteers faced challenges such as an angry passersby and even a live snake slithering along their path. But throughout it all, Gloria remains resilient and understands the importance in educating others and giving them reliable information.

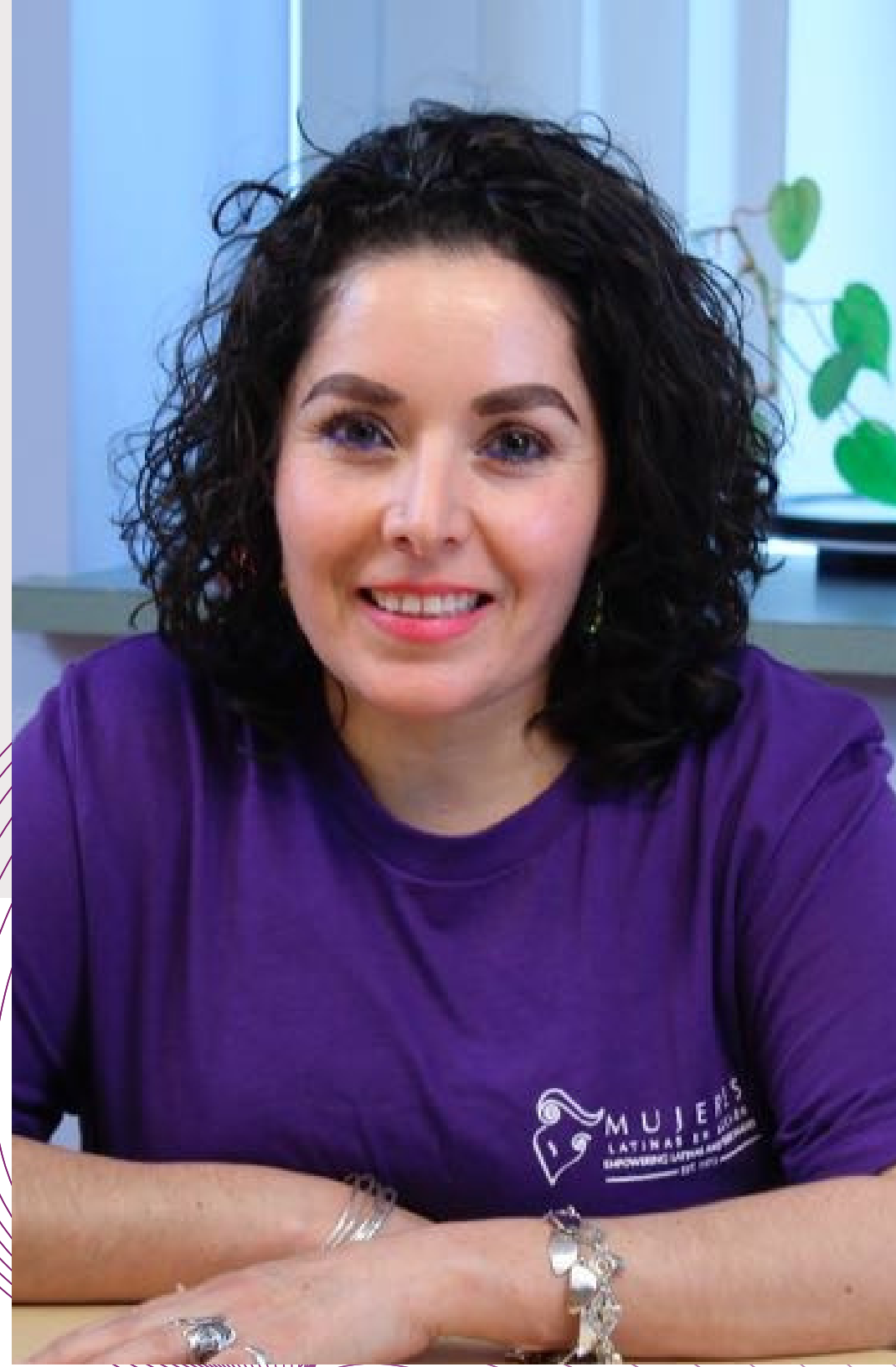
"Being part of the Promotoras de Salud team has been a very gratifying experience. This group has learned so much. Listening to people's stories helps me get closer to their needs, and if you have the tools to help other people, why not do it?"

“

He participado en muchas reuniones, campañas y capacitaciones. Lo más importante es que en cada una de estas aprendemos algo nuevo para llevar a la comunidad, sobre todo con veracidad y seriedad que es lo que nuestra gente necesita.

