



**Asia-Pacific
Economic Cooperation**

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Agenda Item: 7

United States Individual Action Plan Women and the Economy Forum

Purpose: Information
Submitted by: United States



**Second Policy Partnership on Women and
the Economy Meeting
St. Petersburg, Russia
28 June 2012**



United States Individual Action Plan

Women and the Economy Forum

June 14, 2012

APEC

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Current Programs and Policies	Access to Capital	Access to Markets	Skills and Capacity Building	Women's Leadership	Implementers	Support for women domestically or internationally
<p>The White House Council on Women and Girls: On March 11, 2009, President Obama signed an Executive Order creating the White House Council on Women and Girls. In his remarks at the signing, the President underscored that the purpose of the Council is "to ensure that each of the agencies in which they're charged takes into account the needs of women and girls in the policies they draft, the programs they create, the legislation they support" and that the true purpose of our government is "to ensure that in America, all things are still possible for all people."</p>	✓	✓	✓	✓	Across the U. S Federal Government	Both
<p>Support Women-Owned Small Businesses: Since the beginning of the Administration, President Obama has enacted 17 tax cuts for small businesses, including billions of dollars in tax credits, write-offs, and deductions for Americans who start new businesses, hire the unemployed, and provide health insurance for their employees. In addition, through the Recovery Act and the Small Business Jobs Act, the Small Business Administration has made available more than \$4.5 billion through more than 16,000 loans to women owned businesses.</p>	✓				U.S. Small Business Administration	Domestic
<p>Export-Import Bank: Ex-Im Bank has a Congressional mandate to devote special effort to support women-owned exporting businesses. It has a business development team specifically devoted to helping women exporters get access to financing through Ex-Im Bank. In FY 2011, it supported approximately \$250 million in export transactions by women-owned businesses and developed relationships with approximately 385 women-owned clients whose businesses and export transactions they consistently support.</p>	✓				U.S. Export-Import Bank	Domestic

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<p>Passing the Recovery Act: The American Recovery and REinvestment Act of 2009 reduced fees for the 7(a) and 504 loan programs, the U.S. Small Business Administration's two largest loan programs. As of September 30, 2010, SBA had approved \$22.6 billion in Recovery Act loan guarantees, which supported \$30.4 billion in lending to small businesses. From February 17, 2009 to September 30, 2010, weekly SBA loan dollar volumes rose more than 90% in the 7(a) and 504 programs compared to the weeks preceding the Recovery Act's passage. Overall, more than 70,000 small businesses received reduced-fee SBA loans.</p>	✓				U.S. Small Business Administration	Domestic
<p>The U.S. Department of State, the Goldman Sachs Foundation, and the Government of the Kingdom of Denmark: Graduates of Goldman Sachs 10,000 Women program and alumnae of the U.S. Department of State women's entrepreneurship programs are prioritized to receive loan guarantees from the Danish government. The local partner bank reviews the candidates and identifies recipients, sets the loan terms based on market conditions, and disburses the funds. The loan guarantee enables the bank to reduce burdensome collateral requirements and offer highly competitive rates. http://www2.goldmansachs.com/citizenship/10000women/news-and-events/denmark-partnership.html</p>	✓				U.S. Department of State, the Government of the Kingdom of Denmark, and Goldman Sachs Foundation	International
<p>Supporting Small Businesses through the Small Business Lending Fund: The Small Business Lending Fund (SBLF) is a dedicated investment fund that encourages lending to small businesses. SBLF provided over \$4 billion in low-cost capital to qualified community banks and community development loan funds (CDLFs) (with assets of less than \$10 billion) to incentivize small business lending. SBLF investments could spur a \$2.6 billion increase in lending to women-owned businesses, an \$863 million increase in lending to veteran-owned businesses, and a \$1.9 billion increase in lending to minority-owned businesses. The Treasury Department engaged directly with community banks and CDLFs -- including those that serve women-owned, veteran-owned, and minority-owned small businesses -- to build nationwide awareness about the SBLF program.</p>	✓				U.S. Small Business Administration and U.S. Department of the Treasury	Domestic

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<p>Providing Other Sources for Loans: In FY 2011, the USDA's Rural Development Rural Business Services program provided more than 700 loans to rural women-owned businesses, more than half the total 944 projects funded. In that same fiscal year, the National Aeronautics and Space Administration (NASA) awarded approximately \$384 million in contracts to women-owned small businesses, up from \$348 million the year before. NASA's outreach also resulted in an increase in the number of women-owned businesses registered in the NASA Vendor Database, an online repository providing access to procurement opportunities. In October 2011, NASA was recognized by the U.S. Chamber of Commerce for supporting the economic advancement of women.</p>	✓	✓			U.S. Department of Agriculture, National Aeronautics and Space Administration (NASA)	Domestic
<p>Supporting Women Farmers and Ranchers: Through a combination of price support and disaster relief programs, operating and ownership loans, and conservation programs, the U.S. U.S. Department of Agriculture (USDA) works to support American agriculture – and the Women's Outreach Program ensures that these resources reach women farmers and ranchers. In addition, through various partnerships with government and community organizations, USDA is continuing its efforts to increase the number of women owning and operating farms and agriculturally-related businesses and to augment the number of women in leadership positions throughout the agricultural sector.</p>	✓	✓			U.S. Department of Agriculture	Domestic
<p>Expanding Opportunities for Women-Owned Businesses to Receive Federal Contracts: The Women-Owned Small Business Contracting program was authorized more than ten years ago and was finally implemented by the Obama Administration last year. This rule identifies 83 industries in which women-owned small businesses (WOSBs) and economically disadvantaged women-owned small businesses (EDWOSBs) are under-represented and authorizes government contracting officers to set aside federal contracts for those businesses. In addition to opening up more opportunities for EDWOSBs and</p>	✓	✓	✓		U.S. Small Business Administration	Domestic

