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Bringing you the stories and evidence of your investments at work.
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SWEET 16. DO YOU REMEMBER WHAT IT WAS LIKE TO BE 16?

My first car was a little two-door manual stick shift Honda...and, when I bought it, I didn’t even know how to drive it. It was what I could afford, and in true figure it out spirit, I knew I could make it work. Every day after school my mom would go out and practice with me. Every day I would reach the little hill leaving the neighborhood and stall. But we kept at it. My mom reminded me how I would play Ms. Pac Man (yep, Ms.!). When I first started playing I could barely clear a board, then eventually, I knew how to maneuver, time the ghosts, be thoughtful about acquiring extra points, and ultimately clear all 10 boards! Applying the same logic to a vehicle isn’t exactly the same; however, the lessons were similar that it took patience, practice and commitment.

Soon enough, I was on the open road without my mom. With that came more responsibilities of course, but the independence was worth it.

This month, The Women’s Fund is 16! While we haven’t spent the winter taking driver’s education, we’ve certainly been learning, planning, and preparing to grow the organization and along with it, bring the central Ohio community to more engaged activism.

The last nine months have been the culmination of our current strategic plan right at a moment with the political turbulence that was nowhere on our radar. Three years ago when our current strategic action plan began, we set out with a plan that became a roadmap, positioning us to forge forward. We drove ahead and were able to respond by hosting Ignite Change: Statehouse Day. This day was telling for us. When paired with the momentum of the Gender By Us™ conversation toolkit — which is inching towards 1,000 downloads and distributed boxes in less than a year — that’s telling, too. So, what is it telling us?

That with our proverbial driver’s license in hand, we need to move. We need to move the needle more. Regardless of any roadmap or plan, I can tell you that Statehouse Day and Gender By Us™ were also not on the radar three years ago, and The Women’s Fund and you are ready for more. We’re ready to engage and move together towards action. This last year told us we are a community hungry to connect and ready to disrupt the norm; to be informed and equipped with knowledge, and armed with tools to make systems and policy change with elected officials and their employers.

This all sounds like the right direction, doesn’t it? So let’s keep going together.

It was less than five years ago that we were being described as an organization that raises money and makes grants. We still do. And, in the coming year we will increase the impact of our grants by providing multi-year commitments. It’s time to show up even more for our grant partners that are on the frontlines.

In addition to supporting grant partners more and mobilizing the community of Women’s Fund friends, we’re bringing men along, too! We’re inviting men to be at the grant reading tables to first and foremost learn about the needs of women and girls and then contribute equal voice to the conversation.

We’re ready and so is this community to galvanize. To show up with patience for those that are just joining the conversation, to be committed to what matters; and for us it’s gender equality.

I am not naïve to think these bumps in the road of the women’s movement are small hills to be tackled with only a mother’s love and patience. But I have to believe that with unconditional persistence we will navigate these roads to a stronger finish line.

“This last year told us we are a community hungry to connect and ready to disrupt the norm; to be informed and equipped with knowledge, and armed with tools to make systems and policy change with elected officials and their employers.”
At The Women’s Fund, we move women and men off the sidelines and arm them with tools to propel equal representation in the community. From people to policies, we spark change through our research and programs.

We connect individuals, organizations, and companies in critical conversations that engage, educate, and influence action.

#WAGEWEEK APRIL 3–9, 2017

Last fall we launched the Gender By Us™ toolkit to spark change by disrupting the invisible forces of gender bias. As a result, over 700 people have participated and we have seen early indicators of shifts in definition, behavior, and engagement with companies, community groups, and individuals.

This year, April 4th marked Equal Pay Day, the day a woman would have to work until from the previous year in order to make the same amount as a man that year. We highlighted this gap with #WageWeek, a weeklong initiative to convene voices in the community looking at the pay gap and gender bias. Rather than a one-time event, we sought to expand our reach and filled an entire week with these Gender By Us™ conversations targeted around the gender pay gap.