Gloria, en sus propias palabras

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MEET MARIA

Maria volunteers frequently with different organizations, but Mujeres remains at the center of her efforts, goals and volunteering interests. The first time she went to the Pilsen office, Maria found out about the Latina Leadership program and staff members invited her to participate. By then, Maria had been hearing about Mujeres for years and deeply wanted to become involved with the organization. She immediately signed up for the course and started to volunteer shortly thereafter.

“It had always caught my attention that the organization is led by women. That its mission is to empower women. I told myself, I want to be part of this organization. I want to learn everything I can from Mujeres Latinas en Acción.”

Most recently, Maria got involved with Mujeres’ vaccination campaign. Helping to inform others is important to her.

“This is key for me: to educate people, to give them the tools so that they can have a better future. If a woman is prepared, is educated, she can do her best both in her family and in the community.”

“

Siempre me había llamado la atención que la organización es liderada por mujeres. Que su misión es empoderar a las mujeres. Y dije, yo quiero estar en esta organización. Quiero aprender todo lo que pueda de Mujeres Latinas en Acción.

Maria, en sus propias palabras

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What is the **Mujeres Effect** on Families?

It depends on who that family is and what their needs are. Last year, community health workers, our Promotoras de Salud, disseminated community education on COVID-19 testing and vaccines, reaching close to **30,000 people** and directly helping close to **900 vulnerable community members** access vaccination. These Promotoras de Salud are trusted members of their communities. When they share resources about public health education, the community listens.

The pandemic and inflation have devastated families across Chicagoland, especially immigrant families that make up a large part of the essential workforce. Shortly after the very first shelter-in-place orders, Mujeres became a community hub for emergency aid for families. Since April of 2020, Mujeres, along with our community partners, has connected families to **over 3 million dollars in cash and housing assistance**.

MEET SANDRA

Sandra was taking a course at her local church when someone told her about Mujeres Latinas en Acción. After coming to Mujeres as a participant, she enrolled in a variety of courses, including the Parent Support Program, Latina Leadership and Empresarias del Futuro. She's been a volunteer for about 7 years now and has been a part of the vaccination campaign, the breast cancer awareness campaign, and, most meaningful to her, the immigration campaign.

"I always put a lot of focus on Mujeres' work, which is to empower women, and it is with great pride that I say that Mujeres has empowered me. I came here in a complicated situation, feeling like I had an uncertain future and with very little chance of getting ahead without preparation and with three young daughters. Thanks to all of Mujeres' workshops, I did get ahead as a successful woman and as an individual helping my community."



“

Siempre pongo mucho enfoque en la labor de Mujeres, que es empoderar a la mujer latina, y es un gusto enorme decir que Mujeres ha logrado empoderarme. Yo llegué en una situación muy complicada, sentía un futuro incierto. Me sentía una mujer con muy pocas posibilidades de salir adelante sin preparación y con tres pequeñas hijas.

Gracias a todos los talleres de Mujeres logré salir adelante siendo una persona exitosa como mujer y como persona ayudando a mi comunidad.

Sandra, en sus propias palabras

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MEET ANA & JOSE

Ana wanted to help domestic violence survivors, ideally in a similar position to the job she held in Mexico. Fortunately, her husband Jose found Mujeres Latinas en Acción. Ana and Jose have been an important part of multiple Mujeres programs and campaigns since 2009 and 2010, respectively. From volunteering with the Domestic Violence program to assisting with vaccination, census and breast cancer awareness month campaigns, Ana is determined to inform the public about the importance of these topics. Jose too has immersed himself in Mujeres's activities with enthusiasm, especially when it came to the census campaign.

"I could sense a lot of fear in the community regarding their immigration status. Why the census? Why did they have to give their personal information to someone they didn't know?" Jose said. "The interesting and wonderful thing is that we gave each person the tools to tackle that fear and then they give you their information."

Ana and Jose have spread the word about Mujeres all over the state and even the country, from a radio program visit to a trip to Washington, D.C.

"I am truly thankful to Mujeres Latinas en Acción and to the whole team for this opportunity," said Ana. "I feel like I am among family when I am there."

“

Yo podía percibir mucho miedo en la comunidad acerca de su status migratorio. ¿Por qué el censo? ¿Por qué tenían que dar la información a alguien que desconocían?” dijo Jose. “Lo interesante y lo bonito es que tenías que aportarle herramientas a la persona para que tumbara ese miedo y te pudiera aportar los datos.

