



Addressing the Unique Challenges
Facing Women of Color Since 1997



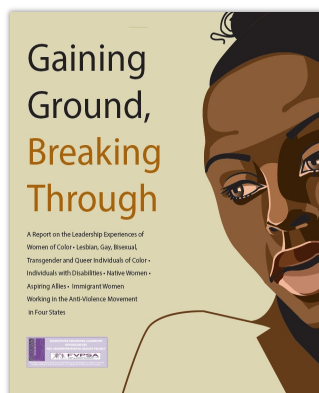
Women of Color Network

Announcement

The Women of Color Network, Inc. (WOCN) is pleased to announce the release of the WOCN Leadership Series, which premieres two reports based on WOCN's Expanding Leadership Opportunities within the Domestic Violence Field Project, and a re-release of a 2011 report on women of color in executive positions.

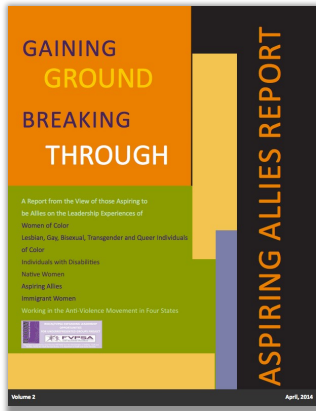
The Women of Color Network, Inc. releases its 2014 Gaining Ground Reports!! The Gaining Ground Reports feature a collection of survey data, and stories and experiences gathered through focus groups conducted within the four states that participated in the First Round Academy of the Leadership Expanding Leadership Opportunities for Underrepresented Populations Project from December 2011 through June 2013. The reports are in partnership with the Family Violence Prevention and Services Program (FVPSA Program), Administration of Children, Youth and Families, Family and Youth Services Bureau, U.S. Department of Health and Human Services.

The purpose of these comprehensive reports is two-fold. First, to highlight the need for movement-wide programming and promising practices to better support and sustain the leadership of those from underrepresented populations. Second, to further diversify anti-violence organizations and enhance their outreach and services to marginalized populations.



Gaining Ground, Breaking Through provides insight into the experiences of underrepresented populations within all levels of anti-violence organizations. The report also features the *Pyramidic Career Ladder*, a specialized graphic illustrating the challenges that some from underrepresented populations experience as they advance within their programs.

Click below to view *Gaining Ground, Breaking Through: A Report on the Leadership Experiences of Women of Color, Lesbian, Gay, Bisexual, Transgender and Queer Individuals of Color, Individuals with Disabilities, Native Women, Aspiring Allies, Immigrant Women Working in the Anti-Violence Movement in Four States*. Written by C. Nicole Mason, PhD. Research consultant for Women of Color Network, published April 2014.
<http://www.wocninc.org/wp-content/uploads/2014/11/GainingGround.pdf>



Gaining Ground, Breaking Through: The Aspiring Allies Report offers the perspective of mainstream populations, sharing their own understanding of the opportunities and barriers for underrepresented populations. This report also addresses the role of privilege and ways that this further reinforces barriers within programs.

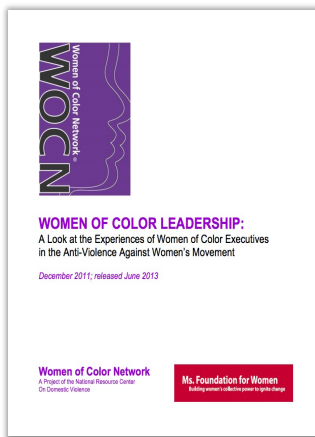
Click below to view *Gaining Ground Breaking Through, the Aspiring Allies Report: A Report from the View of those Aspiring to be Allies on the Leadership Experiences of Women of Color, Lesbian, Gay, Bisexual, Transgender and Queer Individuals of Color, Individuals with Disabilities, Native Women, Aspiring Allies, Immigrant Women Working in the Anti-*

Violence Movement in Four States. Written by C. Nicole Mason, PhD. Research consultant for Women of Color Network, published April 2014.

<http://www.wocninc.org/wpcontent/uploads/2014/11/AspiringAlliesReport.pdf>

Additional resource:

The report **Women of Color Leadership**, released by WOCN in 2011 in partnership with the Ms. Foundation for Women, provides poignant detail from voices women of color in executive positions within the anti-violence movement, sharing their experiences beyond the "glass ceiling." This report also contains insights from mainstream women in leadership positions offering their added viewpoint on the barriers that women of color leaders face.



Click below to view *Women of Color Leadership: A Look at the Experiences of Women of Color Executives in the Anti-Violence Against Women Movement*.

Written by Leah Aldridge and Sandra Henriquez, Independent Consultants, Billie P. Weiss, MPH, Associate Director, and Stephanie Eaneff, Research

Assistant, Southern California Injury Prevention Research Center, UCLA School of Public Health, Department of Epidemiology. The *Women of Color Leadership* report was made possible by a grant

from the Ms. Foundation for Women. <http://www.wocninc.org/wp-content/uploads/2014/11/WOCLeadership.pdf>

For further information, contact WOCN, Inc. at 844-WOCNINC or 844-962-6462 Ext. 0 or at wocn@wocninc.org.

In solidarity,

WOCN, Inc.

The *Gaining Ground* reports were made possible by Grant Number #90EV0402 from the Administration on Children, Youth and Families, Family and Youth Services Bureau, U.S. Department of Health and Human Services awarded to the National Resource Center on Domestic Violence with the Women of Color Network as the author and distributor. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the U.S. Department of Health and Human Services. It's contents are solely the responsibility of the authors and do not necessarily represent the official views of the Health Resources and Services Administration or the U.S. Department of Health and Human Services.