



Citi Foundation



Enabling Economic Progress for Young Women:

A Key Component of
Pathways to Progress

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Message to Our Stakeholders

We Want a Better Future for Women and Girls

Research remains clear. Economies prosper and families and communities are better off when women are given more opportunity and power. Yet women continue to face a myriad of forces that make it difficult to obtain economic equality. These challenges include a lack of access to high quality training and education, disparities in pay, societal norms regarding women in the workplace and the home, and the impact of automation on the overall labor market.

As a corporate leader, a philanthropist, and a mentor to young women, I am increasingly concerned about how the world is changing, but I remain optimistic about our ability to address the challenges faced by people from diverse backgrounds and income levels, and women in all parts of the world. There is a lot to be done to close the economic gender gap, but through the Citi Foundation's Pathways to Progress initiative, we have been moved by stories of progress from all corners of the globe and are issuing this report to share some of these highlights.

In 2017, the Citi Foundation announced our global Pathways to Progress commitment to invest \$100 million to prepare 500,000 young people for today's competitive job market by 2020. The examples you'll see here are a snapshot of how we're working with NGO partners to give young women access to quality job opportunities and provide financial and leadership training to the next generation of female changemakers.

We cannot do this work alone – and are inspired by the growing cross-sector awareness and action towards achieving gender equality and promoting greater opportunities for young women and girls, especially when it comes to access to formal jobs. Further, the United Nations 2030 Sustainable Development Goals, especially Goal 5 – Achieve gender equality and empower all women and girls – are creating a sense of urgency and a roadmap towards shared objectives that will help us move the needle faster and in a bigger way.

To truly build an inclusive economy that works for all, we – philanthropists, civic and business leaders, and society at large – need to be especially serious about creating a world where young women can reach their full potential and equally contribute to the economic success of their families, communities, and cities.



Brandee McHale

President, Citi Foundation

Pathways to Progress

2020 Global Commitment



Citi Foundation

\$100

million investment

to reach



500,000

young people

and mobilize



10,000

Citi volunteers

#Pathways2Progress



Creating On-Ramps

In partnership with leading community organizations around the globe, the Citi Foundation supports programs that are creating on-ramps to help young women enter the workforce and reach their full potential. Below are some examples of these programs that focus primarily on young women.

Promoting Women in Technology

Cornell Tech | New York, USA

Cornell Tech, in partnership with the City University of New York, is addressing the gender gap in the computer science and IT fields through a multi-layered program called WiTNY that focuses on curriculum innovation, the recruitment and retention of young women and also connecting them to expanded networking, internship and apprenticeship opportunities.

Linking Culture + Entrepreneurship

Community-Based Conservation & Development Research Center of Guizhou | Guiyang, China

The Center is providing young, primarily ethnic minority women in Guizhou, China with technical, financial management and market development trainings that are helping them launch their own small businesses focused on local, culturally-relevant handcrafts.

Developing Scalable Business Ideas

TechnoServe | Multi-Regional

TechnoServe is working in several countries in Africa, throughout India and across Central and South America to support young entrepreneurs, with an emphasis on women and girls. Each project considers the local economic environment and delivers business skills training, ongoing mentoring and support for the scaling of business ideas.



Laboratoria | Lima, Peru

Endorsing Entrepreneurship as a Career Path

Foundation for Women's Entrepreneurship | Warsaw, Poland

Foundation for Women's Entrepreneurship is supporting the growth of women-led enterprises in Warsaw, Poland, by providing high-potential female entrepreneurs with access to intensive business training, one-on-one mentorship, access to office space, business networking meetings and technical assistance to properly design, manage and scale their companies.

Creating a Diverse Local Tech Industry

Laboratoria | Lima, Peru

Laboratoria is recruiting and training young women in Lima, Peru to become web developers using a curriculum that was developed in collaboration with tech firms in Peru and Silicon Valley. Once trained, the young women are connected to paid internships and full-time job opportunities.

Enabling Financial Independence

Global Sisters | Sydney, Melbourne & Brisbane, Australia

Global Sisters is delivering business education specifically designed for at-risk young women, including refugees and indigenous individuals, to help put them on the path to self-employment and financial independence. These young women are equipped with the mindset, business knowledge and practical skills necessary to be an entrepreneur or intrapreneur. Ongoing, end-to-end business development support is provided to the young women wanting to turn their business ideas into reality, thereby becoming job creators and not just job seekers.

Stories of Progress

Pathways to Progress has connected over 1 million young women globally to opportunities that prepare them for today's job market, helping contribute to their economic progress and that of their families and communities. Here are a few of these young women's stories.

