

To: Matt Cherry, President and Members of City Council
 From: Wade Kapszukiewicz, Mayor
 Subject: Appointments to the CEDAW Gender Equity Commission
 8/4/2022

I Recommend the Following Appointments to the CEDAW Gender Equity Commission

Appointee	Appointee Replaced	Proposed Term of Office	Section 61 waiver as a special engagement	Reserved Slot / Type	Recommended by (if applicable)	Attendance Record	Resume attached
Kara Jennings	new	3 years expiring, 08/16/2025	no	COT Mayor	Mayor		need
Dr. Tiffany Whitman	new	3 years expiring, 08/16/2025	no	City Council	Mayor		need
Dr. Ardenia Jones Terry	new	3 years expiring, 08/16/2025	yes	CEDAW Steering Committee	Mayor		yes
Wendy Pestrue	new	3 years expiring, 08/16/2025	yes	CEDAW Steering Committee	Mayor		yes
Jamie Takacs	new	3 years expiring, 08/16/2025	no	COT Finance	Mayor		need
Erin Baker	new	3 years expiring, 08/16/2025	no	HRC Chair	Mayor		yes
Dr. Sharon Barnes	new	2 years expiring, 08/16/2024	yes	Community	Mayor		yes
LaDonna Knabbs	new	2 years expiring, 08/16/2024	no	Community	Mayor		yes
Kelly Trame	new	3 years expiring, 08/16/2025	yes	Community	Mayor		yes
Lisa McDuffie	new	1 year expiring, 08/16/2023	no	Community	Mayor		yes
Dr. Hope Bland	new	3 years expiring, 08/16/2025	no	Community	Mayor		no
Nina Corder	new	1 year expiring, 08/16/2023	yes	Community	Mayor		yes



Wade Kapszukiewicz
 Mayor

Wendy Pestrue JD

Wmpestrue@gmail.com, 614-226-3020

Nonprofit expert experienced in complex, multifaceted advancement efforts including program development and solicitation of funding for higher education and hospitals. Specializations include innovating strategies serving an environment focused on program integration with a strong background in coordinating communications and messaging for philanthropic and marketing efforts. Facilitated faculty engagement and community outreach in a number of arenas to improve outcomes in large health systems and universities. Demonstrated success managing teams in program development and growing advocacy efforts in a metrics driven environment. Specialties include non-profit management, government affairs, compliance, policy oversight, fundraising and marketing.

Qualifications:

- Over twelve years of experience with higher education, healthcare and non-profit management resulting in the completion of several capital campaign projects including a Center for Neuromodulation and a Community Hospice House.
- Established new academic medical center programs in neuromodulation, integrative medicine, and an innovative psychiatric effort for PTSD patients.
- Developed successful, nationally recognized program for college students diagnosed with autism spectrum disorder.
- Successfully secured 7 and 8 figure gifts for capital and programmatic efforts.
- Specialized in non-profit board management and communication.
- Significantly expanded physician education and caregiver support programs in academic medical center.
- Developed policy related to wellness services and insurance programs implemented by the Ohio Governor's Office.

2018-Currently- United Way of Greater Toledo, President and CEO

2014-2018 Bon Secours Virginia, Vice President Demographic Health, and Wellness

- Developed service line initiatives resulting in expanded business models and new philanthropic gifts.
- Coordinated healthcare delivery models to underserved populations including nutrition services.
- Expanded on-line caregiver outreach and telemedicine programs.
- Managed budgets and team of thirty-five for five service lines all meeting and/or exceeding budget.

- Forged critical partnerships establishing new autism services education for young adults on the spectrum-proposals more than 2 million dollars secured in the first year.
- Secured several major gifts in excess of \$500,000 for scholarship endowment and travel initiatives.
- Served on executive management team for the college.
- Trustee board development and management, including growth in philanthropic dedication.
- Reconfigured social media solicitations achieving a 30% increase in number of gifts within the first year.
- Managed team of nine including fundraising, research, and communications professionals.

2011-2012 Senior Director of Development, Clinical Programs, Temple University School of Medicine

- Established grateful patient major gifts fundraising office for clinical programs.
- Managed foundation and corporate gift officers.
- Established patient experience internship program with Temple University School of Tourism and Hospitality.
- Established physician education programs focused on engagement with foundation and public relations efforts.

2007 – 2011 Director of Development, Neurosciences, Ohio State University Medical Center

- Established and managed proactive grateful patient major gifts program, over 5 million raised from new donors in the first year based on strategic donor analysis and solicitation effort.
- Personally secured gifts for Neurosciences program portfolio closing in the \$100,000 to \$15,000,000 range.
- Established innovative programs with CEO for physician education and participation with foundation office which increased physician participation in proposal development.
- Developed patient concierge services in alignment with physician teams and patient experience department.

2005- 2007 Strickland for Governor-Senior Finance Director

- Development of a plan for healthcare insurance reform options for governor's policy team.
- Oversight of legislative development team.
- Organized policy recommendations and information for the Governor's office.
- Coordinated and managed the statewide finance operations for a record setting fundraising effort in the 2006 gubernatorial race in Ohio; raised over 17.5 million.
- Raised over 2.2 million for inaugural events and kept over 1 million in reserve for other charities.
- Managed staff of ten in finance shop, including research team and regional directors.

- Juris Doctorate, Healthcare Law Concentration, Capital University Law School
- Bachelor of Science, University of Houston

Current Board Service

- Unruly Arts
- Hope Toledo
- International Women's Forum
- Lucas County Family and Children First Council Executive Committee

ERIN BAKER

3607 Cherrywood Lane • Toledo, Ohio 43615 • (419) 356-8466
cbaker4@alumni.nd.edu

CORE COMPETENCIES

- Marketing Communication
- Strategic Planning
- Public Relations
- Data Analysis
- Community Development
- Customer Service

EDUCATION

University of Notre Dame, Notre Dame, Indiana
Master of Business Administration

UCLA Extension Program
Principles of Accounting, Mathematics for Management

Northwestern University, Evanston, Illinois
Bachelor of Science, Communications

PROFESSIONAL EXPERIENCE

TOLEDO LUCAS COUNTY PUBLIC LIBRARY, Toledo, Ohio
Manager, Kent Branch Library 2018 to present

- Library Services – manage and maintain a strong and current collection, ensure cost effective, appropriate public programs, maintain high quality reference and reader's advisory services, address current and future technology needs and uses
- Staff and Property Management – direct daily activities, including personnel matters, reporting/statistics and training, and form goals and plans for the agency. Work closely with Facilities & Operations to maintain the physical department
- Leadership – set the service tone for the agency, foster teamwork and communication, guide new staff and builds consensus. Exemplify excellent public service and social skills.
- Outreach – drive innovation and opportunities to further connect the community to programming, services and collections. Lead community engagement on topics of interest including: historical, cultural, and current events, through community discussion forums, programming, and other library services.
- Professionalism – maintain current knowledge of profession and apply awareness to agency work. Maintain active membership in professional organizations, actively participate in committee work, and collaborate effectively with other Library agencies and administrators. Represent the Library in a positive, professional manner. Drive continuous improvement in accordance with industry trends/best practices.

UNIVERSITY OF TOLEDO, Toledo, Ohio
Assistant Director, Business and Marketing 2016 to 2018

- Serve as part of the Office of Recreational Services Leadership Team
- Responsible for all marketing/promotion, sponsorship and fundraising development

- Maintain weekly or bi-weekly meetings with direct reports (Graduate Assistant Personnel)
- Assist with the development of the Department's Annual Report
- Assist with determining all departments rental, membership, pro shop, sponsorship and special event registration cost
- Responsible for the management of the pro shop inventory and orders
- Responsible for management of all Department's Facilities Membership intake processes
- Direct Supervision of Graduate Assistant of Customer Service
- Hire, train, supervise, schedule, discipline Customer Service Specialist Student Employees
- Responsible for all Guest Service Processes including member communication and member database record keeping
- Serve as Departments contact and lead expert for Computer Software

BOWLING GREEN STATE UNIVERSITY, Bowling Green, Ohio

Coordinator for Marketing, Communications, Recruitment and Promotions

2015 to 2016

- Conceptualize, establish, implement and manage departmental image setting, marketing, communication, recruitment, retention, public relations and promotions goals, priorities and operational plans
- Act as the chief liaison to the offices of Admissions and Marketing and Communications for recruitment, image setting, marketing, public relations and promotions initiatives
- Engage and oversee the work of marketing firms/marketing consultants, market researchers, printers, graphic designers, web developers, photographers, and other services/vendors
- Oversee and collaborate on the development, production and editing of Residence Life publications and Residence Life sections/components of publications including but not limited to departmental brochures, newsletters, and web-site
- Oversee the production and editing, and determine use and distribution, of audiovisual materials and present public presentations
- Serve as the primary editor to Residence Life's web pages
- Oversee Residence Life's social media initiatives, maintaining and creating a comprehensive communication plan to promote strategic initiatives and engage students
- Frequent interaction with students to garner ideas, feedback, and assessment of marketing, communications, and recruitment initiatives, strategies and tactics
- Coordinate the development and use of displays and exhibits for marketing and promotional purposes, goods and services for special events
- Develop, direct and provide in-service information and public relations training to departmental staff
- Develop, propose and manage the budget for the Residence Life Marketing, Communications, Recruitment and Promotions area

