



**2021 Report and Recommendations
to the Board of County Commissioners
& the Community**



2020-2021 Commissioners

Women

Andrea Bertels
Lauren Bishop
Hannah Boone
Valarie Boykins
Patricia Bruns
Priya Dhigra Klocek
Mary Gaertner
Adrijana Kowatsch
Tina Macon
Jenifer Moore

Patty Raube-Keller
Lesli Rice
Dr. Megan Rich
Rina Saperstein
Kathy Schwab
Rosalyn Shelley
Amanda Shoemaker
Martha L Tiani Vessah
Vanessa Y. White
Mary Wineberg

Girls

Sam Jenike
Isabella Lambrinides
Quinn Kelley
Alexis Knoblauch
Sylvia Maloney-Noyes
Claire Meng
Claire Mengel
Abigail Murray
Yasmeen Porter
Deeya Prakash

Task Force

Denise Driehaus
Fatima Ba
Jenny Brady

Jenifer Moore
Jackie O'Connell
Rina Saperstein



Setting the Foundation

- ▶ Advocacy & Policy Support at State & Federal Levels
- ▶ Created a New Logo
- ▶ Created a PSA Related to the Pandemic
- ▶ Partnered with Day of the Girl Cincinnati
- ▶ All Virtual - meetings, research, the work
- ▶ Worked with Community Stakeholders - both organizations and individuals

Engaging Virtually





The Work

Health & Self-Identity

Working Towards Menstrual & Mental Health Equity

Andrea Bertels

Samantha Jenike

Alexis Knoblauch

Jenifer Moore

Yasmeen Porter

Mary Wineberg



Health & Self-Identity

- ▶ Menstrual equity is both an economic justice and a public health issue
- ▶ Providing period products in schools will help decrease rates of absenteeism, health concerns and self-esteem issues
- ▶ Mental health stress has increased substantially during COVID-19; access to resources should be identified and simplified

Health & Self-Identity Recommendations

- ▶ School districts and public facilities within Hamilton County should institute a program of providing accessible menstrual products at no cost to students and constituents in ways that preserve and protect the dignity of menstruating people.
- ▶ Federal elected officials should look to expand federal policy or assistance to cover menstrual products.
- ▶ The Ohio legislature that funding in the Ohio state budget should be allocated to enable schools and public buildings across Ohio to offer menstrual products at no cost
- ▶ Create and continue campaigns and public service announcements to ensure that county residents are being reached with mental health resources, and continue to have consistent, easily accessible, straightforward list of mental health resources available on their website with guidance specific to different audiences (parents, students, teachers, friends, etc)
- ▶ School districts within Hamilton County should have a consistent, easily accessible, straightforward list of mental health resources available on their website, which is widely communicated to students, teachers, administrators, and parents on a regular basis.

Social Mobility

Advocating for Students who are Homeless

Hannah Boone

Patricia Bruns

Sylvia Maloney-Noyes

Claire Mengel

Abigail Murray

Megan Rich

Rina Saperstein



Social Mobility

- ▶ There are nearly 4,000 homeless students locally.
- ▶ The McKinney-Vento Homeless Assistance Act requires school districts to appoint a liaison for homeless students to connect them to resources and provide opportunities for academic success. These resources are readily available, but hard for students to find online.
- ▶ Goal: Work with school districts in Hamilton County to connect homeless students with existing liaisons and resources.

Social Mobility Recommendations

- ▶ Develop an appropriate format and platform for Homelessness Resources & Know Your Rights on the County webpage to expand families' access to critical information when facing homelessness.
- ▶ Promote Homelessness Resources & Know Your Rights information as reasonable and appropriate to public school districts, county agencies, boards and commissions and to residents of Hamilton County.
- ▶ Schools should make the McKinney-Vento Act information easily available on their websites, including “what your rights are, what services we offer and who to contact.”
- ▶ Schools should share the HCBOCC weblink annually with their families to amplify the community's awareness of services and rights of homeless students and their families.
- ▶ Work with HCBOCC to develop an appropriate format for Homelessness Resources & Know Your Rights infographic, and ask public school districts to review and offer input/edit as they see fit for the needs of their district.
- ▶ Explore the longer-term possibility of connecting community resources to create a one-stop service information resource for Hamilton County families who are struggling with or at risk of homelessness.
- ▶ Create a marketing campaign to amplify access to critical services, including PSAs, signs in school and out, and other ways of including the voices of students experiencing homelessness.
- ▶ Explore more effective ways to stay in contact with students beyond high school aged 18 to 25 as they transition into independence. They continue to need more robust positive reinforcement/mentoring/access to social services to help them establish a stable foundation into adulthood. Reach out to state and federal legislators who have expressed interest in this vulnerable population to determine what bills are currently working through the legislative process and/or what areas we might do further research and discuss further legislation that they may be interested in developing.