Jose, en sus propias palabras

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Does the *Mujeres Effect* impact the financial health of families?

Yes. A silver lining of the pandemic is that our commitment to responsiveness allowed Mujeres to build an infrastructure to connect families with actual dollars. Building on this infrastructure, Mujeres launched Survivor Financial Wellness, a program component that is made up of 100% survivors of domestic violence and is focused on their financial stability and upward mobility. In year one of fully implementing Survivor Financial Wellness, **44 survivors** completed the multi-week course centered on financial literacy skill building. Within and through SFW, we were able to open **over \$52,000 in capital through matched savings**, incentives for financial individual coaching, and mini-grants of \$500 each for survivors who completed Level One of Empresarias del Futuro, Mujeres's famous entrepreneurship program.

Empresarias del Futuro is, at its heart, a community program. This Mujeres Effect can be seen as the budding entrepreneurs support one another, cheering each other on as they make marketing pitches, sharing booth space as street festivals, or working together to set up mercaditos, pop-up markets, throughout Chicago. This year, **190 new budding Empresarias** began their journey by completing Level One, and **99 Empresarias** completed Level Two with a full business plan!



MEET ARELI

After Areli found out she was pregnant with her fifth child, she started thinking about a change in career and what that might look like. She had always loved candles, so she began making her own and selling them to family members. Even before they suggested she start her own business, Areli's entrepreneurial dreams started to grow.

"The dream of having my own business started to grow in me. While pregnant, I started contemplating the idea that I could work on something I enjoyed doing."

Thanks to the Empresarias del Futuro program, Areli learned that she could make an income from her business and achieve her goals. She especially loved connecting with fellow entrepreneurs with whom she is still in contact. Areli hopes to one day have a store of her own, where people can make their own candles, too.

"While taking the courses, one dreams, right? Because more doors are being opened for you. Your mind opens up to all the possibilities that we entrepreneurs have. You meet a lot of people who have dreams just like you, goals just like yours. It is a really beautiful experience because you share your dreams with people and they share theirs with you."

“

Al tomar los cursos, uno sueña, ¿verdad? Porque le están abriendo más puertas. Se te abre la mente a muchas posibilidades que tenemos como empresarias. Uno conoce mucha gente que tiene sueños igual que uno, metas igual que uno. Es una experiencia muy bonita porque compartes tus sueños con más personas y las demás personas las comparten contigo.

Areli, en sus propias palabras

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MEET MARIA

For years, Maria has been passionate about handicrafts, especially those that come from her native state of Oaxaca, Mexico. She first came to Mujeres as a participant, then enrolled in Empresarias del Futuro, with the hopes of taking her business, Corazón Mixteco, to the next level and teaching others about the crafts unique to her birthplace. Maria especially enjoys taking part in the bazaars alongside other entrepreneurs.

“The in-person bazaars are my personal favorites. We all get to see each other, engage in conversations, share with one another. That is really nice because we learn more. Those who took the Empresarias classes get to share our experiences with one another.”

Moving forward, Maria wants to keep spreading her business presence through social media, her website and participating in bazaars. Amidst competition from other artisanal entrepreneurs, she is determined to make her and her business's presence unique.

“The Empresarias program has been very productive for me. I've had a lot of support from the people who manage the programs, the people I've met at Mujeres and at the bazaars. With Mujeres Latinas, I feel supported. They are always there. They make me feel important.”

“

El programa de Empresarias ha sido muy productivo para mi. He tenido mucho apoyo de las personas que manejan los programas, las personas que conozco en Mujeres y que he conocido en los bazares. Me siento respaldada siempre con Mujeres Latinas. Siempre están ahí. Me hacen sentir importante.

Maria, en sus propias palabras

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The Mujeres Effect Across Illinois

—Latinas leading the Change!

This year, Mujeres graduated 68 participants from our Latina Leadership program. These Latinas will continue their journeys; some will join our active lideres, who show up to support reproductive rights and immigrant health, as well as speak with elected officials on the importance of funding programs to address sexual and domestic violence. With our Community Engagement & Mobilization program, these lideres worked with the various coalitions Mujeres forms a part of, including the Illinois Coalition for Immigrant & Refugee Rights, The Network Against Domestic Violence, Illinois Coalition Against Sexual Violence, Illinois Coalition Against Domestic Violence, and through our mobilization work, as part of Healthy Illinois.