UNIVERSITY OF TOLEDO, Toledo, Ohio

Associate Director for Upward Bound

2015

- Design, manage, acquire, produce, compile and analyze data (statistical, research, student)
- Produce quarterly program newsletters and annual academic year and summer program reports
- Assist with the organization of the academic year (September-June) and summer program (June-July)
- Supervise academic year (September-June) and summer (June-July) instructional staff
- Provide academic advising and assistance to students

- Act as a liaison to the Offices of Orientation, Admission and Alumni Relations
- Serve as an Office of Residence Life representative in various division committees at the University of Toledo
- Lead administrator of software upgrade from StarCom to final implementation of StarRez program
- Manage StarRez data entry and analysis, portal application configuration and residence hall process integration
- Utilize data analysis and reporting through the StarRez housing database for strategic planning

Interim Community Director

2012

- Supervise a staff of house managers, providing training, guidance, support, and direction
- Mentor and supervise a graduate assistant, providing direction specifically in the areas of advising and desk supervision and monitoring their academic progress
- Respond to crisis situations within the Village and while on a Greek Life duty rotation; follow up with individual student concerns
- Develop working relationships with the hall operations manager and custodial staff; follow-up with house managers and advisors on facility-related concerns
- Serve as a member of the Village Policy Committee
- Coordinate Village card access for alumni and non-resident members
- Monitor student payroll, supplies, and programming budget
- Maintain records of building occupancy, room changes, key inventory, and other administrative functions in conjunction with the graduate assistant
- Meet, interact with, and provide counsel for individual students throughout the Greek community
- Respond to student behavior – supporting appropriate behavior and addressing inappropriate behavior through established department and university procedures

MORE MENTORING, Toledo, Ohio

Program Development Manager

2007 to 2011

- Develop, manage and implement programming including public relations and marketing to support program goals
- Provide strategic planning for brand management through various new and traditional media outlets (twitter, facebook, website, etc)
- Manage and maximize partnerships with public and private institutions that have potential to substantially increase involvement in campaigns and overall effectiveness
- Build strong client-service orientation by growing meaningful relationships with potential mentors, community partners, and MORE Mentoring program staff
- Collaborate with Program Director to create open lines of communication and feedback, referral reporting and evaluation
- Identify targeted mentor recruitment opportunities such as volunteer fairs, networking events, expos and festivals
- Inspire excitement, involvement and support from diverse constituent groups

OWENS-ILLINOIS, INC., Perrysburg, Ohio

Procurement Analyst

2010

- Develop, track, and analyze procurement metrics
- Responsible for providing input and data analysis on requisition and payment processes

Claims Analyst

2005 to 2010

- Jurisdictional administrator for west coast region products liability litigation
- Provided research and development for global settlement valuations of \$100,000 to \$2.0 million+
- Built and enhanced financial models for effective allocation of litigation budgets
- Developed Business Objects reports to quantify risk analysis for settlement forecasting
- Department appointed indemnity and disposition tool tracking manager
- Team member for national database pilot launch and web based development
- Appointed national lead trainer for implementation of global counsel database
- Key participant in Lean Six Sigma litigation management project

LEONA GROUP, LLC, Toledo, Ohio

Primary Education Coordinator

2004 to 2005

- Created letters, handbooks, and other publications to develop and update promotional literature about the program
- Prepared and maintained policies, procedures, attendance, accounting, and records of program
- Determined educational scope, program schedule and instructional methods for curriculum
- Regularly convened with parents about educational activities as well as student behaviors
- Monitored student progress and provided assistance in conflict resolution
- Provided direct instruction and care to children

LAW OFFICES OF DOUGLAS BRISTOL, Chicago, Illinois

Immigration Paralegal

2002 to 2004

- Functioned as liaison between client, attorney, Immigration and Naturalization Service and the Department of Labor
- Coordinated the daily schedule and duties of entire department
- Maintained follow-up system for timely filing of extensions, petitions, and applications
- Drafted and coordinated filing of applications and petitions with the INS and DOL
- Drafted letters and affidavits supporting applications and petitions
- Coordinated certification, translation, and evaluation of foreign documents

MEMBERSHIPS AND ASSOCIATIONS

- **Links, Incorporated**
Member, Past Recording Secretary, Past Services to Youth Facet Chair
- **Arts Commission Design Review**
Board Member
- **Scott High School Community Hub**
Board Member
- **Penta Career Center Advisory**
Board Member
- **Northwestern University Alumni Admission Council**
Member, Northwest Ohio Alumni Co-Director
- **Northwestern University Alumni Association**
Member

May 24, 2022

Ms. Gretchen DeBacker
One Government Center
640 Jackson St.
Toledo, OH 43604



THE UNIVERSITY OF
TOLEDO
1872

College of Arts and Letters
Department of Women's and
Gender Studies

Mail Stop 965
2801 W. Bancroft St.
Toledo, Ohio 43606-3390
Phone: 419.530.2233
Fax: 419.530.441
www.utoledo.edu/al/vgsst/

Dear Ms. DeBacker:

As I noted to you earlier by email, I recently learned through Nina Corder that the Toledo Cities for CEDAW group was forming a city Gender Equity Commission. I was pretty involved in the Toledo Cities for CEDAW campaign, particularly early on during the planning, town halls, and research-gathering stages, though I missed the photo shoot after the ratification by city council, unfortunately. I consider the signing a great victory and a tribute to the labor of the committee, and particularly the late Diane Reamer Evans; congratulations to the city on making it happen.

When I spoke with Nina, she mentioned that there was an application process for the Toledo Gender Equity Commission and that the deadline may have already passed. I looked around online, but didn't see anything about it, and since Nina mentioned your name in connection with the Commission, I am reaching out to see if you can forward my name to the folks who are staffing the Commission if it is not too late. As chairwoman of the UToledo Department of Women's and Gender Studies, I am interested in serving on the Commission if you think I might be a good fit. I certainly hope that The University of Toledo will have some representation; we have a number of excellent researchers who do work on gender in a variety of contexts, some of them in my department!

If it's too late, I certainly understand that it's too late, but I thought I'd ask. Thank you for considering this request, and my very best wishes to you.

Sincerely,

Diane Reamer

Sharon Lee Barnes

316 East Wayne Street
Maumee, Ohio 43537
sharon.barnes@utoledo.edu

Education

- 1998 Ph.D. The University of Toledo. English.
Major Fields: Feminist Theory, American Literature, Literary
Theory, 20th C. American Women Writers—special emphasis
on African-American women poets. Minor: Women's Studies.
Dissertation: *A Marvelous Arithmetics: The Poetry and Prose of Audre Lorde*
- 1990 M.A. The University of Toledo. English.
Major Fields: 20th C. American Literature, Feminist Theory,
Literary and Rhetorical Theory
- 1988 B.A. Siena Heights College. English. Magna Cum Laude
Major: English; Minor: Religious Studies

Current Position

July, 2018. Associate Professor & Chair, Women's & Gender Studies. Primary responsibilities are scheduling department's courses, recruiting and advising students, overseeing budget, facilitating department research and reports (assessment, program review, etc.) and teaching the department's offerings in gender, women's, and sexualities studies. Hired in August, 2001 as Assistant Professor of Interdisciplinary & Special Programs, tenured and promoted to Associate Professor & co-coordinator of the Academic Writing Program in 2007.

Publications

Books:

Missing Pieces: Poetry. Toledo, OH: Radio Room Press, 1996. (with b.j. wyatt and Laurie Swyers).
Editor, *Slavery Relations in the Sudan: Documents, Commentary*. Trans. Asma Abdel-Halim, PhD. NY: Palgrave/McMillan, 2013.

