IT’S SIMPLE.
HAVE A
CONVERSATION.

This is The Women’s Fund Impact Report.
Bringing you the stories and evidence of your investments at work.
Two years ago we brought the term "gender norms" to the central Ohio community. Since then, our Board, staff, grant partners, and donors have continued to ask questions, dispel confusion, and embrace the connection of gender norms with action that perpetuates norms — implicit (and explicit) bias.

As we prepared to release our research, The Pervasive Power of Gender Norms, conducted by The Kirwan Institute for the Study of Race and Ethnicity we began identifying elements of the research that struck us most. We were compelled to transform the stories and data into a product. We were reminded that every time we have taken research to the community, there is always the "what’s next?", "what can I do now?" response. We realized the research needed to be more than a report we shared and integrated into our own capacity building or with our grant partners. We also recognized that The Women’s Fund has been looked to as an organization entrusted with convening the community for safe conversations that propel change. So with this in mind, the Gender By Us™ conversation toolkit was developed.

In the less than two months since its launch, Gender By Us™ is bringing people together to share their experiences and disrupt the invisible forces behind implicit biases and gender norms. The road to measuring social change is long and often one we commit to in hopes for a reality we may not experience ourselves but for future generations.

With the initial experiences of Gender By Us™ conversations, we are experiencing social change in real time. The responses are profound enough that it was important to share this with you on page one of our Impact Report.

A central Ohio community member attended a Gender By Us™ conversation hosted by Wexner Center for the Arts and had this reaction:

“I had a major a-ha moment. I realized that my focus on finances and wish that my husband made more money stems from my belief that a man should be the breadwinner for the family — earning at least half the income. I have always made more money than him — about twice as much and finances have always been a touchy thing for me.”

Within a month of releasing our research, a parent shared with me that she had received an email from her daughter’s athletic director saying sports will “prepare her to be the kind of wife, mother, employee, and leader that this world needs”. While having been part of The Women’s Fund work for a long time, the research and this immediate personal experience provided her with a direct connection to the gender equality movement she cares significantly about. So much so, she felt obligated to respond. Here is an excerpt from her thoughtfully articulated reply:

“Progress in women’s rights has been amazing, even in my lifetime. Yet, despite the progress, systemic and pervasive disparities continue to harm the economic empowerment of women. A large part of this disparity stems from the tremendously powerful yet subtle operation of gender norms, and the implicit biases that result from them. By gender norms, I am referring to the scripts, expectations, and beliefs that most people have about what it means to “act like” a man or a woman. For example, some of these norms present as the pervasive expectation that men are “breadwinners” while women are “caregivers”, that little girls wear pink and little boys wear blue, or that women are good at cooking and men are good at math and science.

I hope that my daughters’ coaches and teachers are preparing my daughter to be a better person and leader. Not an assumed wife or mother. I am not sending my daughter to school or encouraging her to participate in athletics to become a good wife. I hope she is learning a broader and stronger message. Are we telling the middle school football team that the sport is preparing them to be better husbands?”

We heard from an employee at a company that is leading the way in gender equality that during an annual talent review amongst managers, this comment was made regarding a woman who recently returned from maternity leave. "...well, I know she’s talked about wanting the next level, but she just had a baby, she probably wouldn’t be interested in a promotion for a couple of years.” To this, the employee interjected and reminded them that it was not for them to determine her interest or presume anything due to having had a baby; it was for them to determine her promotion on merit and merit alone.

Reacting to a sexist remark at a conference one attendee took to her blog to change the conversation and turn frustration into a moment of opportunity:

"Only 30% of agency leaders are female. Something is happening that is preventing women from proportionally rising to the top levels of the industry — and it has nothing to do with the lack of qualified women. Instead, this tweet offers a stark reminder that sexism — implicit and explicit — is alive and well in public relations.

So, PRSA — as the industry’s largest professional association — I’m calling on you to take an active role in reducing sexism, educating members about implicit and explicit bias, and providing even more opportunities to propel women into leadership positions. This means being proactive, and directly addressing these issues by providing tools to professionals through your organization."

