

**EASTERN BANK CHARITABLE FOUNDATION
DONATES \$1.5MM+ TO ORGANIZATIONS DEDICATED TO**

ADVANCING WOMEN

2018 is a special year at Eastern Bank as it marks our 200th Anniversary serving our customers, our colleagues, and our communities.

In honor of our very first depositor—a recently-widowed woman from Salem, MA, named Rebecca Sutton—in celebration of the strides made by women since we opened our doors—and in recognition of the work that remains—the Eastern Bank Charitable Foundation plans to donate more than \$1.5MM in Targeted Grants to community-based organizations working to eliminate barriers and advance women in our communities.

On April 15, 1818, our first deposit was made by Nathan Robinson, Mrs. Sutton's late husband's attorney, on her behalf. It's hard to imagine the necessity of a proxy for a woman to make a bank deposit. It is now, thankfully, a strange concept—but only 200 years ago, it was the way business got done. As we reflect on our legacy, the choice to name Advancing Women as the 2018 Targeted Grant category seemed like the perfect bridge between our early beginnings and the Bank's advocacy & philanthropy in today's environment.

Many things have improved for women since 1818, but inequalities still haunt the advancement of women and girls to this day. There are more women than men in the United States and yet throughout academia, business and science, women are continually underrepresented and undervalued.

The grassroots #MeToo movement has brought to the forefront the horrific realities of sexual harassment and assault that remains prevalent in many workplaces. Efforts on Pay Equity have highlighted wage disparities and social norms that constrain earnings power for women and girls – which are further exacerbated by the limited number of women in senior leadership positions. We are all too frequently reminded of the lack of representation of women in the fields of science, technology, engineering and mathematics. Symptoms of heart disease, the single largest killer of women, often go unnoticed because the medical community has not properly educated women and men about the differences in symptoms that occur in women. The facts are staggering:

- A woman is assaulted every nine seconds in the U.S. and one in three women have been a victim of physical brutality by an intimate partner, making intimate partner violence the single greatest cause of injury to women.
- In Massachusetts, women earn 83 cents for every dollar paid to men. In New Hampshire, they earn 76 cents. African-American women nationwide earn 64 cents for every dollar earned by white men, and Latinas—only 56 cents.
- In the sciences, women represent less than 25% of those employed in computer and mathematical occupations and only 15% in architecture and engineering. For women of color, this gap is even wider. Asian women, African-American women, and Latinas make up less than 10% of working scientists and engineers in the U.S.
- Women receive more graduate degrees and they hold more faculty positions in colleges and universities, and yet, men hold the highest number of tenured university positions.
- Only 32 women run Fortune 500 companies and only two of these are women of color. Less than 20% of all board seats in Fortune 1,000 companies are held by women.

The needle has moved since 1818, but not nearly enough. In 2018, we are dedicating our Targeted Grants to further the work being done to address these issues. We are committed to supporting organizations that work tirelessly to ensure our daughters, sisters, wives, and mothers will no longer have to fight these battles.

Organizations we anticipate supporting through the 2018 Targeted Grant program include, but are not limited to, those focused on the following issues:

Assault Against Women

- Addressing date rape and assaults on college campuses
- Programs addressing workplace sexual harassment
- Supporting female military personnel and veterans affected by sexual assault

Affordable Childcare

- Safe, affordable programming for women, especially for low-moderate income families

Protecting Civil Rights and Fighting Discrimination

- Supporting women against discrimination in social policy and the workplace
- Protecting civil rights of women who are Transgender
- Promoting social policies that advance women

Domestic Violence

- Supporting, educating, and protecting women and girls against domestic violence

Health Care

- Identifying and understanding the unique needs for high-quality health care for ALL women
- Addressing breast, cervical, ovarian, or uterine cancer, or heart disease or diabetes—which are the deadliest diseases affecting women
- Increasing access to birth control
- Increasing access to healthcare for Transgender women

Human Trafficking

- Addressing the issues of women and girls involved in sex trafficking

Pay Equity

- Working to achieve gender pay equity

Self-Esteem

- Increasing access to female to female mentoring relationships
- Confidence building and self-esteem programming
- Programs that encourage self-advocacy
- Issues of negative media influence in female self-esteem and body image

STEM Education

- Encouraging and preparing women and girls to succeed in jobs in STEM fields
- After-school programming with a STEM focus
- Supporting the unique contributions of female-only STEM educational institutions

Workforce Development & Economic Development

- Providing women returning to the workforce with the skills necessary to compete in the job market
- Encouraging women to take jobs in sectors with traditionally fewer women incumbents (e.g., the Trades, Technology, BioTech, and the like)
- Supporting programs that encourage, mentor, and scale-up women- owned or -led businesses

About our Targeted Grants

Each year, the Eastern Bank Charitable Foundation provides more than \$1.5 million in financial support as grants to community-based organizations working for progress on a specific issue or set of issues facing the communities within the Eastern Bank footprint in Massachusetts, New Hampshire, and Rhode Island. These grants are referred to as **Targeted Grants**. They are intended to support programming that strengthen our communities and enhance the lives of our neighbors in specific and impactful ways.

Over the past few years, we have supported organizations addressing issues related to: Community Healthcare, Homelessness, Workforce Development, Student Success, Violence Prevention, Strengthening Families, and Supporting Immigrants in our Communities.

For 2018, the Targeted Grant category of the Eastern Bank Charitable Foundation is *ADVANCING WOMEN*.

For additional information, please visit: www.easternbank.com/foundation