

THE
Status
OF
WOMEN

**NWO 5TH WOMEN'S
EQUALITY DAY**

**Community Conversation
& Town Hall Meeting
on the Status of Women**

In conjunction with the
5th Annual NW Ohio Women's Equality Day

Friday, August 25, 2:00 pm, The Glass City Center
401 Jefferson Ave, Toledo, Ohio

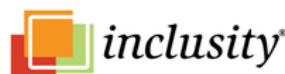
Hear from the local women's community and leaders on the status of women and girls in our region, with a focus on human rights as women's rights, and a discussion on inclusion, access, justice, & security.

PRESENTING
PARTNERS:



**Diversity
and Inclusion**

PROGRAM & NETWORK PARTNERS:



Land of Acknowledgement

by the Toledo CEDAW Gender Equity Commission

The City of Toledo is located on the ancestral homelands of the Erie, Kickapoo, Odawa, and Seneca. We recognize that many other Native tribes have also conducted trade on, and called this region their home, including the Lenape, Miami, Ojibway, Peoria, Potawatomi, Sauk, Shawnee, and the Wyandotte. The Toledo CEDAW Gender Equity Commission acknowledges and honors the past, present, and future lives of Indigenous peoples in the Toledo area and thanks them for their resilience as stewards of the land on which the City of Toledo now resides.

As a Commission whose primary focus is gender equity informed by an intersectional framework, it is our responsibility and aim to understand and continually share knowledge about the complicated history of colonialism facilitated through methods such as violence and erasure of native practices, traditions, and ancestral connections. We seek to honor the land we now occupy, the peoples who were here before us, and the enduring presence and diversity of Indigenous peoples in our region. Through shared knowledge, exchange, and action we commit to building meaningful relationships with Indigenous communities and working to dismantle the systemic invisibility of Indigenous peoples.

Women's Equality Day

History

Women's Equality Day recognizes the passage of the 19th Amendment extending voting rights to women in 1920. This event culminated in a 72-year, peaceful campaign that had its formal beginnings in 1848 at the world's first women's rights convention in Seneca Falls, New York. Even though the 19th Amendment extended voting rights to women, only white women were allowed to exercise voting. It wasn't until the passage of the 1965 Voting Rights Act that all African Americans were granted the full right to vote.

Today

Despite this important constitutional amendment, women in the US have continued to face various barriers based on their intersectional identities. Gender, race, socioeconomic class, sexual orientation, nationality, language, and religion are determinant factors in shaping women's experiences, which is why it is essential for women in Greater Toledo to discuss how gender-based oppression intersects with other forms of discrimination.

On August 25, 2023, we welcome you to the 5th Annual Northwest Ohio Women's Equality Day presented by Women of Toledo, American Association of University Women (Toledo), and the City of Toledo's Department of Diversity, Equity, & Inclusion.

The Status of Women

Agenda

1:30 pm to 2 pm **Registration** – Reception Area

Part I: Community Conversation - Presented by AAUW

2:00 pm **Welcome** by Michelle (Mickey) Radtkin, President of AAUW Ohio

2:15 to 3:15 pm **Listening Session** with Leaders & Community

3:30 to 4:30 pm **Resource tables, networking, and appetizers**

Part II: Town Hall Meeting - Presented by the City of Toledo, DEI

Emcee: **Erin Baker**, Director of Equity, Diversity, and Inclusion, Toledo Lucas County Public Library and City of Toledo, Human Relations Commission Chair

4:30 pm **Introduction & Partners Acknowledgment** by Nina Corder, Managing Director of Women of Toledo & Co-Chair 2023 Women's Equality Day

4:45 pm **Opening Remarks on Women's Equality Day** by Dr. Sharon Barnes, Associate Professor and Chair of the Department of Women's & Gender Studies, the University of Toledo

5:00 pm **Rapid Share Recap** by Benita Robinson, the City of Toledo, Gender Equity Manager & Co-Chair 2023 Women's Equality Day

5:10 pm **Rapid Share** by Table Facilitators

5:50 pm **Rapid Response** by Stakeholders & Elected Officials/Leaders

6:20 pm **Recap** by RAFT & Closing, Singing Bowl Sound Bath with Jennifer Bak

Part III: Cocktails & Play!