- "Audre Lorde's Seboullisa: Muse for the Death Journey." *Goddesses in World Culture*, Patricia Monaghan, ed. Santa Barbara, CA: Praeger Press, 2010. (invited)
- "Marvelous Arithmetics: Prosthesis, Speech, and Death in the Late Work of Audre Lorde." *Women's Studies: An Interdisciplinary Journal*, V 37, #7 (October-November 2008): 769-789.
- "Barbara T. Christian." *Greenwood Encyclopedia of African American Women Writers*. Westport, CT: Greenwood Press, 2007.
- "Even When It Hurts Your Ears: Using Popular Culture in Basic Writing." *NADE Digest*. Vol. 2, No. 1 (Spring 2006): 35-49. (Refereed)
- "Bogan, Louise," "Kizer, Carolyn," "Ostriker, Alicia Suskin," & "Wakoski, Diane." *A Companion to 20th Century American Poetry*. Ed. Burt Kimmelman. NY: Facts on File, 2005. 57-58, 260-261, 363-364, & 507-508.
- "Black Feminism." *An Encyclopedia of African American Literature*. Ed. Hans A. Ostrom & J. David Macey, Jr. Westport, CT: Greenwood Press, 2005.
- "Lorde, Audre." *Encyclopedia of Women's Autobiography*. Ed. Jo Malin & Victoria Boynton. Westport, CT: Greenwood Press, 2005. 367-370.
- "'I Am. Are you ready?' The Challenge of Audre Lorde's Poetics of Inclusion." *Obsidian III: Literature in the African Diaspora*. Vol.5, No. 1 (Spring-Summer 2004): 50-65. (Refereed)
- "Grimké, Angelina Weld." *Encyclopedia of the Harlem Renaissance, Vol I*. Ed. Wintz, Cary D. & Paul Finkelman. NY: Routledge, 2004.
- "Marvelous Arithmetics: Womanist Spirituality in the Poetry of Audre Lorde" *Things of the Spirit: Women Writers Constructing Spirit*. Ed. Kristina Groover. South Bend, IN: U of Notre Dame Press, 2004. 200-223.
- "Moraga, Cherrie." *Contemporary American Women Poets: An A-to-Z Guide*. Ed. Catherine Cucinella. Westport, CT: Greenwood Press, 2002. 242-246.
- "Jacobs, Harriet A." (with Christina Accomando). *Women in World History: A Biographical Encyclopedia*. Ed. Anne Commire. Waterford, CT: Yorkin, 1999. 44-50.
- "Grimke, Charlotte Forten." *Women in World History: A Biographical Encyclopedia*. Ed. Anne Commire. Waterford, CT: Yorkin, 1999. 548-554.
- "Sanger, Margaret." *Women in World History: A Biographical Encyclopedia*. Ed. Anne Commire. Waterford, CT: Yorkin, 1999. 778-785
- "Gilbert, Mercedes." *American National Biography*. Gen. Eds. John A. Garraty & Mark C. Carnes. NY: Oxford, 1996. [<http://www.anb.org/articles/16/16-02847.html>]; *American National Biography Online* Feb. 2000.]

OMSS & the Toledo Museum of Art. Toledo, OH. Feb. 23.

"Teaching Through: Structural Violence, Trauma, and Social Unrest." UToledo College of Arts & Letter Diversity, Equity, and Inclusion Committee Virtual Brown Bag Series panelist. Toledo, OH. Feb. 25.

"Women in Leadership." UToledo Rocket Talk, invited guest w/Dr. Renee Heberle. Toledo, OH. Feb. 25. <https://www.youtube.com/watch?v=5SV27LXZCYc>

"Proposed UT policy to help trans and non-binary students from being misnamed" interview, Chanel 13ABC. Toledo, OH. March 3. <https://www.13abc.com/2022/03/03/proposed-ut-policy-help-trans-non-binary-students-being-misnamed/>

"Feminism on the March: Toledo's Take Back the Night." UToledo Department of Women's & Gender Studies Featuring Feminist Faculty Series. Toledo, OH. April 7.

"After Some Conservative Backlash, One University in Ohio Inches Closer to 'Inclusive Gender Practices,'" interview w/student Amber Rank for *The Buckeye Flame*. April 25. <https://thebuckeyeflame.com/2022/04/25/university-gender-inclusive-practices/>

"Toledo's Clothesline Project: 25 Years of Rage and Grief." Paper in a panel, "Moving Rage to Justice: Anger, Art, & Activism," accepted at the 2022 National Women's Studies Association Annual Conference, Minneapolis, MN. Nov. 8-11.

2021

"Dancing with Big Red and Star: Work, Anger and Humor in the Poetry of Lynn Walker and Star Bowers," 2020 Working Class Studies Conference, "Re-placing Class." [from original 2020 conference rescheduled.] June 7-9.

"Northwest Ohio Women's Equality Day." Organizer w/Women of Toledo. Toledo, OH. Aug. 26.

"Challenging Queer Experience *In the Dream House*." UToledo's 24th Annual Banned Books Vigil. Toledo, OH. Nov. 10. https://www.youtube.com/watch?v=HXYW_2GxEC4

"Sisters in Arms: Audre Lorde's Intersectional Transnational Lesbian Feminist Poetics," National Women's Studies Association Conference presentation, [Conference

"All Black Lives Matter: An LGBTQIA+ Dialogue." UToledo Dialogues on Diversity Series panelist. Toledo, OH. Aug. 20.

"A Seat at the Table" National Equality Day Women's Economic Empowerment Power Hour Forum, invited panelist. Toledo, OH. August 26.
<https://www.youtube.com/watch?v=LIK SXIIZUTs>

"Audre Lorde: Intersectionality, Art, and Social Justice." UToledo College of Arts & Letters Racial Justice Virtual Brown Bag Series. Toledo, OH. Sept. 3.
<https://www.youtube.com/watch?v=3I2Z2jdSNIM>

"Courageous Conversation: Sisterhood and Racial Justice," invited panelist. HERHub/Catharine S. Eberly Center for Women. Toledo, OH Sept. 9.

"Twenty Years of Censored Children's Books." UToledo Banned Books Celebration. Toledo, OH. Oct. 1. https://www.youtube.com/watch?v=2_2LVKtLUIg

"Dancing with Big Red and Star: Work, Anger and Humor in the Poetry of Lynn Walker and Star Bowers," 2020 Working Class Studies Conference, "Re-placing Class."
[Conference postponed.]

National Women's Studies Association Conference presentation, "'Sisters in Arms:' Audre Lorde's Intersectional Transnational Lesbian Feminist Poetics," [Conference postponed.]

2019

"The Uppity Women's Poetry Workshop." Impacting Our Region through Community-Engaged Scholarship. Toledo. April 17

"Does Activism Still Work?" Invited panelist for the *PROTEST! Activism and Social Change, 1845-2015* Exhibit, Ward M. Canaday Center, University of Toledo. April 18

Manuscript proposal reviewer for Routledge, *Millennial Women: Work-Life Balance and Wellbeing*. Summer, 2019.

"Banning Pride?!?! Challenging *This Day in June*." University of Toledo Banned Books Celebration. September 29.

- “Living Intersectionality: Building Feminist Futures on/beyond Campus.” Roundtable organized and moderated for the National Women’s Studies Association Conference. Atlanta, GA. November 8-11.
- “Is Your Business Gender Biased?” Invited presentation/facilitation. University of Toledo’s Family Business Center. Toledo, OH. November 6.
- “What does the Confirmation of Judge Kavanaugh Mean for American Women.” Facilitated discussion with the Department of Women’s & Gender Studies. University of Toledo. Toledo, OH. October 10.
- “An Evening With Lylanne Musselman and the Uppity Women.” Invited performer/reader (with the Uppity women’s Poetry Workshop) at the Art & Performance Center of West Toledo. Toledo, OH. October 7.
- “Women Walking *Wild*: Gender and Grief in the Great American Wilderness Adventure.” Paper presented at the American Culture Studies/Popular Culture Association Conference. Indianapolis, IN. March 28-30.
- 2017**
- “Between Ourselves:” Audre Lorde’s Intersectional Challenge to Identity Politics” Paper accepted at the 2017 Biennial Intersections Symposium: Black Liberation: Life, Death, and Queer Resistance. November 11.
- “Managing Controversial or Difficult Classroom Conversations.” University of Toledo invited panelist. January 11.
- “Feminism & Poetry.” University of Toledo. March 20.
- “The World Split Open: Women and Poetry.” Invited reader (Uppity Women’s Poetry Workshop). Bowling Green, OH. April 19.
- “Take Back the Night” Invited participant, Young African Leaders Institute. University of Toledo/BGSU. June 7.
- “Sex, Gender, and *I am Jazz*: What’s at Stake in Challenges to Transgender Representation”? University of Toledo Banned Books Celebration. September 29.

2015

"Today Is Not The Day: Audre Lorde's Engagement with Precarity." National Women's Studies Association Annual Conference. Milwaukee, WI November 12-15, 2015.

"The Status of Women." Invited talk, UAW Local 12 Women's Committee Regional Conference. Elkhart, IN. October 4, 2015.

"Silencing Through Stereotypes: Native Americans in Children's Literature." University of Toledo Banned Books Celebration. October 1, 2015.

"The World Split Open: Women and Poetry." Invited reader (with the Uppity Women's Poetry Workshop). April 8.

"Women's Work: UAW Local 12 Women's Committee & Women's Activism." Global Studies Assn Annual Conference. Toledo, OH. June 13, 2015.

2014

"Transgressive Love in Service of Settler Colonialism." National Women's Studies Association Conference. San Juan, Puerto Rico. November 15.

"Filthy Words or Uplifting Story? *The Absolutely True Diary of a Part-Time Indian*." University of Toledo Banned Books Celebration. September 25.