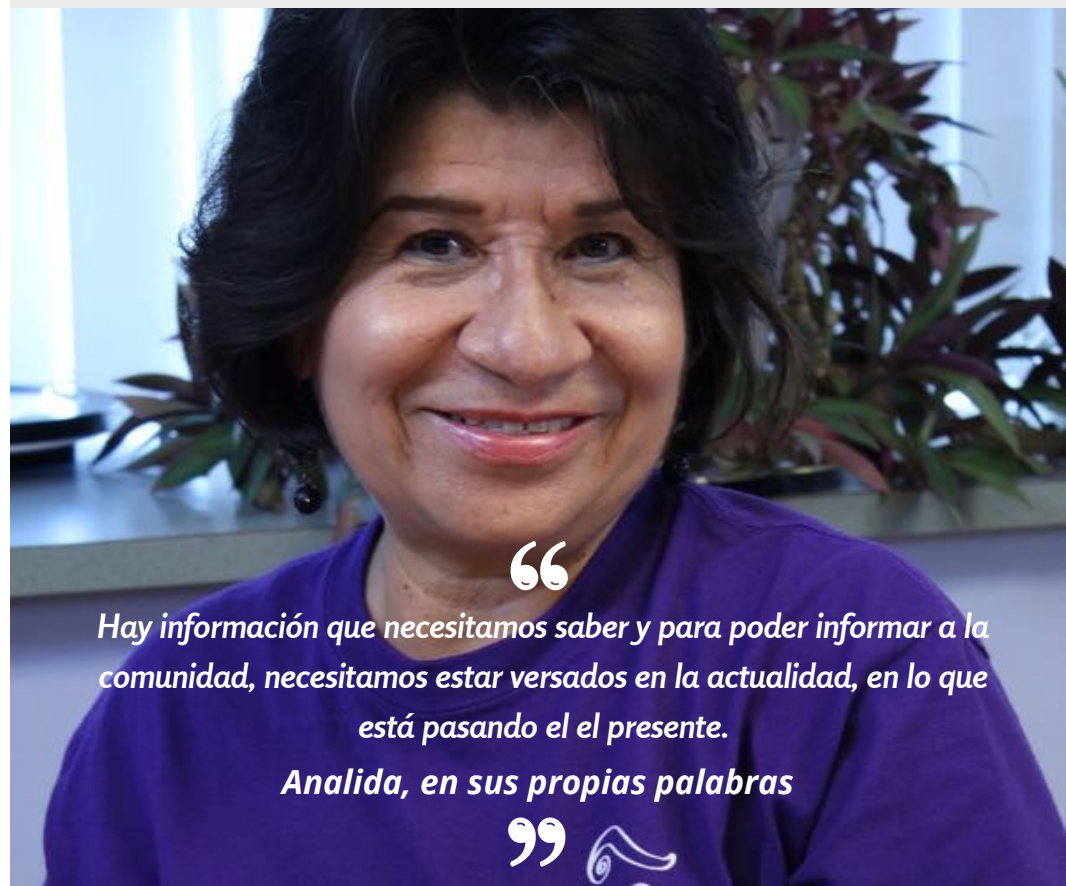
- **Expansion of IL Healthcare coverage:** After winning healthcare coverage in 2020 and 2021 for low-income immigrant seniors ages 65+ and adults ages 55-64 regardless of their immigration status, on Friday, July 1st, 2022, an estimated 27,000 more Illinoisans aged 42-54 had access to healthcare coverage, regardless of immigration status.
- **Immigration Services Line Item Funding:** Illinois General Assembly approved a record \$38 million for the Immigrant Services Line Item this past spring. This amount still falls short of the \$53 million that ICIRR partner organizations that provide immigrant services need to be fully funded. So, we will keep fighting!
- **Ending Parental Notification:** In late December 2021, Gov. JB Pritzker signed a law that ends parental notification, a requirement that doctors notify the parents of a minor seeking an abortion. Mujeres, along with other organizations serving survivors of sexual violence, especially those who are immigrants or children of immigrants, have been advocating for decades for this repeal as part of our larger focus on bodily autonomy and reproductive health.
- **Advocacy for gender-based violence funding:** This year, we saw a necessary \$70.9 million in increased funding for gender-based violence programs across the state of Illinois.

MEET ANALIDA

Analida first joined Mujeres in 2016. She became especially interested and involved in MLEA's vaccination campaign in 2021. Together with staff members Bertha, Irasema, and fellow volunteers, Analida helped to educate the public about the COVID-19 vaccine and encouraged them to get vaccinated. She immediately saw the importance of the campaign and hoped that others would see it, too.