- 9 conversations
- Nearly 150 people engaged and committed to keep the conversation going
- The conversations went viral, on social media #WageWeek reached 800K people
- 11 community partners including...
WHAT WE HEARD FROM PARTICIPANTS

“This conversation changed the way I think about day-to-day experiences in that I recognized that the women participating in the conversation are obligated to advocate for change in wage equality on behalf of women who don’t have the availability and ability to engage in these conversations in the middle of a work day.”

“I am now looking at many different aspects of my life to see if I am adhering to gender norms or letting implicit bias skew my view of something.”

“I will speak up when I see injustice occurring in front of me and I will educate more individuals about the wage gap and how we need to fix things.”

“The toolkit helped facilitate thoughtful and engaging discussion. Our group determined ways that gender norms limit potential at a systemic level, as well as how that shapes our personal narratives and creates additional barriers.”

TAKE ACTION

Several activities provide an opportunity to close the gender pay gap and create an economically secure community for women and girls in central Ohio:

• Build awareness that wage discrimination exists in central Ohio.
• Advocate for a livable wage and family friendly workplace policies that benefit women and men.
• Implement diversity and inclusion initiatives or programs.
• Conduct implicit bias and gender norms trainings at work and in schools.
• Support federal, state, and local legislation to eliminate the gender pay gap.
• Encourage leaders to examine the gender pay gap within their organization and implement solutions to close the gap.
• Ensure access to affordable and quality child care.
• Read and share the PERVERSIVE POWER OF GENDER NORMS Research from the Women’s Fund of Central Ohio
• Download the toolkit and host a GENDER BY US™ conversation

If you are interested in bringing Gender By Us™ to your organization, business, or team, please contact GenderByUs@womensfundcentralohio.org or call the office at 614.225.9926.
I have had the fortunate opportunity to participate in the Gender By Us™ conversation on three different occasions: my first experience was as a grant reader for The Women’s Fund. This conversation took place amongst ten women with a wide spectrum representing different racial, age, and socioeconomic statuses. The conversation was very insightful because it opened my eyes to see just how impactful our biases are when it pertains to gender; we discussed everything from political impacts, economic impacts, to raising children in a world where gender biases didn’t exist.

When I heard about the opportunity to engage in the conversation again during #WageWeek, I immediately signed up with my colleague for the conversation at the Columbus Museum of Art. I was surprised by the vastly different directions that the conversation went! This conversation was with a smaller group that had a male participant. In this conversation, I began to reflect on how I operated differently based on the gender biases that I’ve heard throughout my career and how those biases have impacted me. In this conversation we discussed a lot about how we can change some of those biases in our government, our work places, and with our children.

As a committee member of Key4women with KeyBank, I was excited to learn we were partnering with The Women’s Fund to present a Gender By Us™ conversation amongst my peers and clients with the added bonus of being able to co-facilitate alongside Sarah Pariser. As a co-facilitator, I was able to share my experience and reflections on how gender biases have affected my management style. More specifically, I recalled an instance where I had a male employee ask me for an adjustment to his time to take his child to a doctor’s appointment. My initial reaction was “doesn’t your wife take the kids to their doctor’s appointments?” Could you be anymore biased Daphne?! Had I not participated in Gender By Us™, I’m not sure I would have made a direct connection to that fact I was forcing my unhealthy bias on someone else.

After my participation, I have found myself having more conversations with others about gender equality. I mean, after all, if we do not talk about it and understand how the biases are impacting us, how do we invoke change? I am more conscious of my actions, word choice, behaviors, and thoughts. I have found an even deeper passion for evoking thoughtful conversations around gender equality with my children, my peers, my team, my family, and even strangers! The toolkit is a great guide to really get the conversation going as well as giving facts and data points to support a better understanding of the need to keep having the conversations around our biases so that we can impact change. I would encourage others to sit down and have these conversations with the toolkit. Then, take what you’ve learned from the conversation and implement it by reflecting inward and having more conversations.

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The Gender By Us™ conversations have helped me become more aware of my own biases. It has made me begin to call out my own biases and others’. The biggest impact the Gender by Us™ conversation has had on me is with my children. As I cultivate future leaders, I want them to be free from gender biases like “women should be seen and not heard,” if you are an assertive woman then you are “bossy,” or with my son “men don’t cry or show emotion” or “man up.” As a woman in management, I consistently think am I dulling my shine because I am a woman? Am I holding my team to different standards and expectations because they are all men? Am I being my authentic self without thinking I am “acting like a man?”