6:30 pm Hosted by Sierra Ortiz, Associate Director Women of Toledo & Diana Patton, CEO and founder of the Rise Advocates® Academy

Rules of Engagement

- Welcome multiple viewpoints
- Own your intentions and your impacts
- Work to recognize your privilege
- If you disagree with the content today, please respectfully challenge the idea or issue, not the person.
- Take risks and lean into discomfort
- Actively listen and ask for clarity
- Challenge with care
- Maintain confidentiality



RESPONSIVE ADVOCACY TASK FORCE

We established a special Responsive Advocacy Task Force to help lead, support and assist in educating, engaging, and empowering our female community (and HeForShe) pertaining to our current political, economic, and social issues. Learn more here: <https://www.womenoftoledo.org/advocacy>

2023 Women’s Equality Day Co-Chairpersons



Benita Robinson

Benita is a native Detroit, who recently relocated to Toledo to serve as Gender Equity Manager for the City of Toledo. She has over 10 years of experience in equity work, including gender-based violence, pay equity, leadership development, and racial justice. Benita.Robinson@toledo.oh.gov



Nina Corder

Certified in Human Rights Advocacy & Diplomacy, Nina’s advocacy journey includes serving as a member of the White House Council on Women & Girls under the Obama Administration (2014-2016), lobbying for Title IX in Capital Hill, Washington DC (2016), appointed by the UN Women Empower Women Global Champions for Change (2017) and help supports the passing of the Pay Equity Act (2019) and CEDAW (2022) in the City of Toledo. nina@womenoftoledo.org

2023 Women’s Equality Day Task Committees

Aby Sadowy	Simplicity Sounds, Owner
Amari Baker	City of Toledo, Human Relations Commission
Danielle Lutman	The University of Toledo, Eberly Center for Women, Assoc. Director
Dawn Bentley	CAIRE, LLC, Owner
Kaitlyn Slattery	Student
Kennedy Mick	City of Toledo. Intern
Kristin Moncrief	OptiGo Mobile Vision, Owner
Mary Brucker	Imagine 901, CEO
Michelle (Mickey) Radtkin	AAUW Ohio, President
Nabaa Ali	Women of Toledo, Apprentice
Persephone Shock	Human Relations Commission - Social Justice Committee
Sierra Ortiz	Women of Toledo, Associate Director
Stormy Hogle	Women of Toledo, Apprentice
Taylor Greenwood	The Greater Toledo Community Foundation, Philanthropic Services Officer

Part I: Community Conversation

The purpose of this session is to engage with our women's community and to help address critical issues and gaps in services while strengthening relationships and developing creative solutions.

The Listening Sessions are guided by the following framework:

- Every person assumes multiple identities at one time (i.e., gender, race, economic status, disability status, geographic location, immigration status, age, sexuality, etc.).
- Individuals' lived experiences are centered around these identities and the ways they interact with one another. These intersections create unique experiences of oppression and/or power.
- Kimberlé Crenshaw coined the term "intersectionality" to describe this idea – the interlocking systems of power and oppression based on a person's identities negatively impact those who are most marginalized in society and increase barriers to accessing resources and opportunities.
- We believe that people who are a part of marginalized communities are the experts; therefore, centering their voices and experiences in the work we do is critical to understanding themes as well as nuances about challenges faced navigating everyday life.
- We also believe that every person should be able to access a community that has an understanding of intersecting identities and all parts of a person should be welcome in all spaces.

"Access takes from no one yet gives to everyone" ~Unknown

Group Agreement

- Confidentiality
- Recognize each person's truth & honor differences
- Be aware of intent & impact
- Do not freeze ourselves & others in time
- Challenge oppressive remarks, stereotypes, and behavior, but do not blame or shame
- Share space & time
- Expect/accept discomfort & unfinished business

Listening Session Categories

Economic Justice - Gender pay gap, unpaid labor, labor rights, workplace equity, generational wealth, universal childcare, industry, innovation, and infrastructure.

Diversity, Equity, Access, Inclusion, Belonging (DEAIB) - Intersectionality, racialized gender, disability justice

Environmental Justice - Food insecurity, safe neighborhoods & communities, transportation, clean water and air

Healthcare - Physical, mental, reproductive, women in healthcare

Societal norms - Gender norms, women & family

Governance - Discriminatory laws, women in government, political representation, gun violence, and regulation, women in leadership

Safe communities - Gun violence and regulation, violence against women and girls, bullying

Youth - Bullying, social media, education access, girls in sports, teen pregnancy, leadership