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WOSBs, the rule is another tool to help achieve the statutory goal that 5% of federal contracting dollars go to women-owned small businesses. Since the WOSB program was launched in early 2011, more than 9,500 firms have taken steps to certify for the program.						
Trade and Investment Framework Agreements (TIFAs): Through tariff preference programs and Trade and Investment Framework Agreements (TIFAs), the United States helps countries empower woman-owned businesses and entrepreneurs to export products into American markets.		✓			U.S. Trade Representative	International
USAID/Peru: USAID/Peru, in collaboration with the Department of State, promotes cross-border trade and reduction of poverty through the Pathways Access Initiative, which certifies Peruvian businesses that are more than 50% women-owned and connects them to with large corporations seeking to diversify their supply base.		✓			U.S Agency for International Development (USAID)	International
Pathways Access Initiative (PAI): PAI helps multinational corporations source from women-owned businesses (WOBs) in Peru. WEConnect International, a non-governmental organization, partners with the U.S. Department of State and USAID to recruit and train qualified women entrepreneurs. http://www.state.gov/r/pa/prs/ps/2011/02/157145.htm		✓	✓		U.S. Department of State, WEConnect International, and USAID	International
Supporting Women's Business Centers (WBCs): SBA's Women's Business Centers represent a national network of 110 educational centers offering women comprehensive training and counseling to start and grow their own small businesses. These centers have trained and counseled more than 160,000 women, many of them in underserved and economically disadvantaged communities and are, for the first time, in every state in the continental U.S. Through these centers, women receive face-to-face and online counseling, training, and mentoring to help them develop strategic plans, conduct market studies, implement new technologies, and access capital. Participants are more likely to start businesses; their businesses are more likely to survive over the ensuing years; and they are better prepared to seek financing and to plan effectively for future business growth.	✓	✓	✓		U.S. Small Business Administration	Domestic

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<p>Promoting High Growth Entrepreneurship for Women Through Start-Up America: In response to the President's Startup America call to action to promote high-growth entrepreneurship, the independent Startup America Partnership and other private-sector organizations have made commitments to deliver more advisory services and business resources to women-led, high-growth startups across America.</p>	✓	✓	✓		Start-Up America Partnership	Domestic
<p>Improving the Success of Rural Women-Owned Businesses and Farms: Of the 3.3 million U.S. farm operators counted in the 2007 Census, 30.2% — or more than 1 million — were women. The total number of women operators increased 19% from 2002, significantly outpacing the 7% increase in the number of farmers overall. USDA has funded nearly 40 risk management education projects throughout the U.S. to help women in agriculture achieve specific business and financial goals, develop marketing strategies, implement new practices, and improve communication in their businesses.</p>		✓	✓		U.S. Department of Agriculture	Domestic
<p>TechWomen: The program partners 42 women from Algeria, Egypt, Jordan, Lebanon, Morocco, the Palestinian Territories, Tunisia, and Yemen with their American counterparts at U.S.-based technology companies in the Silicon Valley and the greater San Francisco Bay Area for a five-week mentorship program. Following the U.S. portion of the exchange, U.S. mentors will travel to Jordan and Tunisia to conduct workshops and follow-on training for women in the technology sector and young girls who have expressed an interest in pursuing a tech-based career. http://www.techwomen.org/partners/</p>		✓	✓		U.S. Department of State, Anita Borg Institute for Women and Technology, and the Institute of International Education	International
<p>Civil Rights Act of 1964 outlaws major forms of race and sex based discrimination.</p>			✓	✓	U.S. Department of Justice	Domestic
<p>Title IX enacted in 1972 which prohibits discrimination under any education program or activity receiving Federal financial assistance.</p>			✓	✓	U.S. Department of Education and U.S. Department of	Domestic

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					Justice	
Pregnancy Discrimination Act enacted in 1978 to amend Title VII of the Civil Rights Act of 1964 to prohibit sex discrimination on the basis of pregnancy.	✓			✓	U.S. Department of Justice	Domestic
Violence Against Women Act was enacted in 1994 to provide resources for the investigation and prosecution of violent crimes against women. The Act also established the Office of Violence Against Women based in the Department of Justice.	✓			✓	U.S. Department of Justice	Domestic
U.S. Department of Labor Women's Bureau: The mission of the U.S. Department of Labor Women's Bureau is to promote the interests of working women, advance their equality and economic security, and improve the quality of their work environments. The Women's Bureau focuses on five strategic priorities: promoting equal pay; improving work/life balance; improving the working conditions of vulnerable women; advancing opportunities for women in higher-paying jobs; and advancing the reintegration of homeless women veterans into the workforce. It develops policy and conducts research; develops technical assistance tools; and conducts strategic outreach with a focus on collaborating with other agencies/organizations to impact working women.	✓			✓	U.S. Department of Labor	Domestic
Promote Women in Science, Technology, Engineering, and Math (STEM) Careers: Since the beginning of his Administration, the President has increased funding to promote education, training, and hiring for women in STEM industries. Through the \$4.35 billion Race to the Top competition, President Obama granted states competitive preference in the application process if they demonstrated efforts to close the STEM gap for girls and other underrepresented groups. Additionally, the Recovery Act significantly increased the number of grants distributed by the National Science Foundation, including those specifically for women; women received 1,050 awards they would not otherwise have received under the Foundation's regular budget.	✓			✓	U.S. Department of Education and National Science Foundation	Domestic
The U.S. Department of State and the Goldman Sachs 10,000 Women Entrepreneurship Partnership: The Global Cohort provides business education to underserved women in emerging	✓			✓	Goldman Sachs Foundation and U.S.	International