"There's information that we need to know, and in order to inform the community, we need to be well-versed in what's happening in the present day."

In thinking about her favorite times with Mujeres, Analida recalls a group trip to the Springfield capitol. "I saw that there were so many community leaders, and everyone was asking them questions, and they asked us questions too. That was a really good moment."



“

Hay información que necesitamos saber y para poder informar a la comunidad, necesitamos estar versados en la actualidad, en lo que está pasando en el presente.

Analida, en sus propias palabras

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ANNUAL REPORT*

Top Private Foundations

Healthy Communities Foundation
The Walder Foundation
The Greer Foundation
Chicago Community Trust
Community Memorial Foundation
The John D. and Catherine T. MacArthur Foundation

Top Government Funders

Illinois Coalition Against Domestic Violence
Illinois Coalition Against Sexual Assault
Illinois Department of Human Services
U.S. Department of Justice
Attorney General
Illinois Criminal Justice Information Authority
Illinois Department of Children and Family Services

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Voces Unidas 2022

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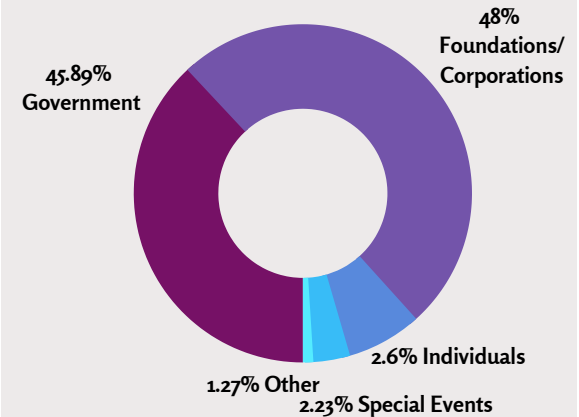
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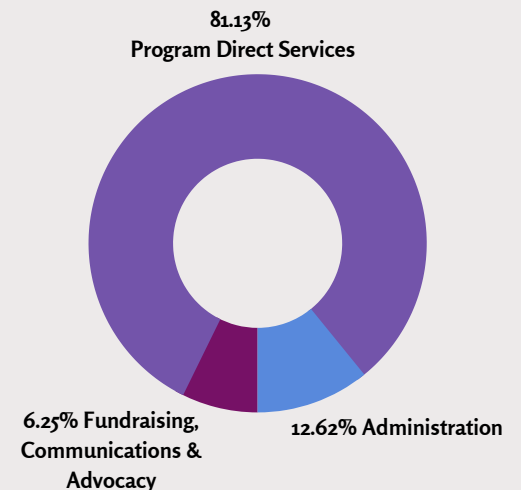
REVENUE

Government.....\$2,292,586
Foundations/Corporations.....\$2,397,748
Individuals.....\$130,051
Special Events.....\$111,540
Other.....\$63,396
Total Revenue.....\$4,995,321



EXPENSES

Program Direct Services.....\$3,368,225
Administration.....\$523,802
Fundraising, Communications & Advocacy.....\$259,630
Total Expenses.....\$4,151,657



*Based on the most recent audit of Mujeres Latinas en Acción, fiscal year July 1, 2020 –June 30, 2021

Mujeres Effect: The Future of Latina Pay

Mujeres released a 3-year plan to address Latina Pay Equity through a wide press release on Latina Equal Pay Day on October 21st, 2021. Mujeres sits at a unique intersection, with staff that is 95% women, 92% of who identify as Latinas. Mujeres committed to looking internally to address some of these inequities, starting with our HR policies, procedures, and pay scales to better align us toward an equitable future for Latinas.

One year after starting this critical campaign, we want to recognize that, across the country, Latinas have faced even greater challenges in terms of pay equity. Inflation and stagnation are hurting Latinas disproportionately, and Latina Equal Pay, the symbolic date for how much longer it takes a Latina to catch up to her white male counterpart, has been moved from October to December. Latinas must now work over 23 months to earn what white men earn in 12 months.

Throughout 2023 & 2024, Mujeres will continue to share updates and progress on our Latina Pay Equity work, but as a preview, we want share that even through inflation, a pandemic, and so much more, Mujeres has advocated for and secured more funding, and increased salaries by nearly half a million dollars in only one year since this plan started. Our starting salaries for bachelor's level employees have increased 25% in 5 years.