Safety

Reducing Gender-Based Violence

Mary Gaertner

Quinn Kelley

Isabella Lambrinides

Claire Meng

Deeya Prakash

Kathy Schwab

Marthe Laetitia L. Tiani Vessah



Safety

- ▶ Gender-based violence impacts attendance and performance during critical educational years
- ▶ Reporting needs to be de-stigmatized and resources readily available
- ▶ PSA campaign that shared information and resources on gender-based violence
- ▶ Survivors can not move forward if they lose their source of income

Safety Recommendations

- ▶ Support the recommendation to the school districts that they implement free programs from appropriate community experts and providers to educate girls and educators on how to address gender-based harassment and assault
- ▶ Use the County social media to post once a month on the topic of gender-based harassment
- ▶ Annually revisit the social media campaign created by the Safety Subcommittee that lives on the County Instagram account

Pay Equity

Advocating Equal Pay for Equal Work

Lauren Bishop

Valarie Boykins

Patricia Raube-Keller

Tina Macon

Vanessa Y. White



Pay Equity

- ▶ COVID-19 has had a profound impact on the gender and racial pay gap
- ▶ Closing the pay gap benefits the entire economy
- ▶ Goal: Hamilton County Equal Pay Commitment representing six targeted sectors

Pay Equity Recommendations

- ▶ The Board of County Commissioners should sign the Hamilton County Equal Pay Commitment and encourage other employers in the county and vendors that work with the county to also sign the Commitment.
- ▶ Employers from each of six key industries headquartered or doing business in Hamilton County – education, healthcare, retail, banking, food service, and non-profits – should sign the Equal Pay Commitment and encourage peer organizations to also sign the Commitment.
- ▶ Continue pay equity research, provide employers with regular updates on best practices, and explore ways to educate working women and girls on pay equity and empower them with negotiation strategies.



Our Recommendations

Recommendations to the Board of County Commissioners

1. Create and continue campaigns and public service announcements to ensure that county residents are being reached with mental health resources, and continue to have consistent, easily accessible, straightforward list of mental health resources available on their website with guidance specific to different audiences (parents, students, teachers, friends, etc)
2. Support the recommendation to the school districts that they implement free programs from appropriate community experts and providers to educate girls and educators on how to address gender-based harassment and assault
3. Use the County social media to post once a month on the topic of gender-based harassment
4. Revisit annually the social media campaign created by the Safety Subcommittee that lives on the County's Instagram account
5. Develop an appropriate format and platform for Homelessness Resources & Know Your Rights on the County webpage to expand families' access to critical information when facing homelessness.
6. Promote Homelessness Resources & Know Your Rights information as reasonable and appropriate to public school districts, county agencies, boards and commissions and to residents of Hamilton County.
7. Sign the Hamilton County Equal Pay Commitment and encourage other employers in the county and vendors that work with the county to also sign the Commitment.

Recommendations to the Community

1. School districts and public facilities within Hamilton County should institute a program of providing accessible menstrual products at no cost to students and constituents in ways that preserve and protect the dignity of menstruating people.
2. Federal elected officials should look to expand federal policy or assistance to cover menstrual products.
3. The Ohio legislature that funding in the Ohio state budget should be allocated to enable schools and public buildings across Ohio to offer menstrual products at no cost
4. School districts within Hamilton County should have a consistent, easily accessible, straightforward list of mental health resources available on their website, which is widely communicated to students, teachers, administrators, and parents on a regular basis.
5. Schools should make the McKinney-Vento Act information easily available on their websites, including “what your rights are, what services we offer and who to contact.”
6. Schools should share the HCBOCC weblink annually with their families to amplify the community’s awareness of services and rights of homeless students and their families.
7. School districts should partner with organizations that provide free programs to girls and educators on how to address gender-based harassment and assault.
8. Employers from each of six key industries headquartered or doing business in Hamilton County – education, healthcare, retail, banking, food service, and non-profits – should sign the Equal Pay Commitment and encourage peer organizations to also sign the Commitment.