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<p>markets through a partnership with the U.S. Department of State and Goldman Sachs 10,000 Women. The Global Cohort will bring three groups of participants to Thunderbird School of Global Management in Glendale, Arizona, for business education in 2012. Overall, the program will serve 75 micro-entrepreneurs and aspiring businesswomen from countries such as Malaysia, Indonesia, Palau, Tonga, Kiribati, Samoa, Papua New Guinea, Chile, Colombia, and Bolivia.</p> <p>http://www.thunderbird.edu/about_thunderbird/thunderbird_good/programs/global_cohort/index.htm</p>					Department of State	
<p>Race to the Top: Through the Race to the Top competition, President Obama is addressing disparities between boys and girls in STEM subjects by granting states competitive preference in the application process if they demonstrate efforts to close this gap for girls and other underrepresented groups.</p> <p>http://www2.ed.gov/programs/racetothetop/index.html</p>	✓			✓	U.S. Department of Education	Domestic
<p>The Clean Energy Education & Empowerment (C3E) initiative: The initiative was launched in July 2010 at the first Clean Energy Ministerial (CEM), led by Secretary Chu. The CEM, composed of 23 governments, is a high-level global forum to promote policies and programs that advance clean energy technology, to share lessons learned and best practices, and to encourage the transition to a global clean energy economy. To fulfill its commitment to this international initiative, the Department of Energy is undertaking a program to target recruitment, retention, and advancement of professional women in the clean energy fields. The path forward includes creating a recognition program for those who advance women's leadership and identifying an engaged corps of senior-level, distinguished professionals in the clean energy field. The program will be highlighted at a symposium co-sponsored by the MIT Energy Initiative, planned for Fall 2012. This event will focus on professional development and reach out to students with interests in clean energy careers.</p> <p>http://www.cleanenergyministerial.org/our_work/women_in_clean_energy/index.html</p>	✓			✓	U.S. Department of Energy	Domestic

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<p>Connecting Girls with STEM Mentors and Role Models: Research has pointed to the importance of female mentors for keeping young women in STEM careers. To spark middle and high school girls' interest in STEM, the Women in STEM Speakers Bureau deploys top female Administration scientists and others to student roundtables across the country. In addition, in Spring 2011, the Department of Energy (DOE) created a mentoring program that matches female college students with successful DOE employees.</p>			✓	✓	The White House Council on Women and Girls and U.S. Department of Energy	Domestic
<p>Promoting Women in Green Technology Industries: The Department of Labor's Women's Bureau released Why Green Is Your Color: A Woman's Guide to a Sustainable Career, informing women professionals about hiring needs and challenges, training and entrepreneurship opportunities, and high-demand and emerging jobs in green industries. The Women's Bureau also sponsored nine green jobs training projects to serve as models for engaging and preparing women for high-growth and emerging green jobs.</p>			✓	✓	U.S. Department of Labor	Domestic
<p>Covering Maternity Care: Currently, 68% of enrollees in individual market plans lack maternity coverage. Today, only nine states require all insurers selling health coverage in the individual market to cover maternity care. In states where such coverage is not required, only 6% of plans sold to a typical 30-year old woman offer it. Starting in 2014, the Affordable Care Act will require that all insurance plans sold in the individual market cover maternity care.</p>			✓	✓	U.S. Department of Health and Human Services	Domestic
<p>Prohibiting Gender Discrimination by Health Insurance Companies: In 31 states, all of the best-selling plans engage in gender rate. And in states that permit this practice, 92 % of the best-selling plans charge 40 year-old women more than 40 year-old men for identical coverage. Beginning in 2014, thanks to the Affordable Care Act, women can no longer be charged more for health insurance simply because of their gender.</p>			✓		U.S. Department of Health and Human Services	Domestic

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<p>Helping Homeless U.S. Women Veterans with Employment: The Women's Bureau conducted 28 listening sessions with homeless women veterans and their service providers; developed case studies; planned and carried out Stand Downs. These brought together women veterans, government agencies and nongovernmental organizations to provide assistance to women veterans and access to resources such as employment, health and legal services, financial literacy education and mental health counseling. The Bureau has also hosted and participated in job fairs for women veterans.</p>					U.S. Department of Labor, Women's Bureau	Domestic
<p>The Equal Pay Act, which prohibits wage discrimination based on gender, was enacted on June 10, 1963.</p>				✓	U.S. Department of Justice	Domestic
<p>Protect Women Against Pay Discrimination: The first piece of legislation President Obama signed into law was the Lilly Ledbetter Fair Pay Act, which helps women get the pay that they've earned. The President also continues to push for the Paycheck Fairness Act, commonsense legislation that gives women additional tools to fight pay discrimination. And in January of 2010, the President created the National Equal Pay Task Force, which brings together the Equal Employment Opportunity Commission (EEOC), the Department of Justice, the Department of Labor, and the Office of Personnel Management to identify and rectify challenges to gender pay disparities. Since the creation of the Equal Pay Task Force, the EEOC has obtained more than \$62.5 million in monetary relief through administrative enforcement for victims of sex-based wage discrimination.</p>				✓	Equal Employment Opportunity Commission, U.S. Department of Justice, U.S. Department of Labor, and the Office of Personnel Management	Domestic