These dialogues around gender norms and implicit biases are an example of social change. An example of how one person can create the ripple effect that changes a conversation, a community, a culture. It is simple. Have a conversation.
On August 31st The Women’s Fund partnered with Columbus Metropolitan Club (CMC) to publicly release our latest research report, The Pervasive Power of Gender Norms, conducted by The Kirwan Institute for the Study of Race and Ethnicity. The research focused on the connection between gender norms and implicit biases and the major impact on the lives of women and girls, men and boys, how we see each other, how we see ourselves and ultimately how each are valued in society.

Over 400 people came together to learn, to listen, and identify opportunities to take action and challenge rigid gender norms and implicit biases. Christie Angel, Director of Government Relations and Public Affairs for Calfee Strategic Solutions, Paul Gotti Vice President of Operations NPS at Cardinal Health, and Nichole Dunn, President & CEO of The Women’s Fund, shared the real world application of the research — how biases and gender norms impact us, our organizations, and our community.

The conversation explored how gender norms emerge and what we can all do to consciously create opportunities in our work places — and at home — to create an economically secure and equitable community with women at the table.

Highlights from The Pervasive Power of Gender Norms research were shared as a foundation for the discussion:

- A national study of 600 girls aged 12-18 found that more than 50% had experienced academic sexism, 76% had experienced athletic sexism, and 90% had been victims of sexual harassment.
- Less than 1/3 of the Ohio House of Representatives are women.
- For the majority of Columbus residents, moderate to strong implicit biases are prevalent for women to be more associated with family and less with career.
- 1 in 10 CEO and executive Board positions are women.

THANK YOU TO OUR RESEARCH SPONSORS
THE CONVERSATION IGNITED THE COMMUNITY IN DIALOGUE AROUND OUR RESEARCH. TO KEEP THE MOMENTUM GOING, WE LAUNCHED GENDER BY US™, A CONVERSATION TOOLKIT.
COMMUNITY CONVERSATIONS

GENDER BY US™

HAVE A CONVERSATION THAT MATTERS.

At The Women’s Fund, we convene the community to create change. We know that conversation is critical to starting a dialogue to be conscious in the actions we take to generate equal opportunity for all.

The Women’s Fund has steadily been committed to extracting the root cause of issues in pursuit of root cause to actionable solutions. With our research, we saw a need to host conversations in a safe space for transparent dialogue to challenge underlying social norms and generate change.

So, we created a conversation toolkit — Gender By Us™.

Gender norms are the root of many issues facing women and men in our society. They are implicit or explicit rules, expectations and standards placed on both sexes regarding how they should behave and be treated by society. At The Women’s Fund, we believe that the limiting and damaging expectations society has for the behavior of women extends to impact women’s economic self-sufficiency. Knowing this, we wanted to explore this issue and its impact in central Ohio in order to begin the conversation to create positive change.

The toolkit allows you to host a conversation and spark change.
To make progress, we must know where we are and how we came to be here — examining the shared and varying experiences of men and women in central Ohio will provide the background needed to move forward.

The first step to disrupting these invisible forces is by raising awareness around them through conversation.

Already, over 200 people have downloaded Gender By Us™ with over 100 people already participating in conversations.

Be a part of the movement — join us in our goal to have 100 conversations by January 1, 2017 by downloading your host toolkit at womensfundcentralohio.org and host a conversation.

“I FOUND COMFORT IN THE CONVERSATION OF SHARED EXPERIENCES. OTHER MEN AND WOMEN ARE HAVING MY EXPERIENCES—WHEN ARE WE GOING TO GIVE OURSELVES PERMISSION TO CHANGE THE BIASES?”

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WHAT WILL YOU DO?
Tell us by using #GenderByUs or at GenderByUs@WomensFundCentralOhio.org

DARE TO BE HEARD:
A PARTNERSHIP TO CREATE CHANGE.

In 2013, the Cultural Arts Center produced a large exhibition exploring contemporary art in Columbus. At the 100th anniversary of the famous 1913 Armory Show, they wanted to see how far contemporary art had come. As part of that exhibition, they created a timeline of major cultural events and relating artworks. On the opening night of the exhibit, a visitor left them a simple Post-it note with three words...Women Artists, MIA?