Listening Table Facilitators and Leaders

Topic	Table Table Facilitator	Organization
Economic Justice	Erika D White	CWA Local 4319
	Michelle Radtkin	AAUW - Toledo
	Sierra Hutton	United Way
DEIAB	Crystal Darnell	Lucas County Board of Commissioners
	Valerie Fatica	City of Toledo, Office of Diversity, Equity and Inclusion
	Candice Harrison	SSOE
	Malaika Bell	University of Toledo, Office of Diversity, Equity and Inclusion
	Dawn Bentley	CAIRE
Environmental Justice	Heather Gallant	577 Foundation
	Sandy Spang	Toledo Metropolitan Area Council of Governments
	Laura Koprowski	TARTA
	Karen Ranney Wolkins	Commissioner, City of Toledo, Parks & Recreation
Healthcare	Sarah Rainey-Smithback	BGSU, Women and Gender Studies
	Kristin Hady	Abortion Access Front, The Aggie Fund, Pro-Choice Ohio Board
	Alicia Wagner	The Joss District
Youth	Angelica Johnson	Like Me, Lourdes University
	Teresa Alvarado	Youth Engagement, COT Human Relations Commission
	Lori Balogh	Lucas County Board of Developmental Disabilities
	Jessica Ray	Partners in Education
	Sheena Barnes	President Board, Toledo Public School
Governance	Ann Fabiszak Payne	League of Women Voters - Toledo Lucas County
	Leslie Gray	City of Toledo, Office of Diversity, Equity and Inclusion
Societal Norms	Maria White	Inclusivity
	Erin Curley	Engage Studio Architects
	Walaa Kanan MSW, LSW	Tomorrow Begins Today
Safe Communities	Penny Meeker	Community & Neighborhood, COT HRC
	Alexii Collins	YWCA

Notes

Part II: Townhall Meeting

Rapid Share & Rapid Response

Our Townhall is open to everyone. We will share our findings from data collected during Part I Community Conversation. Our community members are invited to engage in Rapid Share & Rapid Response sessions between the facilitators and elected officials with an opportunity to ask questions about the issues or policies discussed.

Know Their Names: The people who represent you on the federal, state, and local levels. (based on zip 43604)

Federal Officials

Joseph R. Biden, President of the United States
Kamala D. Harris, Vice President of the United States
JD Vance, U.S. Senator
Sherrod Brown, U.S. Senator
Marcy Kaptur, U.S. Representative

Ohio State Officials

Mike DeWine, Governor of Ohio
Jon Husted, Lieutenant Governor of Ohio
Dave Yost, OH State Attorney General
Brandon Kern, OH State Board of Education
Jim Mermis, OH State Board of Education
Mark Lamoncha, OH State Board of Education
Martha Manchester, OH State Board of Education
Melissa "Missy" Bedell, OH State Board of Education
Paul LaRue, OH State Board of Education Member
Sue Hackett, OH State Board of Education Member
Walt Davis, OH State Board of Education Member
Frank LaRose, OH Secretary of State
Keith Faber, OH State Auditor
Robert Sprague, OH State Treasurer
Theresa Gavarone, OH State Senator
Elgin Rogers, Jr., OH State Representative
Sharon L. Kennedy, OH Supreme Court Chief Justice
Jennifer Brunner, OH Supreme Court Associate Justice

Ohio State Officials, continued

Joseph T. Deters, OH Supreme Court Associate Justice
Melody J. Stewart, OH Supreme Court Associate Justice
Michael P. Donnelly, OH Supreme Court Associate Justice
Patrick F. Fischer, OH Supreme Court Associate Justice
R. Patrick DeWine, OH Supreme Court Associate Justice

Local Officials: Toledo and Lucas County

Anita Lopez, Lucas County Auditor
Carrie Hartman, Toledo City Council Member
Cerssandra McPherson, Toledo City Council Member
Diane Scala-Barnett, Lucas County Coroner
George Sarantou, Toledo City Council Member
J. Bernie Quilter, Lucas County Clerk of Courts
Julia R. Bates, Lucas County Prosecuting Attorney
Katie Moline, Toledo City Council Member
Lindsay M. Webb, Lucas County Treasurer
Lisa A. Sobecki, Lucas County Commissioner
Michael D. Ashford, Lucas County Recorder
Michael J. Navarre, Lucas County Sheriff
Mike Pniewski, Lucas County Engineer
Nick Komives, Toledo City Council Member
Pete Gerken, Lucas County Commissioner
Tiffany M. Preston Whitman, Toledo City Council Member
Tina Skeldon Wozniak, Lucas County Commissioner
Vallie Bowman-English, Toledo Clerk of Court
Wade Kapszukiewicz, Mayor of Toledo



Find contact information for your state and local government services at www.usa.gov/elected-officials