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<p>The Wage and Hour Division (WHD): The Affordable Care Act amended the Fair Labor Standards Act to require employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express milk. The Wage and Hour Division (WHD) published a Request for Information that contained its preliminary interpretation of how employers can meet their obligations under the law and held a series of stakeholder forums to solicit comments. In the meantime, WHD has trained its investigators in how to handle complaints from nursing mothers and is providing compliance assistance to employers and others seeking to understand the new law.</p>			✓	✓	U.S. Department of Labor, Wage and Hour Division	Domestic
<p>Equal Pay Research Summit: In support of the National Equal Pay Enforcement Task Force, the Women's Bureau hosted an Equal Pay Research Summit to better understand the scope of the pay gap between men and women and to improve enforcement efforts through improved data collection.</p>			✓	✓	U.S. Department of Labor	Domestic
<p>Guides to Women's Equal Pay Rights and Employer Obligations: The Department of Labor published two guides to help with the public awareness of equal pay laws. One guide provides women with information and resources on their fair compensation rights, what to do if they feel they have been discriminated against and where to go for help. Another guide provides employers with information about their obligations under existing equal pay laws. http://www.dol.gov/equalpay/</p>			✓	✓	U.S. Department of Labor	Domestic

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<p>Seeking Innovative Ways to Eliminate the Pay Gap. The Department of Labor, in conjunction with the National Equal Pay Task Force, issued an “Equal Pay App Challenge.” The challenge invites software developers to use publicly available data and resources to create applications that accomplish at least one of the following goals: provide greater access to pay data broken down by gender, race, and ethnicity; provide interactive tools for early career coaching; help inform negotiations; and promote online mentoring. The goal of the challenge was to empower individual users by educating them about the labor market, salary ranges, and skill level requirements.</p>			✓	✓	U.S. Department of Labor	Domestic
<p>The National Women’s Business Council (NWBC): NWBC is a non-partisan federal advisory council created to serve as an independent source of advice and counsel to the President, Congress, and the U.S. Small Business Administration on economic issues of importance to women business owners. NWBC is composed of 15 members who are appointed to three-year terms.</p>			✓	✓	National Women's Business Council (NWBC)	Domestic
<p>Recruiting Women into Transportation and Infrastructure Careers: The Department of Transportation (DOT) is working with stakeholder organizations to recruit women into transportation and infrastructure jobs where they are seriously underrepresented. DOT has facilitated two roundtables and focused on expanded outreach, enhanced skills training, and increased flexibility in the workplace. The goals of the roundtables were to identify barriers and opportunities for attracting and retaining women in blue collar transportation careers; engage the industry in a broad policy initiative that promotes health and safety for women in blue collar transportation careers; and identify training and resources needed to move this initiative forward.</p>			✓	✓	U.S. Department of Transportation	Domestic

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<p>Linking Young Women to the Transportation Industry: The transportation industry is projected to grow 11% from 2008 to 2018.119 Under the leadership of Secretary Ray LaHood, the Department of Transportation launched a series of Transportation YOU programs for girls 13-17 in cities across the country—from San Francisco to Denver to Raleigh. This initiative serves as a source of scholarship, internship, and networking opportunities, encouraging girls to pursue employment in high-growth STEM fields in which women are significantly underrepresented.</p>			✓	✓	U.S. Department of Transportation	Domestic
<p>Agricultural Opportunities to Improved Rural Livelihoods: The program promotes sustainable cocoa production and trade in the Central Highlands, with a focus on ethnic minorities and women's participation. The program is designed to improve the livelihoods of smallholder farmers by offering training in cropping and harvesting practices, and promoting market linkages for their products.</p>	✓		✓		USAID: funding to Mars, Inc and World Cocoa Foundation	International , Vietnam
<p>Family and Medical Leave Act enacted in 1994 to grant families the right to job protection for up to 12 weeks concerning medical reasons including pregnancy, adoption, family illness, and foster care placement.</p>			✓	✓	U.S. Department of Labor	Domestic
<p>Promoting Workplace Flexibility as a National Priority: In March of 2010, the President and First Lady hosted a White House Forum on Workplace Flexibility, inviting business leaders, nationally recognized experts, advocates, and others with the goal of establishing workplace flexibility as an issue of national importance. As part of the Forum, the President's Council of Economic Advisers issued their first ever report on the economic benefits of workplace flexibility which found that flexible workplace policies often increase worker productivity, reduce turnover rates and absenteeism, and help businesses attract the best workers. The report also estimated that wholesale adoption of flexible workplace policies could save as much as \$15 billion a year through greater productivity, lower turnover, and reduced absenteeism. Subsequently, the Department of Labor Women's</p>			✓	✓	Inter-Federal U.S. Agency	Domestic

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Bureau launched a National Dialogue on Workplace Flexibility in ten cities across the country, bringing together industry leaders, employers, unions, workers, advocates, and government officials to share best practices and discuss solutions for workplace flexibility across industries.						
Supporting New Mothers in the Workplace: As of 2010, 1.8 million new mothers with children under the age of one were in the labor force. The landmark Affordable Care Act requires employers to provide reasonable break time for nursing mothers to express breast milk for one year after their child's birth, and to provide a safe, private place to do so.			✓	✓	U.S. Department of Labor	Domestic
Helping Women in STEM Careers Balance Work and Family: Though women comprise a significant and growing part of America's STEM talent pool, research shows that many women in STEM fields struggle to balance the requirements of their careers with the demands of raising a family. To address this challenge, in partnership with academic institutions and national professional societies, the National Science Foundation's Career-Life Balance Initiative put forth a set of policies and practices to help women and other young scientists and engineers care for their families while driving American innovation and technological advancement.	✓		✓	✓	National Science Foundation	Domestic
The Telework Enhancement Act: To strengthen the government's role as a model employer, the President signed the Telework Enhancement Act, which requires federal agencies to take steps to promote teleworking, including appointing a senior telework managing officer in each federal agency. In addition, offices and agencies across the federal government are implementing a number of different workplace flexibility policies, including creating lactation rooms to support breastfeeding mothers, holding seminars on work-life balance, and creating leave banks to assist employees affected by family or medical emergencies.			✓	✓	U.S. Office of Personnel Management	Domestic