The Cultural Arts Center responded by spending the next two years planning an exhibit and series of events to respond to that post it, and highlight the impact of women artists. The goal was to start the conversation around value, perception, and representation of women in the arts.

Artist and curator Stephanie Rond pulled together more than 20 artists from Ohio and around the country to collectively raise their voices and highlight women in the arts. Over a month of innovative programming occurred from September 23 to November 5 to elevate the conversation in the community.

We look to partner, support, and highlight critical conversations to shift individual and community awareness around issues that affect women and girls, inspire a shift in attitude, and ultimately behavior.

Thank you to Columbus Recreation & Parks Department and The Cultural Arts Center, and the other Dare to be Heard Advisory Committee members.
On September 27th we brought Tuti Scott, philanthropic speaker, coach, and facilitator, to Columbus for an interactive day of conversation around gender, power, and philanthropy for our annual Women and Philanthropy program. Tuti is a leader and mentor for women and a catalyst for strategic philanthropic giving. Spending the day with us, she engaged over 200 attendees in dialogue around investing in their values.

THANK YOU TO OUR WOMEN & PHILANTHROPY SPONSORS
HER STORY: TUTI SCOTT

Tuti Scott is an energetic speaker, trainer, and thought leader. Tuti’s work inspires people and organizations to up the level of their leadership and to create and fund change within systems and cultures.

What is your personal history of giving?
I was raised by a creative and resourceful mother who used her abundant thinking and great ability to utilize the gifts of the earth — gardening, making syrup, growing animals for food, etc. We were taught to give freely and, in return, that what you give will come back to you multiplied.

Do unto others as you would do unto you. All five of us kids knew clearly that we didn’t need to listen to what others thought of us — we were each unique and we were encouraged to ‘simply turn the other cheek’ and march proudly for what we believed in.

Why does this matter?
Since then, I have met many women leaders who have reflected my mother’s strong values of hard work, generosity, respect, and a cultivated curiosity. I am attracted to giving opportunities as a donor, Board member or coach when I resonate with a leader who mirrors these values. My resourcefulness, playful spirit and resilience comes from my upbringing and life experiences. I look to be part of organizations that respect these traits and model them as well.

Can you tell us your biggest victory and the biggest challenge you have faced in your recent giving?
I like making surprising and creative gifts with my money. As a fundraiser, I know how much lead gifts and challenge gifts matter. Whenever and wherever I can, I support talented, driven women leaders in social change through sponsorship, coaching, or just by telling them ‘absolutely — go for it’. Often as high achieving women, we need a posse of people saying just that to us — ‘you can, you will and you must.’ I am challenged only by the amount of time in the day and my resources as my heart is all in.

How does this affect your values?
Passion, creativity, and humility have been threads of all areas of my giving and work life. I am lucky in that every position I have held or company I have built has had these threads in the approach to the work. To live one’s purpose joyfully and with grace was at the core of what my mom instilled in us.

What is the most satisfying and fulfilling experience you have had as a donor?
There probably isn’t just one superlative experience but rather ongoing pride and fulfillment seeing women leaders I have mentored out in the world thriving. Specifically, after facilitating and coaching Third Wave’s leadership through a critical transition to a new home, I made the first ever three-year gift of $1,000 per year for the launch of their major donor work. Since that time, the Third Wave Fund has been on a positive trajectory. I am also deeply satisfied whenever I get to see girls playing sports unabashedly and with full support — I feel great pride in knowing that I was part of a strong circle of leaders who nurtured the women’s sports movement.

How can we encourage donors to give unrestricted gifts to building and sustaining smart organizations versus giving to restricted projects?
For the organizations — be more transparent and explicit about what it takes to ‘run the show’ — i.e. without a bookkeeper or audit, there are no grants, without technology, there is inefficiency and little engagement of members/activists, without staff development, there is low productivity and/or less innovation and little time to learn from failure. For donors — listen and look with the lens of an investor who wants to see an organization succeed and trusts the leadership. Ask questions and be prepared for honesty. Be willing to think of the sector as changing society rather than a focus on ‘nonprofit’.