Notes

Notes



PROGRAM SERVICES & ACTIVITIES

2023
Fall/Winter

WOMENOFTOLEDO.ORG
419HERHUB.ORG

- Aug 8:** Global Roundtable (zoom)
8:30AM to 9:30AM EST
- Aug 25:** HerHub Luncheon
12PM to 1:30PM, the Glass City Center
- Aug 25:** **Women's Equality Day Town Hall Meeting**
2PM to 7PM, the Glass City Center
- Sept 10:** Welcoming Week Picnic
1PM to 3 PM, Sanger Library
- Sept 12:** Global Roundtable (zoom)
8:30AM to 9:30AM EST
- Sept 21:** HerHub Luncheon
11:30AM to 1PM, Toledo Botanical Garden
- Sept 28:** Speed Mentoring
6PM to 8PM (Hispanic Heritage Month Edition)
- Oct 17:** Global Roundtable (zoom)
8:30AM to 9:30AM EST
- Oct 19:** HerHub Luncheon
11:30AM to 1PM, Toledo Botanical Garden
- Oct 21:** **International Day of the Girl**
10:30AM, McMaster Toledo Public Library
- Oct 26:** NWOBMP Leadership Summit
9Am to 3PM
- Nov 4:** **Intercultural Gala**
Global Gala at the Gardens
- Nov 14:** Global Roundtable (zoom)
8:30AM to 9:30AM EST
- Nov 16:** HerHub Luncheon
11:30AM to 1PM, Toledo Botanical Garden
- Nov 30:** HerHub Pop Up Shop
5PM to 8PM, Venue: TBA
- Dec 2:** **Advocacy: HeForShe Forum**
Glass Pavilion, the Toledo Museum of Arts

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**Important
Save the Date**

Nov 4

Global Gala at the
Garden
5 PM to 10 PM
Holland Gardens

*all dates subject to change.

****Monthly Circle Group:**
Legacy Circle, 2nd Thursday & YWOT, 3rd Friday

Did you know?

Through Women of Toledo's Economic Development and Mentorship programs we offer these business services and resources for FREE.



Scan the QR Code for our intake form!



Business Check-Up
with our GrowthWheel Business Advisor

Business Assistance
with our Business Growth Collaborative (BGC) Partners and Community Navigators. (CNPP)

Access to Business Mentors
with our Northwest Ohio Business Mentoring

Business Awards & Funding
opportunities via Accelerator Fellowship, Boost Fund or Women's Business Council

Presenting Partners



The Organizer: There are over 427,000+ women and girls in Northwest Ohio. Women of Toledo are on a mission to help lead, listen, learn, support, and assist in educating, engaging, and empowering our community pertaining to our current political, economic, and social issues. Our mission is to educate, engage, and empower women and girls to keep moving forward. Hence, we believe in providing space for women and girls to learn skills and knowledge to tackle issues critical to women's economic advancement and interrupt various biases in the workplace, marketplace, community, and family. www.womenoftoledo.org



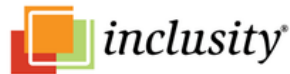
AAUW fights to remove barriers and biases that stand in the way of gender equity. We've led the fight for fair pay and economic opportunity for women. We train women to negotiate for pay and benefits and to pursue leadership roles. And we advocate for federal, state, and local laws and policies to ensure equity and end discrimination.



Diversity and Inclusion

Diversity, Equity, and Inclusion at the City of Toledo, we are an educational, advocacy, and compliance agency focused on the inclusion of all residents in city services, employment, and contract opportunities. This department operates under the jurisdiction of the Mayor.

Program & Network Partners



Our Event Team



AV & Production Team
Touchdown Company
<https://touchdowncompany.com>



Photographer & Artist
Jennifer Bak
<http://www.jbakstudios.com>



Marketing & Creative Design
Kerri Brimmer
www.brimmingdesign.com

Our Women of Toledo Team

Board of Directors: Carlena Johnson, Kathy Tucker, Karen Kiemnec, Michelle Pommeranz, Shayna Duke, Cassie Tinta, Kiki Cunningham, Lily Hickey, Mary Brucker, and Dr Brenda Holsey.

Program & Operation Team: Nina Corder, Sierra Ortiz, Annora Harbick, Lisa Halsey, Halina Schriefer, Penny Meeker, Julia LaBay, Nacema El Orra, and Aileen Mendoza



HeForShe

Thank you to our HeForShe for volunteering as our notetakers and attending the program today. HeForShe invites men and boys to build on the work of the women's movement as equal partners, crafting and implementing a shared vision of gender equality that will benefit all of humanity. Learn more: <https://www.womenoftoledo.org/heforshe>

Thank YOU!

We are grateful for and value your support for our Women's Equality Day! Please know that your support truly offers hope to all women, including young women and girls, whom our organization serves. We will continue to acknowledge, celebrate, and honor their presence and value to our community. Keep Moving Forward!