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<p>The Fortune and U.S. Department of State Global Women’s Mentoring Partnership: The program connects talented, emerging women leaders from all over the world, who are between the ages of 25-43, with members of Fortune’s Most Powerful Women Leaders for a month-long internship program. The program begins with an orientation in Washington, D.C., where mentees meet with senior women leaders in government, business, academia, civil society and the media. Participants are then paired with one of Fortune’s Most Powerful Women Leaders from companies like Time Inc., Google, Inc., and Wal-Mart Stores, Inc. in cities across the United States. At the end of the mentorship, mentees reconvene in New York City to collectively reflect on their experience and discuss future leadership opportunities.</p> <p>http://exchanges.state.gov/citizens/professionals/fortunepartnership.html</p>		✓	✓	✓	U.S. Department of State, Fortune Magazine, and Fortune Top Ranked Companies	Both
<p>U.S. China Women’s Leadership Exchange and Dialogue: The initiative was launched during Secretary Clinton and Chinese State Councilor Liu Yangdong, April 2011 U.S.-China Consultation on People-to-People Exchange (CPE). Women-LEAD will enhance exchanges and high-level dialogues between women leaders from the two countries to tackle common challenges and to raise the visibility of and opportunities for women and girls in both countries. The first of several public-private partnerships formed under Women-LEAD was a partnership with Yale University, in which 30 high-ranking Chinese women officials from national and provincial governments met with U.S. counterparts in Washington and New York and then attended a week long leadership seminar at Yale University. The program focused on promoting women’s leadership across all sectors – including entrepreneurship, science, and technology – and providing support for capacity building programs for emerging women leaders.</p> <p>http://www.state.gov/s/gwi/rls/other/2011/163356.htm</p>		✓	✓	✓	Co-Administered by U.S. Department of State and the All-China Women’s Federation	Both
<p>International Foundation for Electoral Systems (IFES): In a continuation of its work from year two, IFES will collaborate with</p>			✓	✓	USAID: funding to International	International , Cambodia

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<p>the Committee to Promote Women in Politics (CPWP) to enhance CPWP's programming. This Cambodian organization works to increase awareness of gender issues and create a more supportive climate for increasing participation by women in both the political and administrative spheres of the electoral process. IFES, in consultation with the CPWP, its member organizations and the NEC, will provide a forum for information exchange and advocating on gender and elections and to promote women's progressive support a working group to provide women's progressive leadership in election administration. With local partner VBNK, IFES, will expand the women's electoral leadership training program to three additional provinces. The expansion will increase the number of women participants in women's electoral leadership training by 105 trainees and improve women's access to regular or part-time employment opportunities with the Provincial Election Committee for voter registration and/or other elections management processes.</p>					Foundation for Electoral Systems (IFES); Committee to Promote Women in Politics (CPWP); Vicheasthan Bamreu Neak Samrabsamroul Karngae Akphiwat (VBNK);	
<p>African Women's Entrepreneurship Program (AWEP): AWEP brings a cohort of 45 women business leaders to the U.S. each year to meet and network with U.S. policy makers, leading entrepreneurship organizations, companies, and multi-lateral development organizations to give women entrepreneurs tools and support to increase U.S. business relationships and regional trade within Africa. ExxonMobil sponsored follow-on trainings in Africa in partnership with Vital Voices, Intel is providing digital literacy training, and the Cheri Blair Foundation for Women will provide a highly qualified year long mentor matchmaking program for the participants. http://exchanges.state.gov/ivlp/awep.html</p>	✓		✓	✓	U.S. Department of State, ExxonMobil, Vital Voices, the Cherie Blair Foundation, Intel, and Foreign Governments	International
<p>Building Interdisciplinary Research Careers in Women's Health program: The National Institutes of Health developed the Building Interdisciplinary Research Careers in Women's Health program to provide mentoring for researchers focused on women's health. To date, the program has made 63 awards to 41 academic centers and mentored more than 400 scholars in women's health research (80% of whom are women).</p>			✓	✓	U.S. National Institutes of Health	Domestic

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<p>The Training, Internships, Exchanges and Scholarship (TIES) Program: The program is a collaborative endeavor among the USAID/Mexico, U.S. and Mexican higher education institutions, and the private sector to support Mexican efforts to improve Mexico's competitiveness, ensure a safer and more secure country, and generate sustainable prosperity. The Scholarships for Indigenous Youth and Teachers component of this program has awarded 50 percent of its scholarships to young indigenous women and teachers to pursue a technical degree, and supported teacher training programs to improve the quality of rural primary education for indigenous children.</p>		✓	✓	✓	USAID	International Mexico
<p>Global Links Program: A one-year "train-the-trainer" model program designed to expand women's entrepreneurship in Iraq. The 12-month intensive education and business practicum program will be conducted at Rollins College in Orlando, Florida and will be supported by Tupperware Brands Corporation. The program combines executive business education, a hands-on externship at Tupperware Brands Corporation and sustained mentoring for an Iraqi female business professor. The professor will then return to Iraq to develop entrepreneurship programs focused on young women for her university.</p> <p>http://www.rollins.edu/mba/news/2012/01/012412-globallinks.html</p>			✓	✓	Tupperware Brands, Rollins College, and U.S. Department of State	International
<p>The U.S. Department of Treasury: The U.S. Department of Treasury engages in a number of initiatives that impact women and girls. They held and hosted the Women in Finance Investment Symposium. Women now manage over \$2 trillion worth of U.S. financial assets. Not only does this figure represent an important change in the investment workforce leadership, but it also sets the stage for a timely dialogue on how institutional investors are deploying capital and managing risk, and how investment practices have changed post-financial crisis. It is also an opportunity to explore how investors play a crucial role in economic recovery, entrepreneurship, and job creation in America. Treasury hosted its second Women in Finance Investment Symposium specifically focused on women in the institutional investment community. This event built upon the Women in Finance (WIF) Symposium in March 2010 and the</p>	✓	✓	✓	✓	U.S. Department of the Treasury	Both