Can you speak to who or what organization or spokesperson you have seen make the most effective case for investing in women and girls?
Women Deliver has outstanding materials as does He for She and the United Nations GirlUp work. Geena Davis and Michelle Obama are incredibly articulate as are any of the girls who are showcased in Women Win’s stories of PLAY; speaking on how sports gave them their rights — to not be violated, married too young, or held back from education.
ADVOCACY

At The Women’s Fund, our advocacy work is grounded in our research. We have learned that one in four single or married women in central Ohio do not earn enough to afford basic needs, such as housing, childcare, healthcare, food, taxes, transportation, and other necessities. According to the 2015 American Community Survey, women in central Ohio earn on average 79 cents for every dollar a man makes and the wage gap is even more for African American and Latina women at 65 and 54 cents respectively. These numbers are the reality we strive to change.

The Women’s Fund has four advocacy priority areas that directly address women’s economic self-sufficiency. To achieve gender equality for all women on the issues where we can make the greatest impact, The Women’s Fund advocates for the following public policy action priorities:

• Pay Equity – Closing the pay gap will give women the ability to earn higher incomes to meet their basic needs and improve their quality of life.

WHAT IS ADVOCACY?

Advocacy includes research, public education, lobbying, and voter education. It matters because it contributes to democracy and supports a society based on values of justice, equality, inclusion, and participation.

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• Pay Equity – Closing the pay gap will give women the ability to earn higher incomes to meet their basic needs and improve their quality of life.
• **Minimum Wage Increase** — Women are two-thirds of minimum wage workers. A minimum wage increase would enable working Ohioans to earn enough money to afford basic needs.

• **Paid Leave** — Workplace policies, such as paid time off and parental leave, give working families and individuals much needed financial support when time off from work is needed to care for sick family members or after the birth of a child.

• **Teen Pregnancy Prevention** — Preventing unintended pregnancies will give teenage girls an advantage in achieving economic self-sufficiency as adults.

Advocacy is about women’s leadership. By providing opportunities to engage in advocacy, women and girls will gain the skills, knowledge, and confidence to advocate for the issues that matter.

The first advocacy open house took place on August 16 at our office where we provided an overview of our advocacy work and why it matters. Over 50 people attended to learn more and engage in our work, including five federal, state, and local elected officials. Attendees heard President of the Columbus Metro Chapter of the League of Women Voters, Janyce Katz, speak to the importance of voter education during election season and opportunities to join local voter registration efforts.

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Sources:
Center for American Progress, The Advocacy Initiative, Bolder Advocacy

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**ENGAGE IN ADVOCACY:**

- **Join The Women’s Fund and others from across the state on Feb. 16, 2017 for a day of action at the Ohio Statehouse. We will learn about issues impacting women’s economic self-sufficiency in Ohio and then meet with our legislators to discuss these issues. Stay tuned to hear who the keynote lunch speaker will be!**

- **Visit our website’s advocacy page: www.womensfundcentralohio.org/advocacy/**

For more information, contact Research & Advocacy Manager Jennifer Dillard at jdillard@womensfundcentralohio.org.
Thank you to Huntington Bank for sponsoring and hosting the Grant Reader Program.

HUNTINGTON GRANT READER PROCESS

The Women’s Fund creates an experience where women and girls contribute their voices, step into their leadership, and have influence through the Huntington Grant Reader Process. We recruit Grant Readers from throughout central Ohio to review and recommend projects to the Board of Directors that promise the greatest social change for women and girls.

The Huntington Grant Reader Process is an opportunity for women and girls to connect in a meaningful way and engage in social change organically. Grant Reading also provides a leadership opportunity for high school girls earning 20 hours of community service experience and to have their voices heard in a diverse group of women and girls.
GRANT READING:
ELEVATING THE VOICES OF WOMEN & GIRLS TO CREATE SOCIAL CHANGE.

This year, over 300 women and girls applied to be a Grant Reader. The women and girls who dedicate their time to strengthen their leadership, deepen their understanding of social change and gender norms, and serve as Grant Readers are transformational. Participation at this level is above and beyond the typical volunteer commitment.

Every year, we work to continue to improve the process — expanding the Grant Reader community so that we have true diversity in terms of age, race, experience, and geography. We work diligently to create a process that is inclusive and representative in every way, reflecting our central Ohio community.