Meet Vanessa

NPower | New York, USA



"I used the skills I obtained at Citi to start my career in the IT field. I'm so grateful for this opportunity, which enabled me to pursue my goals."

After graduating with a Computer Science degree, Vanessa enrolled in an NPower program to boost her real-world credentials and find a full-time job. Through the program she earned multiple certifications and was placed in a paid internship at Citi. After her internship, Vanessa obtained a full-time job as an Incident Response Analyst at a local community organization where she runs their IT systems.

Meet Anna and Hope

NFTE | Baltimore, USA



"We wanted to show real women who changed the world."

Anna and Hope had a business idea that would allow them to spotlight the many achievements of women throughout history. With the help of NFTE, they brought their business idea to life and created Girls Coloring for Change, a business that produces coloring books that celebrates female role models who have changed the world. So far, the girls have sold over 1,300 copies of their book and are already paying it forward, donating a portion of their proceeds to NGOs that support causes such as championing every girl's right to a quality education.

Meet Juhua

BN Vocational School | Beijing, China



"This program offered me a life-changing opportunity. The skills I learned have enabled me to earn a good living and be my family's main financial provider."

Juhua was determined to secure a stable administrative job to help provide for her family, but struggled to afford the necessary education. Through BN Vocational School, she received free vocational training and a one-year paid internship at a five-star hotel in Beijing. Upon completion of her internship, Juhua was offered a full-time administrative assistant position at the hotel and is now able to pay for her younger brother's college education.

Meet Mery

Laboratoria | Lima, Peru



"When I interviewed with companies, they told me I didn't have enough experience or that they would rather hire a man."

Mery had a degree in computer and information sciences but was unable to secure a full-time job in the tech industry. After excelling in Laboratoria's pre-admission classes, she was accepted into the program. Using the knowledge she acquired in the program, she secured a full-time job as a front-end developer. Mery is now helping build a web platform that will connect Laboratoria graduates with exclusive job opportunities at local companies.

Meet Rabia

British Asian Trust | Lahore, Pakistan



"The program provided me with all of the necessary skills to run my business effectively. I now teach over 100 students and employ six teachers."

Rabia's dream was to open a school in her home country of Pakistan to enable more youth, specifically girls, to obtain an education. She started her own private academy with 25 students and two teachers but quickly realized that she lacked a proper understanding of how to run it effectively. Using the business skills she learned with the British Asian Trust, Rabia was able to scale her business, which has now tripled in size.

Citi Volunteers

Citi employee volunteers play a powerful role in our Pathways to Progress programs around the globe, acting as mentors, coaches and role models to young adults in support of their career ambitions. Here are two of their stories.

Meet Farjana

Vice President, Citi Treasury & Trade Solutions | New York, USA



"I wanted to volunteer as a mentor because I also grew up in the vast New York City public school system. I went to a CUNY school, not far from home, but I still felt underprepared. Not academically, just the soft skills, life skills, things I wish I had known. There are so many students who could really use and benefit

from the advice and knowledge that a professional adult can impart, and mentoring can be mutually beneficial. By working with a teenager, I've broadened my communication skills, which has helped me at work and in life. Rosemary is an amazing young adult, and I'm so happy to have played a small role in helping Rosemary begin her career journey."

Farjana has been mentoring Rosemary through iMentor for more than two years. When they first met, Rosemary was struggling academically and did not see college as a part of her future. With Farjana's support, tutoring, summer school, a few extra classes, and a lot of hard work, Rosemary graduated high school on time and is now enrolled in a culinary arts program.



Citi volunteer Susann | Chicago, USA

Meet Gary

Senior Vice President, Risk Management | Singapore



"Being a proud father of three girls and a boy, I have developed a passion for working with youth to help inspire them to excel in the fast changing world. Over the years I have had the opportunity to mentor both male and female youth. The females, while typically more meticulous, tend to be less outspoken and confident when compared to their male counterparts. However, I've noticed the females tend to be more open to feedback during the mentoring process and therefore I usually see the greatest growth and development in them over the 15-week program. In today's complex environment, we need competent leaders of both genders who bring their respective strengths and styles to build a better world together, and these future leaders need mentors to help guide them."

Gary has been serving as a mentor to youth for the past nine years through the YMCA Youth for Causes Program, where youth, with guidance from mentors like him, design and implement social entrepreneurship projects to benefit local non-profit organizations of their choice.

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To learn more about Pathways to Progress, visit citifoundation.com

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