"The World Split Open: Women and Poetry." Invited reader (with the Uppity Women's Poetry Workshop). April 9.

2013

"The World Split Open: Women and Poetry." Invited reader (Uppity Women's Poetry Workshop). April 18.

"Against Pornography: The Feminism of Andrea Dworkin." Invited video presentation and discussion. 10th Annual International Human Trafficking, Prostitution & Sex Work Conference. Toledo, OH. September 27.

"Censorship of LGBTQ Content in Books for Youth." Banned Books Celebration, University of Toledo. Toledo, OH. October 10.

"Got Privilege? Invited presentation and roundtable discussion. University of Toledo Feminist Alliance. Toledo, OH. October 14.

"Word Warriors." National Women's Studies Association Conference, Cincinnati, OH, November 9.

"Teaching the Conflicts in Feminist History: Re-Decentering White Women." National Women's Studies Association Conference, Cincinnati, OH November 8.

2012

"Audre Lorde's Late Poems and the Racial Politics of Intellectual Indebtedness." Cincinnati, OH, November 10.

2010

"Seboulisa and Me: Audre Lorde and Feminist Spirituality." Paper delivered at the North East Modern Language Assn. 41st Annual Convention. Montreal, Canada April 8-10.

"Maintaining Abortion as a Reproductive Right for Low Income Women." Roundtable at the U.S. Social Forum "Another World is Possible, Another World is Necessary." Detroit, MI June 22-26.

"Feminist Activism to End Violence Against Women." Ohio Lesbian Festival round table presentation. Kirkersville, OH Sept. 11.

"On NOT Being A Tool: Audre Lorde's Poetic Challenge to Feminist Theory." National Women's Studies Assn. Denver, CO Nov. 11-14.

2009

"Audre Lorde's Seboulisa: Muse of the Death Journey." Paper delivered at the National Women and Spirituality Conference. Cleveland, OH March 12-14.

"It Must Be Spoken: Selections from the Uppity Women's Poetry Workshop." Catharine S. Eberly Center Brown Bag, Toledo, OH. April 2.

"Queer Cowboygirls: Romance, Race, Gender and Passing in Penny Hayes' Lesbian Western Fiction." Paper accepted at the National American Culture Studies/Popular Culture Association Annual Conference, New Orleans, LA. April 8-11.

Poetry Reading, w/Star Bowers (invited). Art O'Matic, Toledo, OH. April 18.

Uppity Women's Poetry Group Reading (invited). 16th Annual First Neighborhood Fest. Toledo, OH. June 6.

"Create and Maintain a Successful, Powerful, and Impactful Local Take Back the Night initiative!" Presentation at the National NOW (National Organization for Women) Conference, *Turning the Tide for Equality*, Indianapolis, IN. June 19-21.

"Feminist Resistance to Violence Against Women." Group presentation/strategy session with Diane Docis and the Take Back the Night Collective at the 34th Annual Michigan Womyn's Music Festival, Hart, MI. August 6.

2008

"Take Back the Night: Grassroots Organizing and Mobilizing to End Violence Against Women" Ohio Attorney General's *Two Days in May Conference* on Victim Assistance. presented with Diane Docis, UT's Sexual Assault Education and Prevention Coordinator and members of the Toledo Take Back the Night Collective, Cleveland, OH May 12-13.

"Against the Tide: Feminist Resistance to Violence against Women in Toledo, OH" Presentation with members of the Toledo Take Back the Night Collective at the 29th Annual National Women's Studies Association Conference. Cincinnati, OH. June 19-22.

Conference. Baltimore, MD. March 1-4.

2006

"Poetry and Politics: Audre Lorde and Challenge of Difference." Invited presentation to the English Forum at Siena Heights University. Adrian, MI. September 18.

"Marvelous Arithmetics: Audre Lorde and the Political Challenge of Difference." Paper at Poetry and Politics Conference, University of Stirling, Stirling, Scotland. July 13-16.

"The Creative in a Created World: Joni Mitchell, Advertising, and the Music Industry." Paper presented at the 12th Annual Marquette University Women's Studies Conference, "Women and Creativity 8." Milwaukee, WI. March 13-25.

"Dancing with Big Red: Lynne Walker's Working Class Poetic Aesthetic." Paper presented at the 34th 20th Century Literature & Culture Conference." Louisville, KY. Feb 23-25.

2005

"From Description to Critique: Reinventing Media Analysis Assignments for Developing Writers." Paper presented at the 22nd Annual Ohio Association for Developmental Education Conference. Akron, OH. Oct. 19-21.

"Dog Eat Dog: Joni Mitchell Reading American Culture." Paper presented at the 47th Annual Convention of the Midwest Modern Language Association. Milwaukee, WI. Nov. 10-13.

"Side Effects: Required Writing Center Visits for Basic Writers." Paper presented at "Writing Empowerment throughout the Disciplines," the 27th Annual East Central Writing Center Association Conference. Adrian, MI. April 1-2.

"Even When it Hurts Your Ears: Popular Music Analysis in Developmental Writing." Paper presented at "Learning and Teaching: Above and Beyond," the 29th Annual meeting of the National Association for Developmental Education. Albuquerque, NM. March 9-13.

2004

"Marvelous Arithmetics: Claiming the Spiritual Warrior Mission in Audre Lorde's Late Writing." Paper presented at the 10th Annual International American Women Writers of Color Conference. Baltimore, MD, Nov. 21-23.

"Defining Women's Leadership within the Intercultural Paradigm." Interactive panel with Women's Studies faculty & students presented at the 27th Annual Meeting of the Organization for the Study of Communication, Language, and Gender. St. Mary's, IN. Oct. 14-17.

"Hurting My Ears: Encouraging Critical Thinking through Music in Developmental Writing." Paper presented at "Teaching Argument Literacy," the Michigan College English Association Annual Conference. Kalamazoo, MI, Oct. 1.

"March for Women's Lives." Invited presentation on the March for Women's Lives in Washington, D.C. on March 25, 2004 for the Business and Professional Women of Ohio Annual

2003

"Inheritors of Fire: Remembering Audre Lorde." Paper accepted for the 3rd Annual Uncrowned Queens Institute for Research and Education on Women Inc. Conference: Embracing African American Women of Power, Passion, and Purpose. Buffalo, NY, Nov. 7-8.

"Critical Thinking as a Transferable Skill: Media Analysis in Developmental Writing." Paper presented at the 20th Annual Ohio Association of Developmental Education/College Reading and Learning Conference. Toledo, OH, October 22-24.

"From *Lavender Jane Loves Women* to *Queer As Folk*: Queer Culture in the L/G/B/T Classroom." Paper co-presented with Dr. Danielle DeMuth at the 33rd Annual PCA/25th Annual ACA Conference. New Orleans, LA, April 16-19.

"*'If it were only the stars/we had wanted to conquer.'* Difference and the Erotic in Audre Lorde's Inter-racial Love Poems." Paper presented at the 34th Annual Northeast Modern Language Association Conference. Boston, MA, March 6-9.

"Claiming the Burst of Light: Audre Lorde and Feminist/Activist Spirituality." Paper presented at the 5th biennial women's studies conference: Women and Power: Reclaiming Faith—Socially, Spiritually, Artistically. Murfreesboro, TN, Feb. 27-March 1.

2002

"Outcomes, Highlights, Surprises and Unintended Consequences: Developmental Writing at U.T.—One Year Later." Paper co-presented with Dr. Glenn Sheldon at the College Reading & Learning Association/Ohio Association of Developmental Education annual conference. Cincinnati, OH, October 30-Nov. 1.

"Arithmetics of the Dying Body: Audre Lorde's Poetic Response to Cancer." Paper presented at the 12th Annual Central New York Conference on Language and Literature. Cortland College of the State University of New York. Cortland, NY, October 27-29.

"Respect for the Spirit: Women's Friendship and Feminist Spirituality in Sarah Orne Jewett's 'The Queen's Twin.'" Paper presented at the Northeast Modern Language Association Conference. Toronto, ON, April 12-13.

"The Life and Work of Audre Lorde: Inspiration for the New Millennium." Special program viewing two biographical films with roundtable discussion, and respondents. Bowling Green State University Women's Center, Bowling Green, OH, February 15.

2001

"Film and Post-Modern Interpretation: Thelma and Louise as Post-Modern/Post-Feminist Film." Paper presented at the Community College Humanities Assn. Natl. Conf., Portland, OR, October 25-7.

Invited participant, "It's Homophobia That's Queer!: A Campus Dialogue on Responses to Hate" forum sponsored by Spectrum, the Gay, Lesbian, Bisexual, Transgender, Straight Alliance. The University of Toledo, Toledo, OH, October 10.

presentation with Julie A. Haught, from BGSU, at teachers institute, "Alternative Assignments/ Alternative Assessment." Northwest State Community College. Archbold, OH. June 21.

"A Marvelous Arithmetics: Power, Speech, and Identity in the Poetry of Audre Lorde." Presentation at the North East Modern Language Assn. Buffalo, NY. April 7-8.