The value of this process is reflected in both those who participate as Grant Readers and those who apply for funding. Because of Grant Readers at the decision making table, The Women’s Fund team is able to provide technical assistance and capacity building to grant applicants to deepen the social change impact of the programs in our community.

In return for the investment of their time, Grant Readers:

• Have a greater understanding of The Women’s Fund’s social change grant making process, including our goals, priorities, focus, and the role of grant readers.
• Apply their understanding of social change, gender lens, and gender norms.
• Understand the role of research and the data that supports The Women’s Fund priority areas.

In addition to the funding decisions that are made, the Grant Readers are participating in social change. A Grant Reader learns about the important work being done by local non-profits. They learn about needs in the community that are often invisible and unknown to most of society. They learn about our community in a way that gives them insight into how to be a part of a solution to societal problems. The Grant Reading Process requires participating volunteers to evaluate grants and ultimately contribute to funding decisions.

The Women’s Fund grant making has a philosophy of social change, focus of gender lens and gender norms, and priority of impacting Lifeskills for Girls, Leadership for Women, and Economic Self-Sufficiency for Women.

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THE 5 SHIFTS OF SOCIAL CHANGE:

SHIFT IN DEFINITION
The issue is defined differently in the community or larger society.

SHIFT IN BEHAVIOR
People are behaving differently in the community or larger society.

SHIFT IN ENGAGEMENT
People in the community or larger society are more engaged in your issue.

SHIFT IN POLICY
An institutional, organizational, or legislative policy or practice has changed.

MAINTAINING OR HOLDING THE LINE
Earlier progress on the issues has been maintained in the face of opposition.

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OUR FOCUS:

GENDER LENS
Using a gender lens means examining a particular issue with a focus on the real life conditions of women and girls: 1) looking at the unique challenges women and girls face and 2) the ways in which systems, institutions and policies must change to advance women’s equality.

GENDER NORMS
Gender Norms are at the root of many issues facing women and men in our society. They are the implicit or explicit rules, expectations, and standards placed on both sexes regarding how they should behave and be treated by society.

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DID THIS PROCESS INCREASE YOUR KNOWLEDGE AND AWARENESS OF SOCIAL CHANGE?

"It was neat to read through the various grants and see the work that organizations are doing around Central Ohio to just effect social change! The things some of us take for granted every day are not necessarily available to all women and girls in the Columbus area."

"I live in an affluent community where I don’t often have to think about women in prison, pregnant teens, economic security so my participation in the grant reading process was a great "real" reminder of the reality for so many girls and women."
LET'S DO MORE, TOGETHER.

The Women's Fund was founded on the idea that there could be more for women and girls in central Ohio. More opportunity, more engagement, more equality.

In honor of our 15th year, The Women’s Fund celebrates how much we have accomplished and how much further we have to go to create gender equality and influence. Join us by supporting our annual campaign with a gift in an increment of $15 and work with us as we Advocate, Convene, and Influence the community to shift attitudes that will create social change.

15 YEARS BY THE NUMBERS

$3.7M ENDOWMENT

OVER 300K PEOPLE IMPACTED THROUGH GRANTS due to the ripple affect

FIVE RESEARCH PROJECTS

MORE THAN 30,000 GRANT PROGRAM PARTICIPANTS

179 GRANT PROGRAMS FUNDED

700+ VOLUNTEERS

830 GRANT READERS

GIVING STARTS WITH THE WOMEN’S FUND
IN TRIBUTE:

HANNAH DILLARD

When Hannah Dillard passed away, community members and friends came together to honor her and create The Hannah Dillard Legacy Fund. Hannah was an instrumental leader in the community for many reasons: her leadership around education, quality after school programs, and a belief in the value of leadership programs for girls. This year, the advisory committee for The Hannah Dillard Legacy Fund distributed funds to The Women’s Fund to steward the intentions of Hannah and allow for her legacy as a leader of social change to live on.

Written by Meg Flack & Susan Rector, Co-Chairs, The Hannah Dillard Legacy Fund

G. Hannah Dillard (1946–2005) was our wise and compassionate friend, our dedicated and courageous colleague, and a bold and innovative community leader.