The Gender By Us™ conversations encourage me to dispel those biases and not carry them further. These conversations should be a part of every corporation, every home, every school, every community forum in the hopes they evoke change. I am grateful for my experience with the Women’s Fund and the impact the organization has had on my thought process and daily interactions.

“I AM MORE CONSCIOUS OF MY ACTIONS, WORD CHOICE, BEHAVIORS, AND THOUGHTS.”
Since the first demonstration grants in 2002, we have been a leader in creating social change for gender equality by making investments in the community through our Grant Partners.

We have applied research to identify best practices, including over 850 women and girls as grant readers and funding programs other funders wouldn’t. With over $2.7 million invested in Grant Partner programs, over 35,000 people have been directly impacted with a ripple effect reaching over 400,000 people.

The commitment to innovate and improve our grantmaking process for the sake of creating an economically secure community is at the core of our work. This past year, we asked the question “what more can we do?” Social change takes time and we are ready to invest more.

WE'RE DOING THIS IN FOUR WAYS

FOCUS // We have clearly defined our priority areas of economic self-sufficiency, leadership for women, and lifeskills for girls to be targeted in what we fund to drive results of the strategic plan we set three years ago.

INNOVATE // We believe research drives change. By incorporating gender norms in all aspects of our work, we are leading the nation amongst women’s funds. The 2018 Grant Partners will work to reduce and eliminate rigid and limiting gender norms.

GROW // We know that social change happens when we include the entire community. This year, we are inviting men to join us as Grant Readers.

IMPACT // We are committed to the long-term impact of social change. We have learned social change takes time. It matters that Grant Partners have the resources needed. Stay tuned for more as we launch an invite-only, multi-year grant partner program.

If interested contact Melissa Faulkner at mfaulkner@womensfundcentralohio.org

WHAT GRANT READERS HAVE TO SAY

“Getting an in depth view of so many growing organizations around town have me a better view of our community’s needs and where the women’s fund and I can both fit into them.”

“I was not aware of many issues concerning women before this opportunity. I was surprised that many of the projects that request funding from Women’s Fund had plans that could benefit me greatly, too.”

“Seeing the level of engagement from so many empowered and strong voices in our community — Gaining a different and diverse perspective on the grant reading process and programs that can lead to social change — expanding my mind and knowledge of issues that affect our community and the women in our community”
USOW has launched the Galvanize Program, a nationwide effort to turn the passion of women across the country into strategic action. Columbus will host a Galvanize mini-summit August 12 & 13, to mobilize, inspire, and empower women with the tools to lead in their local communities. The Galvanize Program in Columbus will train participants to take action today to change tomorrow.

USOW is bringing summits to communities across the country to bring together people to tackle the challenges women are facing nationally and locally; arming women with the tools and resources they need to keep organizing and fighting for gender equity, whether that’s through elected office, entrepreneurship, and everything in between.

For those looking to effect change and impact tomorrow, this summit will give you a place to start.

Galvanize will include a briefing on the current state of women, provide a briefing around gender issues across the world through the six USOW pillars: economic empowerment, health and wellness, educational opportunity, violence against women, entrepreneurship & innovation, and leadership and civic engagement. All pillars will be viewed through a racial and social justice lens. To conclude the weekend, attendees will network with organizers and partner groups at an engagement fair. Attendees will choose a track based on their interests. Each track will prepare participants to develop a plan of action so they leave the training ready for new opportunities for professional growth. Tracks include:

**POLITICAL CANDIDATES**
(Developed by Campaign Boot Camp and Christine Pelosi) This track will cover how to run for local and state office, campaigning as a pro-women candidate, and building a coalition.

**CAMPAIGN MANAGEMENT**
(Developed by Wellstone) This track will cover how to lead political campaigns, especially at local and state levels.