1999

"Her Kind: A Reader's Theater of Anne Sexton's Poetry." Series of group performances of a selection of Sexton's poetic works at local venues, including The Toledo Museum of Art.

1998

"Teaching Incoming Freshman." Invited talk to the EECAP grant participants at the Northwest Ohio Educational Service Center. Napoleon, OH. December 2.

"The Female Graduate School Experience." Presented at the 24th Annual Conference of the American Educational Research Assn., Special Interest Group: Research on Women and Education. Michigan State University. East Lansing, MI. Oct. 22-24.

1997

"Training in Transition." Panel presented at "Front and Center: Re-imagining Our Work," the Nineteenth Annual Writing Center Association Conference. Univ. of Pittsburgh, Pittsburgh, PA. April 18 -19.

1996

"Doing Deviance: De/Generate Feminisms." Performance/paper co-presented with Sandra Reed and Dr. Brenda J. Wyatt at "Feminist Generations: An interdisciplinary, International, All-Ages Conference." BGSU. Bowling Green, OH. February 2-4.

1993

"The Feminist Graduate Teaching Assistant Experience: The Crazy Lady in the Classroom." Paper presented at "Using Research as A Change Agent: Collaboration Across our Differences," the American Educational Research Assn., Special Interest Group: Research on Women and Education's 19th Annual Conference. Toledo, OH. Nov., 4-6.

"The Outsider's Society: Difference and the Feminist Classroom" and "The Art of Wallpaper Decoding: We Are the Crazy Lady." Papers for "(Ex)Pressing Feminisms," the 7th Annual Midwest Feminist Graduate Student Conference. Bowling Green State University. Bowling Green, OH. February 12-14.

1992

"The Transcending Leap: Feminist Spirituality in Sarah Orne Jewett's 'The Queen's
and 'The Foreigner.'" Paper presented at "Mapping the Bounds of the Literary:

Employment

2000 Assistant Professor, English. Kent State University, Tuscarawas Campus. Primary duty is to teach in the university writing program, at all levels of the two-semester composition series, in order to ensure that students' writing skills are adequate to the challenges they will face in upper division courses.

1999 Project Coordinator. Early English Composition Assessment Program. Organized five pilot projects at local high schools, developed writing centers and writing across the curriculum programs, and organized visits between college and high school faculty and students.

1994- Part-time Faculty, University of Toledo. English Dept. and Women's/ Gender Studies Dept. Composition Courses: Composition I and II (sections include Books and Ideas, Women and Society, and the Black Experience), Organizational Report Writing. Literature Courses: Introduction to Literature, Reading Fiction, Reading Drama, Women's Studies Courses: Introduction to Gender, Issues in Women's Studies, The Politics of Sexuality.

1996-8 Graduate-Research Assistant, Dr. Joan Mullin, Director of the Writing Center and Writing Across the Curriculum. University of Toledo. Worked with Dr. Mullin on an EECAP grant to implement a writing across the curriculum program at Sylvania Southview High School. We subsequently extended the grant and worked with a consortium of twelve different high schools in a three county corridor of northwest Ohio. Duties included coordinating and participating in portfolio reading sessions and workshops and working on grant-related writing.

1997 Writing Consultant, UAW-Chrysler National Training Center. Worked intensively with a group of UT Master's Degree candidates at the Toledo Jeep facility at various stages of the writing project, including research, organization, development, and editing.

1996 Free-lance Editor. Worked for Dr. Uta L. Schaub, UT Professor of German, editing papers in translation for a cd rom journal issued by the 5th Conference of the International Society for the Study of European Ideas (ISSEI): "Memory, History, & Critique: European Identity at the Millennium." August 19-14, 1996. University for Humanist Studies, Utrecht, The Netherlands.

1993-4 Graduate-Research Assistant, Dr. Harriet F. Adams, Director of Women's Studies. University of Toledo. Performed a variety of tasks in getting the program running in the fall of 1993. Helped write course descriptions and policy for the program, fulfilled research requests for Dr. Adams and outside scholars, and assisted students in the introductory seminar.

1990-91 Graduate-Research Assistant, Rare Books. Ward M. Canaday Center for Special Collections, Carlson Library. University of Toledo. Researcher/curator of an exhibit on the writers of the Harlem Renaissance.

1988-93 Graduate Assistant, English Department, U of Toledo. Courses taught: Composition: 111: Comp. I; 113: Comp.II: Books & Ideas; 116: The Black Experience; 117: Women in Society; 190: Org. Report Writing; Literature: 271: Reading Fiction.

University Service

Current/Ongoing:

University Faculty Senate Executive Board, 2021-
University Graduate Council, College Representative, 2021-
University Vice President for Diversity, Inclusion, & Equity Hiring Committee, 2021-22
University of Toledo Catharine S. Eberly Center Advisory Board, 2019-
University Outstanding Teacher Award Committee, 2015-19, chair 2016-17
University Faculty Senate Representative, 2005-2017, 2019-
University LGBTQA+ Advisory Board, 2009-, Chair 2015-17
College of Arts & Letters Council, Department Rep, 2016-, Humanities Rep 2020
College of Arts & Letters Committee on Faculty Affairs, 2020-
Women's and Gender Studies, Department Chair, 2018-
Women's and Gender Studies Curriculum Committee, 2002-, Chair '10-13, 15-16, 17-
Women's and Gender Studies Recruitment & Retention Committee, 2019-
Chair, Department of Women's and Gender Studies Events Committee, 2004-2014,
co-chair 2014-
Faculty Advisor, Students for Choice, 2018-
LGBTQA+ Advisory Board Scholarship Committee, 2019-

2020 College of Arts & Letters Curriculum Committee
2019 University of Toledo Catharine S. Eberly Center Director, hiring committee
University Native American Heritage Month Committee
University Underrepresented Minority Mentorship Committee
2018 University Title IX Investigator Hiring Committee, 2018
College of Arts & Letters Diversity Committee, 2018
University Council on Diversity and Inclusion (2016- 18)
2017 Disability Studies Program, Dept. Personnel Committee Chair, (2013-2017)
Women's and Gender Studies, Dept. Personnel Committee (Chair, except 2014, 2016)
2016 Women's and Gender Studies. Graduate Certificate Advisor, (2014-16)

- 2014 Faculty Senate Undergraduate Curriculum Committee, Chair (2014-15)
University Library Collection Task Force (2014 -15)
College of Languages, Literatures, & Social Sciences, Faculty Rep. (2014-15)
School of Interdisciplinary Studies Steering Committee, (2014-15)
University Sexual Harassment Task Force (2008 -14)
- 2013 AAUP Department Representative (2002-2014)
AAUP Sick Leave Bank Committee (2006-)
Reviewer, *Frontiers: A Journal of Women's Studies*, (2013-14)
Reviewer, *The Journal of Lesbian Studies*, (2013-14)
University Academic Programs Committee (2012-13)
- 2012 University Women's Leadership Forum (2005-), Council (2008-12)
- 2011 University Women's History Month Committee (2009-11)
- 2010 University Faculty Senate Curriculum Committee (2007 - 2010)
University Faculty Senate Committee on Committees (2009-10)
University Outstanding Teacher Award Committee (2010)
University College Academic Affairs Committee (2003-2010)
University Academic Skills Enhancement Steering Committee (2002-2010)
Co-coordinator, Academic Writing Program (2002- 2010)
Interdisciplinary & Special Programs Pre-Composition Committee (2001- 2010)
- 2009 University College Distinguished Achievement Award Committee (2001-9)
University Faculty Senate Academic Programs Committee
University College Commencement Marshall (2001- 2009)
- 2008 University Library Advisory Committee (2005-8, currently inactive)
Steering Committee, College of Arts and Sciences Strategic Assessment Roundtable
Catharine S. Eberly Center, "Get Out Her Vote Campaign" volunteer, 2008
"Voices of Men" UT anti violence against women campaign volunteer, Fall 2008
Academic Integrity Panel presentation at UT, Fall 2008
- 2007 Faculty Senate Executive Committee
Rocket Launch First Week Book Discussion Leader (2002, 2004, 2005, 2007)
- 2006 Vice Provost for Enrollment Management Search Committee
University College Facilities Committee
- 2005 Barnaga Diversity Training Volunteer
President's Student Centeredness Committee
- 2003 Catharine S. Eberly Center 8th Annual Women's Conference Planning Committee
Catharine S. Eberly Center Director Search Committee
Dept. of Women's and Gender Studies Faculty Search Committee
- 2002 AAUP Committee W Representative
UT Composition Colloquium Member (Languages & Identities Group)
Department of Women's and Gender Studies Chair Search Committee

University College Strategic Planning Committee
Interdisciplinary & Special Programs Retention Action Plan Cohort
University College Constitution Committee