For more than 20 years, we were privileged to work with and learn from Hannah on a wide variety of community volunteer projects, which invariably involved advocating for children and equality, building consensus, and managing change. And because she was, in Mayor Michael Coleman’s words, “one of the most dynamic leaders in the realm of education,” he appointed Hannah his first Director of the Office of Education for the City of Columbus in 2000.

Sadly, Hannah died unexpectedly in 2006. Following her untimely death, we worked with friends, colleagues, and family members to create the Hannah Dillard Legacy Fund. The Fund’s goal was to find innovative ways to honor — and to further — Hannah’s legacy as an extraordinary female leader. And so it is most fitting that the Hannah Dillard Legacy Fund provides support for The Women’s Fund of Central Ohio and its grant programs for life skills for girls and leadership for women — innovative programs focused on creating gender equality and influence.

With this gift to The Women’s Fund, Hannah’s dream will live on.

“I HAVE KEPT MY SIGHTS ON LIVING A LIFE OF INTEGRITY, ALIGNING MY BEHAVIOR WITH MY VALUES. I HAVE REMAINED FOCUSED ON THE NEEDS OF CHILDREN, ADDING VOLUME TO THEIR SMALL VOICES AND, I HOPE, ADDING QUALITY TO THEIR YOUNG LIVES. TODAY THAT IS MY PROMISE TO YOU AND MY WISH FOR YOU: DREAM FOR OTHERS WHAT THEY CANNOT DREAM FOR THEMSELVES.”

– Hannah Dillard, 2001 Women of Achievement Award Acceptance Speech
DONOR PROFILE

DONOR PROFILE: BARBARA BARRESI

How did you first get involved with The Women’s Fund?
I have been aware of the work of The Women’s Fund for the past 10-15 years. I have always admired the women who have supported the group and now I have dedicated my time and money to support such a strong group of women supporting other women.

There are many great causes that are in need of support. Why is The Women’s Fund important to you?
How can supporting, mentoring, and education of women not be important to another woman?
I was born and raised in the 1950s and 1960s when women were not encouraged to seek higher education, beyond perhaps some college. Had I had the mentoring of someone who was able to obtain her dreams and goals, I might have been a different person. I like who I am but what if I had been able to begin sooner? Also, there is a sense of worth and caring when we work with other women who are like minded and want to see a more complete future for everyone but especially for women. Hence, the Women’s Fund is an excellent choice for my future community activities.

Some people know that my husband, Vincent, was a physician, but what he was to me was my greatest supporter and influence in the past 30+ years of my life. He encouraged me to go to school and obtain my PhD. He was and is my champion. We did not have children and so giving back to the community through the support of the arts and other groups was part of our caring for and caring about others. We planned to leave all of our possessions and money to the Columbus Foundation with the emphasis on the arts and the community. He died three years ago and now it is my responsibility to steward our future plans. He would be proud that I am involved with The Women’s Fund and lend his full support.

Is there someone in your life that has inspired you?
My grandmothers and father all taught me to care for and about others. My father would always treat me as an equal to my three brothers, but at times he would remind me that I would also be responsible for the “others” in my life that my brothers might overlook. My two grandmothers were widowed at young ages and still maintained their independence and never forgot to care about and for others.
Both were business women in their own rights, one ran a summer cottage resort and moved it to year round housing. She always reminded me that I needed to be able to take care of myself and to “not have to fall back on a man for my support.” My other grandmother ran her own farm for 28 years. She also baked every weekend, most of which was given away to families in town who did not have the resources for baked goods. She volunteered at a hospital as a way to give back. Both of my grandmothers were very influential in my life for very different reasons but their thoughts are with me daily. The desire to help other young women comes directly from their strong influences. Also, anyone who has attended a conversation with The Women’s Fund would be inspired by those who work and volunteer. Their commitment is infectious and not one that I was exposed to in my community growing up on the farm.

How has your involvement with The Women’s Fund affected your outlook on issues for women and girls?

It is because of the issues for women and girls that has led me to The Women’s Fund.