**GRASSROOTS ORGANIZING**
(Developed by Midwest Academy) This track will cover how to lead issue-based targeted campaigns, identifying sources of power, learning about recruitment and organizing across constituencies.
LEADERSHIP
(Developed by BossedUp) This track will cover how to provide strategies, skills and confidence building to work with and lead groups, focusing on recruitment, public speaking, and building cooperative teams.

ENTREPRENEURSHIP
(Developed by Barnard College Entrepreneurs in Training) This track will cover how to start and run companies, pitching your idea, seeking funding, and harnessing entrepreneurial spirit for social good.

Following the summit, attendees are invited to join The Galvanize Program Alumni Network. The Alumni Network provides attendees a way to communicate with fellow attendees and get involved with partner groups working on the issues they care about. With access to training webinars, volunteer opportunities, and action-oriented toolkits, the Alumni Network will help attendees continue to turn their passion into action.

HOST COMMITTEE:
HONORARY CHAIR
Congresswoman Joyce Beatty

CO-CHAIRS
Nichole Dunn, The Women’s Fund of Central Ohio
Cheryl Grossman, LifeCare Alliance and former State Representative
Antoinette Wilson, Triumph Communications

Mary Beth Aldrich, Everhart Advisors
Meghan Cummings, Women’s Fund of the Greater Cincinnati Foundation
Amelia Hayes, Planned Parenthood of Greater Ohio
Hollie Hinton, DLZ Corporation
Shadia Jallaq, John Glenn College of Public Affairs
Debbie Lieberman, Montgomery County Commissioner
Rachel Loftspring, The Breeding Ground
Katie Matney, The Women’s Fund of Central Ohio
Joyce Patton, Patton Consulting
Erin Ryan, Innovation Ohio

WHERE:
Hyatt Regency Downtown Columbus

WHEN:
Saturday and Sunday, August 12 & 13

COST:
$50, with scholarships available

WHO?:
YOU & 500 other passionate people

TO REGISTER:
theunitedstateofwomen.org/galvanize/

VOICES BEHIND THE SUMMIT

“The United State of Women is launching the Galvanize Program to build on the momentum of the Summit and bring the conversation to communities across the country. Let’s pledge to work together all across America, to support each other, to defend our progress, and to make lasting change towards gender equality. I believe The Galvanize Program is a great place to start, so let’s get together, get organized, and create positive change for tomorrow.”

– Valerie Jarrett, Former Senior Advisor to President Obama and Chair of the White House Council on Women and Girl

“Programs like Galvanize are so important because when women lead, we all win. By providing women with more tools, training, and motivation and confidence, we can help more women claim their seat at the decision-makers’ table.”

– Heather Whaling, Founder and CEO Geben Communication, and USOW DC participant

“As we continue to expand women’s voices within our communities, it is critical to provide the leadership training and mentoring to create a solid foundation for future successes. As women leaders, the leadership path has been limited and difficult, but we are grateful for our trailblazers at the local, state, and national levels. Today, women have more opportunities to engage and lead in our communities. It is our intent for Galvanize to provide the roadmap for opportunities for our future leaders.”

– Cheryl Grossman, former State Representative, and Antoinette Wilson, CEO of Triumph Communications, Co-Chairs of the Columbus Galvanize Program

“By convening voices ready to advocate for women and girls, we will influence the greater conversation.”

– Nichole Dunn, CEO, The Women’s Fund of Central Ohio
KEYHOLDER 2017

CHANGED THE GAME

TOTAL RAISED
$548,485

NET RETURN
66%

GAME CHANGING REACTIONS

“Billie Jean was great, but what really struck me was the inclusive tone of intersectionality that ran strongly throughout and how diverse the tributes and speakers were. It felt like the fullest expression of The Women’s Fund yet.”

“The messages were inclusive and spoke to the heart of equality. We are moving in the right direction. Asia had a powerful presence! Her message resonated with me more than you can imagine. She does matter and because she let that be known, other young women and girls will believe that they matter too.”