Community Service

Toledo Cities for CEDAW (2018-2020)
Founding Board Member, Independent Advocates (2008-2012)
Take Back the Night Collective Member (1994-)
Agnes Reynolds Jackson Fund (2009-2012)
National Organization for Women (2000-), Toledo Chapter (2004-)
Vice President/Treasurer, Toledo Chapter, 2009-2013)
Women's Equity Action League (2002- , OH Trustee 2005-2009)
Uppity Women's Poetry Workshop, Founder/Convener (2007-2018)
"Creative Expressions," Harbor House Creative Writing Course (2006)
UT America's Walk for Diabetes Team Member (2004)
Ohio Board of Elections Recount Volunteer Observer (2004)
Toledo Choice Action Team (2004)
Women's Equity Action League (2002-; Trustee 2005)
UT Habitat for Humanity Volunteer (2000-3)
Ohio Reads Volunteer (2002-3)
WAC, Women's Action Coalition (1995-2000)
Northwest Ohio Race for the Cure (1993-2014)

Honors, Awards and Organizations

University of Toledo, Equity Champions, 2021
University of Toledo, Online Teaching Certificate, Summer 2020
University of Toledo, Associate to Full Program, 2017-19
University of Toledo Alice Skeens Outstanding Woman Award, 2014
University of Toledo Diversity Champion, 2014
University of Toledo Teaching Fellow, 2013-2014
University of Toledo Outstanding Teacher Award, 2010
Donald S. Parks Student Service Award, 2008
Lavender Triangle Mary Reiff Woman of the Year Award, 2007
American Assn. of University Professors (2000-2018)
American Assn. of University Women (2004-)
Community College Humanities Assn. (2001)
Conference on College Composition and Communication/NCTE (2003-6)

Popular Culture Assn./American Culture Assn. (2003)
UT Center for Teaching and Learning Small Grant (2003-4)
UT Center for Teaching and Learning Small Grant (2002-3)
UT Office of Research URAF Summer Travel Grant (2006)
UT University Women's Commission Professional Development Award (2006)
UT Hazel Barnes Society (2004)
Who's Who Among America's Teachers (2000)
Women's Equity Action League (2001- , Ohio Trustee, 2005-)
Helen M. Fields Award Recipient. U. of Toledo. (1993)
William H. Leckie Award Recipient. U. of Toledo. (1993)
Graduate Student Rep. Women's Studies Advisory Board. (1993)
Graduate Student Rep. English Graduate Studies Committee. (1993)
Phi Kappa Phi Honor Society. U. of Toledo. (1992)
Richard M. Summers English Graduate Award Honorable Mention. U. of Toledo. (1991)
Founding Member, English Graduate Organization. (1991-93)
Graduate Member, Colloquium in Rhetorical Theory. (1990-94)
Faculty Search Committee Participant. Graduate Rep. (1990-93)
Editorial Staff. *Mark*, UT Graduate literary magazine. (1989-93)
Dean's List, all quarters/semesters. U. of Toledo. (1988-98)

References

Dr. Jamie Barlowe, Interim Vice Provost for Academic Affairs (Retired). The University of Toledo. Toledo, OH. MS 906. Tel (419) 530-5507, jamie.barlowe@utoledo.edu

Dr. Dennis Lettman, Dean (Retired), College of Lifelong Learning, University of Toledo, MS 343 Toledo, OH 43606-3390 Tel. (419) 530-3072; Email: Dennis.Lettman@utoledo.edu

Professor Charlene Gilbert, Dean, College of Arts & Letters, The University of Toledo. MS 906 Toledo, OH 43606-3390 Tel. (419) 530-2413; Email: Charlene.Gilbert@utoledo.edu

LaDonna Knabbs

Catalyst to Advancement

4540 Woolcut Lane
Toledo OH 43615
419.322-1587
lknabbs@gmail.com
[@gmail.com](mailto:lknabbs@gmail.com)

KEY COMPETENCIES

Professional Development
Program Design
Project + Program Management
Strategic Planning
Curriculum Design
Fundraising + Marketing
Grant + Fiscal Management
Higher Education Instruction

EDUCATION

*Pursuing Master's in Social Work
through University of Toledo
Expected Graduation
(May 2023)*

Master of Arts
Sociology (2015)

PROFESSIONAL EXPERIENCE

Program Coordinator (8/2019 – PRESENT)

UT Human Trafficking and Social Justice Institute – Toledo, OH

- Assist with oversight of program operations including program implementation, evaluation, and intern/student development associated with F.R.E.E. Program.
- Developed program application and narrative reporting for over \$400,000 with Educational Credit Management Company (ECMC) in grant funding.
- Partnership development through sponsorship, grant funding and MOUs /contracts to selected nonprofit grassroots community organizations in Ohio.
- Project lead for 2019 Strategic Planning & Community Needs Assessments for survivors of human trafficking.
- Developed and implemented educational and employment strategies to retain F.R.E.E. program participants.

Adjunct Faculty Member (8/2017–6/2019)

Owens Community College School of Business – Perrysburg, OH

- Instructor for entry college level courses such as *Intro to Sociology, Social Problems, Marriage & Family and Multiculturalism in the US.*
- Support and promote the college and departmental missions centered on excellence in teaching and learning through quality instruction, curriculum enhancement, and service.

Executive Director (8/2010 – 8/2020)

My Sister's House for Girls – Toledo, OH

- Led transformation to improve operational and program infrastructure while building strategic partnerships to strengthen service capacity.
- Advised Board of Directors, supervised (5) staff members, volunteers, and interns and implemented leadership mentoring for succession planning.

Youth Specialist – Work-Site Manager (2/2017 – 8/2019)

YMCA Youth Opportunities Program (YOP) - Toledo, OH

Program Manager – Road to Recovery (6/2005 – 9/2011)

Neighborhood Properties, Inc. Toledo, OH

Managed Road to Recovery Housing program that provided outreach, referral, and case management services. Served over 100 vulnerable male and female clients who are confronting homelessness and are on the road to recovery from serious mental illness and substance use disorder.

- Supervised rotating staff ensuring accurate reporting, processes and maintaining client records.
- Provided additional resources and provided conflict mediations to residents. Monitor client progress and identified challenges and provide appropriate community referrals.
- Conducted professional development trainings, committee

Addiction Counselor I & Women's Assessment Counselor (12/1993 - 06/2005)

COMPASS, Inc. Toledo, OH

Assessments and treatment of women meeting criteria for dual diagnosis and substance abuse disorders. Admitted clients to adult partial hospitalization program through clinical interviewing, assessment, and treatment planning. Conducted case management and co-facilitated psycho-educational lectures on addiction, grief and loss, stress management, assertive communication, cognitive distortions, and relapse prevention. Presented cases in weekly clinical staffing and maintained client progress notes for intensive review and continuity of care.

Other Qualification & Awards

- Sexual Assault and Response Volunteer (SARNCO)
- University of Toledo Social Justice Leader Award
- Jones Leadership Academy of Business Partnership Award
- The YMCA of Greater Toledo Cause Driven Leadership Award
- The Lucas County Human Trafficking Coalition Community Cares Award

Groups & Board Affiliations

- Sigma Gamma Rho Sorority, Inc.
- Open Arms Transformational Living
- Wood County CASA Board of Directors
- National Association of Social Workers
- The Lucas County Human Trafficking Coalition

Kelly P. Trame

19133 West River Road Bowling Green, Ohio 43402
419-250-4050 krepka71@gmail.com

EXECUTIVE PROFILE

Goal oriented professional that helps individuals and corporations reach their goals. I raise important revenue for dynamic organizations by fostering relationships with donors, the community, and across functions of an organization. And I am excited to transfer my skills to help organizations in their search for executive leadership.

AREAS OF EXPERTISE

Client Development	Portfolio Management
Relationship Building	Event Planning and Management
Lead Generating	Strategic Planning
Board and Volunteer Leadership	Cross-Functional Department Work
Writing Proposals	Campaign Promotion

PROFESSIONAL EXPERIENCE

Girl Scouts of Western Ohio

July 2016 – Present

Director of Development

- Exceeded revenue goals for recent fiscal year by 22% with a blend of lead generation and existing support.
- Devised and executed a council-wide strategy to grow individual accounts 89%.
- Utilized networking and technological strategies to increase corporate partnerships by 83% since 2016.
- Grew relationships and strategically grew over \$300,000 in capital support for comprehensive campaign.
- Work cross functionally with other departments to create the most impactful opportunities to support the work of the council.

Defiance College

January 2015 – July 2016

Major Gifts Officer

- Utilized prospect research, cultivation, solicitation and stewardship skills to cultivate major gifts for support in the: Music, Digital Forensic Science, 2D/3D Design, English, Business, Service Leaders, ASD (Autism Spectrum Disorder) Affinity Program, and Athletic programs.
- Average 150 visits (141 being discovery and relationship building) realizing a 78% success rate in asks for major gifts totaling \$56,000 from donors who had

The Ability Center of Greater Toledo

July 2012 – July 2014

Director of Development

- Closed a successful capital campaign that raised \$1.1million.
- Implemented initial two years of a development plan consisting of an annual campaign, major gifts campaign, direct mail and newsletter.
- Raised over \$200,000 in the initial two years of the annual campaign.
- Created a quarterly engagement event resulting in new donors to The Ability Center.
- Recruited a society of community leaders and philanthropists to share the stories of The Ability Center with their peers.
- Designed and implemented a digital fundraising plan to enable consumers to raise money to support the Center online.
- Designed and implemented a new direct mail strategy in house (wrote copy, determined mailings lists, mailed).

