

PROSPER MENTORING

by Rappahannock United Way



WHY IS RAPPAHANNOCK UNITED WAY FOCUSING ON WOMEN WHO WORK?

While Virginia still ranks in the top third across the nation for women's earnings and employment rates, women still face inequities that often prevent them from reaching their full potential.

Compared to their white male counterparts in Virginia...

- Latino / Hispanic women who work full-time earn on average 53 cents on the dollar.
- Women of Color who work full-time earn on average 59 cents on the dollar.
- White Women who work full-time earn 80 cents on the dollar.



Approximately 40% of households in our region live at or below the ALICE® Threshold. The latest ALICE report for Virginia shows single female-headed households with children are disproportionately living below the ALICE threshold. The percentages jump up another 15% for women who identify as Latino/Hispanic and almost 20% for women of color.

This was pre- COVID so of course, the pandemic has brought with it new challenges for women. During the pandemic, 10 times as many women as men have left the workforce. At the height of the pandemic, 1 in 3 mothers reported they were not working because of COVID-19-related child care issues, as compared to only around 1 in 10 fathers.

WHAT IS RAPPAHANNOCK UNITED WAY GOING TO DO ABOUT THIS?



No one achieves economic independence alone. If you are lucky, your personal and professional networks provide crucial support and leverage for the journey.

Not every woman has this kind of support in her life.

That's why Rappahannock United Way is launching its brand new [Prosper Mentoring](#) initiative.

Through education and mentoring, we will meet women where they are and empower them to set their own path to economic self-sufficiency.

For some, that path will focus on addressing health issues or overcoming childcare challenges, perhaps fixing transportation troubles, eliminating debt or increasing earning potential. With the support of a mentor, women will make intentional, meaningful, and lasting changes that will positively impact the trajectory of their whole life and well-being.

WHY SHOULD EMPLOYERS CARE ABOUT WOMEN IN THE WORKPLACE?

High employee productivity is the heartbeat of a successful business. When employees are distracted and unhappy, their work suffers and ultimately, so does the company.

When employees experience problems, they don't perform to their highest potential. Troubled employees often call in sick or aren't mentally present when they attend work.



The Virginia ALICE Report shows us that more than 41% of our region's households are employed but still struggling to make ends meet. They are facing tough choices between paying their bills or putting healthy food on the table, having their children attend quality childcare, or fixing the car. All of these difficult decisions can have a direct impact on how, or even if, an employee shows up for work each day.

When employers support the personal and professional development of their workforce everyone benefits.

ARE THERE WOMEN IN YOUR WORKPLACE THAT COULD BENEFIT?



Do you know women in your workplace who are working hard but still struggling to survive?

Do you know women in your workplace who could use support as they navigate obstacles, find stability, and dream big so they can take care of themselves and their families?

[CLICK HERE](#) for full Prosper Mentoring eligibility criteria.

Participants will get support in all aspects of their lives, including family life, health, finance, education, and career. As participants accomplish their goals, they can earn rewards and incentives.

You can be an active advocate for women in your workplace by:

- Sharing Prosper Mentoring information with the women in your workplace
- Provide a reference for a woman in your workplace applying to participate in Prosper Mentoring
- Allow time off during work hours for women in your workplace to participate in Prosper Mentoring sessions and activities

[Participant Interest Form](#) - to be completed by the prospective participant.

The Participant Interest Form should include as much information as possible to best capture the prospective participant's interest and readiness. Once this information is received, a Prosper Mentoring team member may call the prospective participant and/or the reference for a more in-depth screening in order to determine eligibility and program fit.



FOR MORE INFORMATION CONTACT:

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