“Of course Billie Jean King was fabulous and she only made more visible the work that you all do to promote the mission of The Women’s Fund. I went home with a sense of pride on your behalf. It was fabulous and I thank you for always stepping up to the net to make the big points. Cheers!”
DONOR PROFILE

BRIAN WESTWATER

The Donor Profile is an opportunity for us to highlight a donor who gives his time, talent and treasure to The Women’s Fund of Central Ohio. Highlighting their preferred form of Philanthropy is our way to inspire readers to connect over issues that resonate with them and empower them to take action. A community thrives when women and girls are created equal and, when that community chooses to step into their role as philanthropists, identify the impact they want to create and then arm them with the tools and ideas to take action change happens. It is the goal of this profile to demonstrate that making philanthropy a priority can positively influence in the lives of others.

How were you first introduced to The Women’s Fund?
I was first introduced to The Women’s Fund by multiple different members of my family, the Crane family, many of whom have been very involved with and supportive of the organization since inception. In fact, several of my family members and family friends were Women’s Fund founders, including Sally Crane Cox, Loann Crane, Sharon Cameron, and Cathe Kobacker. As a result, the organization was very quickly brought to my attention soon after I moved back to Columbus in 2009.

Why does supporting The Women’s Fund matter to you?
I have many personal ties to The Women’s Fund. In addition to the women I mentioned above, my mother, Beth Crane, and my wife, Leah Westwater, are both actively involved with the organization. I realized after all, if so many women for whom I have great respect and admiration are supporters of the organization it must be worth supporting. This belief has only been validated the more I’ve learned about the organization, and the more I have seen of the work that the Women’s Fund does. I think it is a great organization that does invaluable work for women and girls in our community.

Why do you think men need to be part of the conversation around social change for women and girls?
Because we all have a hand in shaping the society we live in, and it is not solely the responsibility of women to correct the issues of gender inequality that exist in our world. Frankly, men created many of these inequalities, so I think it is our responsibility to serve an active & outspoken role in helping to unwind these old, outdated ways of operating. Further, all of us men are someone’s son, husband, brother, or father, and I think it is of the utmost importance to be a stand for the women that have been and continue to be integral in our lives.

How did you come to understand philanthropy the way you do today? why do you think it matters?
I came to this understanding of philanthropy through observing the way that my family members approached civic involvement and community support when I was growing up. There was always a belief that we as a family had benefited greatly from the support of the Columbus community over the years, and having benefited from that support it was our responsibility to reciprocate that support and give back to our community. I think this is important because it underscores the importance of maintaining a sense of humility and gratitude towards our achievements and our stance in life. We are not all provided with the same opportunities to succeed and thrive in our society, but by supporting our community we can create opportunities for others that they would not otherwise be afforded.

Do you have any specific examples around how The Women’s Fund has encouraged you to become more philanthropic?
Through my affiliation with The Women’s Fund, I have gained access to so much research that the organization commissions and seen countless examples of the inequalities that still exist for women in our society. This has crystalized my belief in the importance of standing up for the women in our lives and our communities. Without this information, I think I would have been more inclined to believe that things are getting better, and that there isn’t as much of a need for people to take on activist roles to support progress.

If you could tell these women anything in gratitude or about their impact what would it be?
I can’t thank you all enough for the example you have set for me. Seeing the strong, confident, and empowered way that each of you operates in the world has set the standard for my understanding of a woman’s role in society, and it has laid the foundation for the respect and admiration I have for women. You are each a gift and a contribution to my world and to the world that we all collectively live in.

How would you describe the impact of The Women’s Fund to someone else?
The Women’s Fund makes a deep and far-reaching impact by casting a broad net and supporting many different organizations, programs, and causes throughout our community. This is accomplished not only through the organization’s investment in grant partners that are dedicated to gender equality and social change, but also by funding research and engaging with elected officials to frame the conversation and move the conversation forward.
### DONORS

You’ve put a stake in the ground and invested in social change. **Thank you.**

Below is a complete list of all our donors who have invested in social change between February 1, 2017 – June 1, 2017.

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GET TRAINED TO TAKE ACTION TODAY TO CHANGE TOMORROW BY EXPLORING ISSUES THAT IMPACT GENDER EQUALITY.

AUGUST 12 & 13, 2017

REGISTER: theunitedstateofwomen.org/galvanize/