WGTE Public Media

January 2006 – July 2012

Director of Development for Major Gifts and Planned Giving

- Initiated and developed a planned for annual, major and planned gifts for WGTE that involves personally connecting with individual supporters to cultivate annual gifts (membership support), planned gifts, and major gifts (not including annual gifts.)
- Created a challenge gift program in 2007 during the radio and television pledge drives that has offered a total since inception of \$264,000 in challenge gifts realizing \$659,000 in additional, lapsed, new and increased gifts that may not have been donated.
- Increased on average 60% a year from June 2006 to June 2011 in major gifts- that is separate from the annual membership support and planned giving.
- Responsible for raising approximately \$450,000 in membership support of donors who give \$250 or more in annual gifts.
- Produced new events and activities to encourage prospective major gift and planned gift donors to visit the station and to realize increased or varied support.

Boy Scouts of America

Finance Director, Erie Shores Council, Toledo, OH 1998- December 2005

- Received approximately 80 major annual fund donations ranging from \$1000 - \$25,000.
- Lead United Way Allocation process and outcome presentation that resulted in funding 18% of

EDUCATION

B.A.C. Interpersonal Communication
Bowling Green State University, Bowling Green, Ohio

ACCREDITATION

CFRE (Certified Fundraising Executive) earned 2015, renewed 2018, 2021

AWARDS AND HONORS

- Presenter in panel discussion regarding development for the Center for Nonprofit Resources.
- Speaker/ Presenter on a variety of web and telephone-based panel discussions regarding major and planned giving for Public Broadcasting stations across the country.
- Leadership Toledo, 2000
- Paul Harris Fellowship, Perrysburg Rotary Club, 2000
- B.S.A. National Presidential Marketing Awards, 2001
- Facilitator of Special Events Class at B.S.A. Central Region Leadership Training.

TRAINING

- **Project Management Course** Completion Date December 2021, Washtenaw Community College
- **Mastering Major Gifts** 2019 – seven-week intensive online course presented by Amy Eisenstein
- **Lilly School of Philanthropy** Major Gifts; Capital Campaigns
- **Institute for Charitable Giving:** Major Gifts; Capital Campaigns
- **Center for Non-Profit Resources:** Identifying, cultivating and stewarding donors; Annual Campaigns; Transitioning Donors
- **Major Giving dot Com:** Major giving for public broadcasting stations
- **AFP Webinars:** Major giving strategies; Integrating annual, major, and planned giving; Planned Giving strategies; Donor research
Council Financial Administration; Finance Director

Northwest Ohio



eliminating racism
empowering women
ywca
Northwest Ohio

MISSION

YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

March 28, 2022

Mayor Wade Kapszukiewicz
One Government Center
Toledo, OH 43604

Dear Mayor Kapszukiewicz,

It is with great enthusiasm that I submit my resume for consideration for the Gender Equity Commission. As the President/CEO of the YWCA of Northwest Ohio, centering around Race and Gender equity is a natural fit. With 25 years at the YWCA, I've been involved in a number of agency initiatives that has heightened the needs of women and girls. As a proud Zonta woman, I applaud you for adopting the CEDAW ordinance and for creating this commission. I am prepared to serve and further the work for women and people of color in our community.

Please don't hesitate to contact me if you need any additional information. Thank you for your consideration.

Sincerely,

Lisa McDuffie, MSSA, LISW-S
President and CEO



Lisa McDuffie, MSSA, LISW-S

3609 Kershaw Blvd.

Toledo, Ohio 43613

(H): 419.475.6220 (O): 419.241.3235 (C): 419.266.0858

lmcduffie@ywcanwo.org

Education

Case Western Reserve University, Cleveland, Ohio May 1993
Masters in Science and Social Administration. Equivalent to a Masters in Social Work with a concentration in Business.

Findlay College, Findlay, Ohio May 1988
Bachelors in Arts- Major in Social Work

Professional Credentials

Licensed Independent Social Worker Supervisor Status (LISW-S) State of Ohio

Professional Experience

YWCA of Northwest Ohio
President & Chief Executive Officer

2001- Present

Responsible for total agency oversight of a budget of 4.3 million and the management of three sites and twenty counties. Work with a twenty member board of directors to develop, implement and evaluate agency programs based on mission/vision. Signature programs include a 24 hour battered women's shelter; a 24 hour rape crisis center; child care resource and referral, permanent supportive housing apartments; teen pregnancy prevention program; breast cancer education program; job readiness service and health and wellness projects. Direct supervision of a ten member management team with a total of 80 employees. Broker of community collaborations and linkages. Negotiated two successful agency acquisitions, development and construction of a ten million dollar new build and merger of an eight county agency. Coordinate agency fundraising and special events. Oversight of YWCA Apartments LLC. Development of YWCA IRise Community Coalition and community initiative on Dialogue for Change program on anti-racism.

Helpline Delaware & Morrow Counties, Delaware, Oh. 1996-1997

Lead trainer. In the absence of the CEO assumed full authority.

Family Service of Northwest Ohio, Toledo, Ohio 1997-1999

Part-Time Private Therapist

Psychotherapy for individuals and couples ranging from three years of age to the elderly.

Big Brothers/Big Sisters Toledo, Ohio 1993-1995

Assistant Director

Responsibilities include assuming the duties of the executive director in her absence; providing direct supervision and organizational skills to all staff, various human resource functions; updated and revised agency policies and procedures; assistance with and monitoring of agency annual budget; recruitment and ongoing training of agency 150 volunteers; supportive counseling with single parent families; development and implementation of innovative programs, grant writing and fund-raising.

Sunset House, Toledo, Ohio 1991-1993

Director of Social Work, Admissions and Marketing

Responsibilities include providing direct supervision and organizational skills to departmental staff, assess and admit all in-coming residents, research and compilation of data from community needs assessment and market analysis, development and implementation of agency marketing plan and public relations material. Successful with various local grants and the implementation of innovative programming.

Lake Park Rehabilitation Hospital, Sylvania, Ohio 1990-1991

Temporary Medical Social Worker

Responsibilities include compiling needs assessments; developing social histories and patient discharge planning. Medicare/Medicaid knowledgeable; coordinator/facilitator of guest speakers for monthly family supports groups. Supervised of university interns and developed a community resource directory.

Otterbein Portage Retirement Village, Pemberville, Ohio 1988-1990

Director of Social Work

Organized and directed all functions of the social service department. Provided direct social work services to all residents, family members and sponsors. State wide presenter on Resident Rights, Elder Abuse, Death and Dying and OBRA: Quality Assurance. Supervision provided to the admissions department, social work volunteers and student interns.

Professional Activities

- Vice President of the Lucas County Partners for Successful Youth pregnancy prevention council 2003-2008
- Member of the Lucas County Domestic Violence Task Force 1998-2004
- President of the Agency Directors Association 2004-2006
- President of National Association of YWCA Executives 2008-2010

Links 2010-2015

- Adjunct instructor: Owens Community College 1993-1996
- Adjunct instructor University of Toledo Social Work Department 2016-2017
- Certified Racial Justice Instructor
- Member of the Toledo Metro Parks Board 2011-2014
- Active member Alpha Kappa Alpha Sorority Founder Day Chairman, Scholarship Chairman and Family Strengthening Chairman 2009- Present
- Board member of the State of Ohio Governor Appointed Ohio Children's Trust Fund (OCTF) 2011-2015
- Chairman of Ohio Children's Trust Fund Regional Prevention Council 2017-Present
- Member of Lucas County Family and Children First Council 2011-Present
- Promedica Board of Trustee 2018-Present
- Chair Lucas County Domestic Violence Task Force Public Awareness Campaign 2018-Present
- Treasurer Ohio Council of YWCA's 2017-Present

References

Available upon request

Hope M. Bland, Ph.D, MSW, L.S.W

Hope M. Bland, Ph.D, MSW, L.S.W

1906 Shenandoah Road

Toledo, Ohio 43607

T: (419) 283-5489

E: HBland1566@gmail.com

PERSONAL SUMMARY

I am a highly skilled influencer who collaborates with others to inspire and support an Equity, Inclusion and Diversity strategy through every part of an organization. Not only have I participated in national equity and diversity programs, I have also performed international diversity initiatives through global endeavors. I have developed curricula and taught multiple courses on Diversity and Multicultural Perspectives. I am confident that I can successfully perform the essential functions of this job, at the same time create and foster an open and inclusive environment. What really sets me apart from others is my strong commitment to social justice and educational equity and my ability to provide quality and professional advice, guidance and support on strong equity, diversity, and inclusivity issues. My passion meets at the intersection of social justice and educational equity. On a personal level, I have the expertise and enthusiasm required to influence at all levels. I am exceptionally passionate about joining an organization that has the talent, tools and the infrastructure needed to implement fair policies for best practice.