While I am a new donor to The Women’s Fund, their mission has always been part of my life. My personal mission is “affirming, defending and supporting the values of others.” To this end, I have used my PhD in Philosophy to address social justice issues in the workplace and in society. My class and students are always talking about these issues. This fall term I am incorporating the Gender By Us toolkit into my undergraduate and graduate business classes. The results have been good for discussions led by the students who have to randomly select a Conversation Card to address. Following this discussion, we then discuss the Data Cards which also lead to more comments — it is fun to see the difference in the classroom and I am sure this will impact my students in their work and home lives.

In the Columbus community specifically, what do you feel is most important when it comes to empowering women and girls?

Education and people who care for and care about the empowerment of women and girls.

While there has been much written on the issues facing women and girls there is, at times, little evidence of the outcomes. Since my formal involvement with The Women’s Fund, I have attended two community activities which were directly related to women. It makes me proud to have such a group that I am now committed to investing a large part of my future giving and advocacy. I was one of the girls in the 50s and 60s who wanted change. I protested the Vietnam War and for the Equal Rights Amendment. I taught and have discussed the issue of human trafficking since 2006 and continue to have this as a topic for my business ethics classes. Sometimes I felt like I was ahead of my time and not heard in a small town, I was just that outspoken kid from the Beatty Family — some said just like my grandmothers. I took that as a sign of pride to be like other strong women.

How would you describe the impact of The Women’s Fund to someone else?

Women who are caring and supporting the values of all women.

“HOW CAN SUPPORTING, MENTORING AND EDUCATION OF WOMEN NOT BE IMPORTANT TO ANOTHER WOMAN?”
DONORS:
YOU’VE PUT A STAKE IN THE GROUND AND INVESTED IN SOCIAL CHANGE. THANK YOU.

Whether $2 or $2 million, we democratize philanthropy and list all donors alphabetically.

Below is a complete list of all our donors who have invested in social change between July 1, 2016–September 25, 2016.

**DONORS**

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**LEAP OF FAITH**

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Sharon Burns
Sharon Cameron
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AnnBurba Crane*
Beth Crane
Mr. Jameson Crane
Loann Crane
Tanny Crane
Anne Creek
Barbara Fergus
Marianne Gabel
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Kathy Ransier
Mary Raysa
Cordelia Robinson & Grant Morrow
Bobbie Ruch*
Emily Rutherford
Bev Ryan
Jody G. Scheiman
Lenore Schottenstein
Sally Ross Soter
Shirle Westwater*
* = Deceased

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Barbara Barresi
Shelley Bird
Debbie Phillips Bower
Kathy Bowman & Kim Seibert
Darcy Congrove
Sally Crane Cox
Beth Crane
Jamie Crane
Loann Crane
Shannon Crane
Roshida Dow
Sandy Doyle-Ahern
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Mary Navarro
Debbie Neimeth
Cindy Owens
Angela Petro
Susan Rector
Lynne Redgrave
Emily Rutherford
Bev Ryan
The Lori & Bill Seaman Fund
Susan Snowden
Cynthia Snyder
Maura Stevenson
Sherri Tackett
Dina Tantra
Deborah Aubert Thomas
Susan Tomasky
Leah & Brian Westwater
(Endowments in bold are new underwriters)

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Carol J. Andreae Fund
Shirley Bowser Fund
Lisa S. Courtice Fund
Sally Crane Cox Fund
Jean Droste Fund
Sheila Feinkopf Fund
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Jill Kingsley Fund
Mary Lazarus Fund
Cordelia Robinson and Grant Morrow Fund
Sharon R. Steele Fund
Women Presidents’ Organization Fund

WOMEN WILL

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Sally Griffiths Blue
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Sharon Cameron
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Darci Congrove
Sally Crane Cox
Ann Burba Crane
Mr. Jameson Crane
Loann Crane
Jennifer Fountain and John Goff
Tobi Furman
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Jim James
Dr. Kathleen Jones
Catherine Lang-Cline & Pete Cline
Mary Lazarus
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Lisa Craig Morton
Jody G. Scheiman
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Join us and host a small group conversation geared towards highlighting societal gender norms and how they show up in our personal lives and communities.

Download the toolkit at http://bit.ly/GenderByUs