Recommendations to the Next HCCWG

1. Create a marketing campaign to amplify access to critical services for students experiencing homelessness.
2. Explore ways to stay in contact with students beyond high school aged 18 to 25 as they transition into independence, including supporting state and federal legislation and programs.
3. Explore the longer-term possibility of connecting community resources to create a one-stop service information resource for Hamilton County families who are struggling with or at risk of homelessness.
4. Work with HCBOCC to develop an appropriate format for Homelessness Resources & Know Your Rights infographic, and ask public school districts to review and offer input/edit as they see fit for the needs of their district.
5. Explore the longer-term possibility of connecting community resources to create a one-stop service information resource for Hamilton County families who are struggling with or at risk of homelessness.
6. Create a marketing campaign to amplify access to critical services, including PSAs, signs in school and out, and other ways of including the voices of students experiencing homelessness.
7. Explore more effective ways to stay in contact with students beyond high school aged 18 to 25 as they transition into independence. They continue to need more robust positive reinforcement/mentoring/access to social services to help them establish a stable foundation into adulthood. Reach out to state and federal legislators who have expressed interest in this vulnerable population to determine what bills are currently working through the legislative process and/or what areas we might do further research and discuss further legislation that they may be interested in developing.
8. Continue pay equity research, provide employers with regular updates on best practices, and explore ways to educate working women and girls on pay equity and empower them with negotiation strategies.



Our Supporters

Thank You...

Alex Kuhns, Upspring Cincinnati

Alona Ballard, HOME

Andrea Poling

Anonymous Student, Seton High School

Anonymous Student, Taylor High School

Ashley Felts, Cincinnati Public Schools

Billie Mays

Bridget Doherty

Colin Groth/Strive Together

Columbus Women's Commission

Councilmember Greg Landsman

Dave Spencer

Day of the Girl Cincinnati

Dee Stone

Dr. Alyssa Brogden, Christ Hospital

Em Joy, Women Helping Women

Erikka Gray, Girls Health Period

Ewaniki Moore-Hawkins

Fatima Ba

Felicia Sullivan, Cincinnati Union Bethel

Gaja Karyala, Job & Family Services

Gina Regan, Findlay Market

Jackie O'Connell

Jenifer Moore

Jenny Brady

Kersha Deibel, Planned Parenthood SW Ohio

Kimberly Huckleby, Ladies of Leadership

LeAnne Armstead, Digital Strategist

Leslie Rasmussen, Tiffany

Lisa Castellini, St. Xavier High School



Thank You...

Meriden McGraw, Quidwell

Mona Jenkins, Greater Cincinnati Coalition for the Homeless

Ms. Campbell

Ms. Griggs

Nancy Laird

Nicole Ausmer, University of Cincinnati

Nicole Zahka, Cincinnati Children's Hospital

Nikita Anderson, Cohear

Queen City Certified

Raine Moody, Cincinnati Union Bethel

Rebekah Beach, CPS Project Connect

Rina Saperstein

Ruthie Hurley, Ursuline Academy

Sarah Habib, Mission2Move

Senator Sherrod Brown

Shauna Murphy, Cincinnati Public Schools

State Representative Brigid Kelly

State Representative Catherine Ingram

State Representative Cindy Abrams

State Representative Jessica Miranda

Stefanie Pettys, University of Cincinnati

Tera Proby

The Scholar House at Cincinnati Union Bethel

Waycross Media

Women's City Club

Women's Fund of the Greater Cincinnati Foundation

Women Helping Women

YWCA Cincinnati



Hamilton County
Commission on

Women
GIRLS



Thank You!