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Access to Capital Conference in March 2011.						
The U.S. Department of Treasury's Office of Minority and Women Inclusion (OMWI): Treasury was the first agency to hire an OMWI Director. Dr. Lorraine Cole is responsible for developing and administering policies and procedures to ensure the fair inclusion in employment for minorities and women at all levels. The same is true in all Treasury-related procurement actions as well. She is also responsible for staff recruitment efforts, internship programs and other opportunities for minorities and women. This is in compliance with Section 342 of the Dodd Frank Act.		✓	✓	✓		Domestic
Trade and Investment Framework Agreements (TIFAs): Through discussions under the TIFAs and the ongoing Trans-Pacific Partnership negotiations, the United States government has discusses efforts to improve women's access to economic opportunities, gender dynamics of investment climate reform and capacity building programs.	✓	✓	✓		U.S. Trade Representative	International
Women of Color Research Network: At the National Institutes of Health, the Working Group on Women in Biomedical Careers launched the Women of Color Research Network, a social media site to provide networking, mentoring, and career development opportunities. Additionally, under the direction of the Working Group, the National Institutes of Health established a leave bank to assist employees who need time off to manage personal illness or family obligations. http://www.wocrn.nih.gov/ and http://hr.od.nih.gov/benefits/leave/vlbp/default.htm			✓	✓	U.S. Department of Health and Human Services	Domestic
Invest for the Future: Invest for the Future seeks to improve economic opportunities for women by: facilitating access of Southern and Eastern European and Eurasian women to business training, tools and resources, mentors, and professional organizations; creating networks among individuals committed to improving the economic opportunities for women, including small grants, educational exchanges, and ongoing mentoring; and convening regional and international leaders from the business		✓	✓	✓	U.S. Department of State, KAGIDER, and Zagreb School of Economics and Management	International

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sector to discuss ways to promote economic opportunities for women in Southern and Eastern Europe and Eurasia. http://investforthefuture.biz/						
Busan Joint Action Plan for Gender Equality and Development: At the Fourth High Level Forum on Aid Effectiveness at Busan (HLF4), support for the Busan Joint Action Plan for Gender Equality and Development was indicated. This Action Plan is a non-binding extension of support already indicated for the Busan Outcome Document (BOD). The Action Plan expands upon commitments to gender equality and women’s empowerment in the BOD, and identifies actions to improve aid to achieve gender equality through inclusive and sustainable development. The Action Plan specifically addresses creating data-driven development policy, improved accountability to gender equality commitments in the Busan Outcome Document, and including gender equality as a top priority in development plans, especially peace building and state building. http://www.state.gov/r/pa/prs/ps/2011/11/177889.htm	✓	✓	✓	✓	U.S. Department of State, USAID, and OECD	Both
Cambodia: Accountability in Governance and Politics (AGAP) program: Through the Campaign Training for Commune Council Candidates Activity, NDI will hold a TOT module specifically for women to encourage them to consider running for a seat on the commune council. This module will be conducted in advance of parties’ selection of candidates and development of party lists and will provide the basics on what to expect during a campaign, prepare women to advocate to local party leaders for inclusion on the party list in their commune, and to build their potential as future leaders in the parties. In addition to tailoring the women-only sessions to address needs that potential women candidates often encounter, including such issues as balancing a campaign with traditional home and family responsibilities, the Institute will also focus on enhancing women candidates’ competitiveness by focusing on skills such as time management, communications and public speaking, fundraising and using existing community networks for support.			✓	✓	USAID; funding to National Democratic Institute (NDI)	Domestic

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<p>Women in Public Service Project: The institute will train the next generation of women leaders from around the world, especially in countries undergoing political transformations and social change. The institute will convene 50 promising women leaders for intensive training; networking and mentoring with peers and established leaders; shared learning and dialogue on leadership; cross-cultural exchanges of ideas and resources; and an online global support network of peers and mentors.</p> <p>http://womeninpublicservice.org/</p>			✓	✓	U.S. Department of State, Barnard, Bryn Mawr, Mount Holyoke, Smith, and Wellesley	Both
<p>Poverty Reduction and Alleviation (PRA): USAID Peru, through the Poverty Reduction and Alleviation (PRA) project, includes a gender analysis for all business plans that the project is going to support. Furthermore, PRA provides entrepreneurs with recommendations to address any gender issues that are found in each of the areas including supply chain, resource management, operation, and administration.</p>		✓	✓	✓	USAID	International
<p>Horizontal Project in Gender Equality: Recognizing the importance of gender equality, the OECD has embarked on a Horizontal Project in Gender Equality in three areas key to economic opportunity: Education, Employment and Entrepreneurship. The OECD's Gender Initiative is a project to strengthen gender equality in education, employment and entrepreneurship (the "three Es") – three key dimensions of economic opportunities. The first output of the Gender Initiative was an Interim Report presented at the 2011 OECD Ministerial Council Meeting, in May 2011.</p> <p>http://www.oecd.org/document/31/0,3746,en_2649_34819_47860_895_1_1_1_1,00.html</p>	✓	✓	✓	✓	OECD and U.S. Department of State	International
<p>Introducing Girls to Aerospace Engineering Careers: NASA hosts a series of educational programs aimed at encouraging young women and girls to pursue careers in STEM fields. NASA's Digital Learning Network provides opportunities for girls to learn about STEM career choices through a variety of distance learning initiatives throughout the year. The program centers around Virtual Visits, through which 4th-12th graders interact with NASA experts. Since its inception in September 2011, 27 sessions have</p>			✓	✓	NASA	Domestic

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<p>been conducted with 91 NASA professionals. In addition, through the Women in STEM High School Aerospace Scholars program, girls take part in online programming and a week-long summer workshop to build confidence and enhance their interest in STEM fields. NASA also developed a series of digital films designed to inspire middle-school girls by highlighting young women working at NASA.</p>						
<p>Providing STEM Programming and Educational Opportunities. In 2010, the National Aeronautics and Space Administration (NASA) created education forums focused on astrophysics, planetary science, earth science, and heliophysics to provide STEM education opportunities, including targeted programs for girls. In 2011, hundreds of NASA scientists and science educators reached 250,000 girls through events including classroom experiences, afterschool programs, career days, and museum activities. In partnership with the American Library Association (ALA), NASA is engaging girls in learning about the universe through hands-on activities at public libraries. Through “Astro4Girls and Their Families”, girls are learning about the universe and celebrating the contribution of women to astronomy and science. Over the past two years, through NASA’s Strong Gravity/Big Explosions program, more than 2,200 girls across the country have had the opportunity to join scientists for a day to explore exploding stars and black holes.</p>			✓	✓	NASA	Domestic
<p>The Secretary of State’s International Council on Women’s Business Leadership (ICWBL): The Council serves the United States Government in a solely advisory capacity concerning major issues and challenges in international business and economic policy, including the effective integration of business interests and women’s economic empowerment into overall foreign policy; the role and limits of international economic institutions from a gender-specific perspective; and the Department of State’s role in advancing and promoting the participation of women in a competitive global economy. The Council will focus on four main priority areas: access to capital, access to markets, capacity and skills building, and women’s</p>	✓	✓	✓	✓	U.S. Department of State and 20 private sector women business leaders	Both

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leadership. Council membership consists of representatives who are leaders of American and foreign public and private sector organizations and institutions having an interest in the role of women in international business, economic policy development and global economic growth.						
Asia-Pacific Economic Cooperation (APEC) Women and the Economy: The United States supports ongoing work on women in the economy in APEC and Summit of the Americas	✓	✓	✓	✓	U.S. Department of State, U.S. Trade Representative U.S. Department of Commerce, U.S. Department of the Treasury, U.S. Small Business Administration, U.S. Export-Import Bank, and others relevant agencies and Private Sector Representatives	Both
Women's Entrepreneurship in the Americas (WEAmericas): Women's Entrepreneurship in the Americas (WEAmericas) leverages public-private partnerships to increase women's economic participation and address key barriers women confront when starting and growing SMEs. For example, the Walmart Foundation and the U.S. Department of State are partnering to provide training to women entrepreneurs at the SME level throughout the region. During their program, Kauffman FastTrac will host workshops on strategic planning and entrepreneurial trends. With Walmart support, Vital Voices will provide follow-on training. Through Secretary Clinton's International Fund for Women and Girls, the Walmart Foundation will also provide \$1.5	✓	✓	✓	✓	U.S. Department of State, Cherie Blair Foundation for Women, ExxonMobil Foundation, Goldman Sachs Foundation, Inter American Development Bank, Kauffman	International

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<p>million for the WEAmericas Small Grants Initiative to support broader economic empowerment and development for women-owned businesses, particularly for indigenous and rural women. As part of their 10,000 Women Entrepreneurship Partnership, Goldman Sachs 10,000 Women and the U.S. Department of State will partner to bring cohorts of women from Latin America to the United States for intensive business and management training at Thunderbird School of Global Management. Cherie Blair Foundation for Women will offer women from the U.S. Department of State's entrepreneurship programs an opportunity to participate in its Mentoring Women in Business initiative. The IDB's Structured and Corporate Finance Department (SCF) and Multilateral Investment Fund (MIF) are partnering to launch women entrepreneurshipBanking (weB). ExxonMobil Foundation and the U.S. Department of State will provide grants to WEConnect International to support the registration and certification of women-owned businesses in Mexico. IDB, Walmart, and WEConnect International will also partner to enhance the capacity of women-owned businesses in Chile, Costa Rica, and Peru.</p>					FastTrac, Thunderbird School of Global Management, Vital Voices, Walmart, and WEConnect International	
Sampling of Private Sector Initiatives						
<p>The Women@Google: The Women@Google program is a global network that connects and empowers women who work at Google. It is led by both Engineering and Non-engineering women working together to facilitate connections and development opportunities among and for Google women. The network's goal is to empower and advance women at Google and in our local communities. There are three focus areas: Connections (providing networking and mentoring for women across Google regardless of function or level), Development (providing educational and professional opportunities through internal and external speakers and resources) and Community (representing Google externally to local community programs devoted to advancing women and girls through volunteerism, donations, sponsorships, etc.). Our APAC offices specifically have grown Women@ networks in Bangalore, Beijing,</p>			✓	✓	Local chapters of Women@ in Google offices globally	International

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Hyderabad, Seoul, Singapore, Sydney, Taipei and Tokyo. In the future, local Women@Google chapters will be hosting similar events to what they have in the past few months, including: diversity celebrations, talks geared toward mothers at Google, Women's Summits (our first was in Japan), leadership talks with women executives at Google, external speaker series with authors and elected officials, career development workshops for local students, mentorship for Girls 20 Summit participants, and many others.						
Center for Women in Business: The Center for Women's Business Research provides data-driven knowledge that advances the economic, social, and political impact of women business owners and their enterprises. We do this by setting the national agenda; creating insight on the status and achievements of women business owners; altering perceptions about the economic viability and progress of women-owned enterprises; and driving awareness of the economic and social impact of this vital business sector. The Center also works closely with the U.S. Chamber of Commerce and will conduct research to explore issues facing women in business and highlight their economic potential. The Center also conducts a public relations campaign to elevate the profile of women in business to opening doors and removing barriers for female business leaders. http://www.womensbusinessresearch.org/			✓	✓	Center for Women in Business and U.S. Chamber	Both
Qualcomm's Wireless Reach: Qualcomm believes access to 3G and next-generation mobile technologies can improve people's lives. Qualcomm's Wireless Reach initiative is a strategic program that brings wireless technology to underserved communities globally. By working with partners, Wireless Reach invests in projects that foster entrepreneurship, aid in public safety, enhance the delivery of health care, enrich teaching and learning and improve environmental sustainability. Wireless Reach currently has 73 projects in various stages of development in 31 countries and has worked with over 250 different partners to invest in efforts that address the need for access to information and communications and demonstrate the reality that economic growth stands on the shoulders of technology and science.	✓	✓	✓	✓	Qualcomm's Wireless Reach Initiative and Qualcomm Government Affairs, Cherie Blair Foundation for Women, and the Foundation for Women's Education	Both

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<p>Wireless Reach is committed to helping local governments reach their Information and Communications Technology (ICT) and universal service goals including increasing teledensity and Internet penetration, as well as using ICTs to meet education, environment and health care goals and is just one example of how Qualcomm is committed to investing in the communities it serves. Additionally, Wireless Reach provides the tools, access and services necessary to enable women’s leadership and empowerment. From female business owners being mentored on their mobile phones, to women selling airtime minutes and application services in their communities, our Wireless Reach projects aim to bring the economic benefits of wireless connectivity to entrepreneurs around the world. The Cherie Blair Foundation for Women and the Foundation for Women’s Education and Training, are two partners collaborating on a project to support women entrepreneurs in Malaysia. The project aims to enhance women’s skills and knowledge in the areas of business and technology by leveraging the Mentoring Women in Business Program developed by Cherie Blair Foundation for Women, which combines mentoring with technology to offer cross-border support to unlock the potential of women entrepreneurs. Wireless Reach is working to help stimulate the economic ecosystem and close the mobile phone gender gap. Today, mobile connections have surpassed fixed broadband, making wireless devices increasingly affordable and accessible. Low-cost devices can provide women from rural and urban areas with up-to-date information and enable them to communicate with others around the world. By providing female entrepreneurs with wireless connectivity and raising the profile of entrepreneurship among policymakers, Wireless Reach is working to help stimulate the economic ecosystem and close the mobile phone gender gap. According to the World Bank, a ten-percentage point increase in mobile penetration increases per capita GDP by .8 percent in developing countries. Furthermore, a ten-percentage point increase in Internet penetration increases per capita GDP by 1.4 percent in developing countries. Women business owners in developing countries also have reported an increase in their</p>						

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<p>income or professional opportunities due to Internet access on their mobile phone. Wireless Reach is a strategic program that supports the Qualcomm's long-term business goals and links its commitment to social responsibility with its obligation to its shareholders. www.wirelessreach.com; http://www.qualcomm.com/media/releases/2012/02/27/qualcomm-cherie-blair-foundation-women-and-foundation-women-s-education-an</p>						
<p>Mobile Micro Franchising Program: Underserved residents in Jakarta, Indonesia, most of who are women, are using mobile technology to access unique business opportunities and gain the skills needed to lift themselves out of poverty. For the last five years, Wireless Reach and Grameen Foundation have collaborated with Bakrie Telecom to evaluate, test and build the foundation for a Mobile Micro franchising Program. As of March 2012, there are more than 12,000 entrepreneurs in the Mobile Micro franchising program and they are serving more than 1.2 million customers. Eighty-two percent of these entrepreneurs are women – and one hundred percent of them are profitable. Approximately half of the entrepreneurs who stay in the program for at least four months lift themselves out of poverty and nearly double their income. The success of this Mobile Micro franchising Program has led Grameen Foundation and Qualcomm to new and innovative platforms that can increase income and improve lives through access to information. One example of an AppLab service is “Kerja lokal,” or “Day Job Search,” which connects poor Indonesians to informal sector job opportunities. In Indonesia, many people earn their living working as day laborers. This application recognizes this and creates a reliable source for people to find out what jobs are available other than by word of mouth. Through this subscription service, job seekers pay entrepreneurs in their community to receive a daily message with a job listing that meets three criteria: their location, their specified job category and their preferred salary range. http://www.qualcomm.com/about/citizenship/wireless-reach/projects/entrepreneurship</p>	✓	✓	✓	✓	Qualcomm's Wireless Reach initiative, Grameen Foundation and Ruma	International