CAREER HISTORY

Director of Diversity, Equity, Inclusion and Strategy: September 2021 – Present

Lucas County Children Services, *Toledo, Ohio*

Directs the diversity and inclusion efforts within the agency as it relates to services and programming. Leads the development and implementation of proactive diversity, equity and inclusion initiatives in support of the agency's strategic plan. Coordinates and guides efforts to assess, cultivate, define and promote diversity and inclusion efforts within the program and services areas. Initiates review of client concerns when appropriate; conduct investigations and address concerns from clients when needed. Develop matrix to measure diversity, equity, and inclusion efforts.

- Responsible to look for indicators in data and research both inside and outside Lucas County Children Services that could present threats to continued success or opportunities to grow the agency and the services it provides to children and families.
- Responsible to direct and manage departmental staff, develop and administer agency policies, practice and procedures, and deal with employee concerns.
- Develop and maintain an internal audit and reporting system to allow for the effective measurement of Agency programs implemented.
- Directs, plans, administers and maintains the diversity, equity and inclusion activities within the agency. Leads the agency in implementing strategic initiatives.
- Provides direction, support, and assistance to all levels of management to ensure that diverse

Hope M. Bland, Ph.D, MSW, L.S.W

- Develops collaborative external partnerships with the community leadership and stakeholders to promote equity, diversity and inclusion; develop matrix and strategies that analyze policies, procedures, programming and services to endure diversity and inclusion concerns are appropriately addressed; recommend changes to policy and procedures when needed.

Equity and Social Justice Director: August 2018 to September 2021

Toledo Public Schools, *Toledo, Ohio*

Responsible for working with staff members, student and community stakeholders to ensure the implementation of equity, diversity, and inclusion policies and practices are met across the district.

Duties;

- Promote the benefits of equity, diversity, and inclusion in all of the districts strategic goals and activities and developing a culture that reflects those beliefs.
- Responsible for the delivery and implementation of equity, diversity and inclusion service to over 23000 students, nearly 4000 staff, and community stakeholders.
- Collaborates with district leadership and administration to create, implement, and monitor programs designed to ensure fair and equitable treatment of students, faculty, and staff
- Monitor the metrics associated with student academic achievement, attendance, discipline, exceptionality identification, (disability, giftedness, limited English proficient), participation and graduation for students across demographics (gap-closing focus)
- Communicate the collection and analysis of student academic achievement, attendance, discipline, exceptionality identification, participation, and graduation metrics in narrative and graphical form to all relevant stakeholders.
- Leads efforts to concentrate, define, assess, nurture, and cultivate diversity and equity as an institutional and educational resource
- Design written reports for district leadership on outcome, effect, and value of Equity, Diversity, and Inclusion initiatives
- Work closely with the HR director in implementing Equity, Diversity, and Inclusion initiatives and revising policies and procedures
- Embed the districts Equity, Diversity and Inclusion initiatives in its day-to-day operations
- Represent the district in regional and local associations, civic clubs, and ethnic and non-profit organizations and boards
- Collaborates with consultants, committees, stakeholders, community boards, coalitions, businesses, and local elected officials that impact the goals of diversity, equity, and inclusion and social justice work
- Serve as Title IX investigator, mediation and resolution officer
- Serve as the first point of contact for all Equity, Diversity and Inclusion related matters
- Ensure that all Equity, Diversity, and Inclusion projects are delivered on-time, within scope and within budget
- Establish Social Justice Community Events
- Analyze, modify, and devise policies and programs to attract, retain, and promote a diverse

Hope M. Bland, Ph.D, MSW, L.S.W

- Transformative leadership, Restorative Practice, Critical Race, and Systems Theories serve as the framework for education and social justice
- Benchmark best practices and research new developments in the field of diversity, inclusion, and cultural competency for implementation in the District.

Executive Director Head Start/Equity and Diversity Chair -August 2014 to August 2018

Toledo Public Schools, *Toledo, Ohio*

- Developed the structure, systems and procedures to facilitate and lead the Head Start program
- Worked closely with HR department to develop innovative strategies for the recruitment and retention of minority staff
- Met all Grant Mandates for next Grant Cycle beginning 2019-2024 as Executive Director of Head Start Program; Oversight:1170 Students, 120 staff, 2 large Community Delegates, 6 Community Partners. Emphasize the importance of the program achieving high standards of quality, internally and through out public and private sector partnerships.
- (Toledo Public Schools: 2014-2018)
- Assisted educators in creating culturally supportive learning environments that ensured high expectations for the academic achievement of the students
- Operated and responsible for fiscal, legal, and programmatic aspects of the program. Maintained a \$9 million budget
- Developed Program Self-Assessment and Annual Report
- Identified systemic and intuitional issues related to race, gender, disability, sexual orientation, and religious biases within programs that impact low income families and worked with team leaders to design strategic methods toward elimination of barriers
- Developed and Chaired the programs Diversity and Inclusion Committee
- Mandated *annual* Cultural Diversity Training to all staff
- Developed and lead the programs *School Readiness for African American Boys Diversity Initiative*
- Wrote proposal and participated in Implicit Bias panel with Yale Professor who conducted a study that examined implicit bias in preschool among educators
- Aide in the facilitation of the Federal Grant Writing Process
- Worked with other organizations in the community to foster collaboration as defined by federal regulations
- Adhered to and resolved community complaints

Adjunct Professor – January 2010 to 2019

University of Toledo, *Toledo, Ohio*

St. Louis University, *St. Louis, MO*

Lourdes University, *Sylvania, Ohio*

Hope M. Bland, Ph.D, MSW, L.S.W

Lourdes University, *Social Work Department*

- Taught Crisis Intervention
The University of Toledo, *Social Work Department* (2011)

Hospice Director of Social Services/Diversity Recruiter - April 2012 to June 2014

Promedica Hospice, *Toledo, Ohio*

- Supervised Medical Social Work staff and managed program department
- Directed daily patient social service operations including providing direct oversight of the establishment and implementation of social service policies
- Facilitated the recruitment and hiring of minority staff for the social service department
- Worked with HR and leadership team to develop strategies to improve hiring practices for the recruitment and hiring of minority staff
- Worked collaboratively with senior management to drive change and commitment to *Diversity and Inclusion* programs and initiatives
- Assisted the Executive Director in the preparation of an annual budget for the social service department and monitored allocation of resources according to budgetary limitations
- Supervised the assessment, planning, and evaluation of social service clinical care by members of the social work team
- Worked with a very diverse staff and patient population

School Social Worker/Equity and Diversity Chair – August 1996 to August 2014

Toledo Public Schools, Toledo, Ohio

- Worked with Early Childhood program for children with special needs
- Worked closely with Middle School students, families and community stakeholders to improve attendance and enhance communication between school and families.
- Collaborated with teachers and administrators to ensure equitable services are provided to student and families
- Assisted educators in creating culturally supportive learning environments that ensured high expectations for the academic achievement of the students
- Facilitated equity and diversity committees among staff to drive communication about difficult topics related to bias and insensitivity
- Worked closely with families and children with disabilities to develop resources and support services
- Worked closely with a multi-disciplinary team to assess children with special needs
- Developed and managed the Family Resource Center
- Assisted in the development of the School Improvement Plan
- Designed and implemented behavior management plans for students and families utilizing families systems theoretical perspective

Hope M. Bland, Ph.D, MSW, L.S.W

West Africa with high-school students from the EXCEL program at The University of Toledo

- Participated in national and global travels that emphasized cultural diversity awareness and global consciousness of Civil and Human Rights around the world
- Assisted in designing innovated cultural curriculum, intended to challenge students with content not closely resembling “regular” school curricula, which included the aging process, ethnic America, global cities, the *Civil Rights Movement*, and global diversity. Worked closely with the Partnership for Educational Awareness and Cultural Exchange (PEACE Project)

KEY SKILLS AND COMPETENCIES

Professional

- Willing to take unpopular stands and decisions if necessary.
- Excellent relationship management skills and demonstrated ability to work effectively across functions, businesses, divisions and management levels.
- Not afraid to face challenging situations.
- Experience in creative restorative problem-solving
- Have the ability to initiate, build and lead internal networks.
- Ability to read, write, and interpret instructional documents such as reports and procedure manuals.
- Proven experience in creating solutions and implementing strategies
- Ability to manage multiple projects with strong prioritization skills
- Experience in Coalition Building
- Commitment to Civic Engagement

Personal

- Mayor elected, (2020-2021) *City of Toledo Community-Police Relations* and Reform Committee Member and Co-Chair
- *Antiracist Teach-In Co-Organizer and Contributor* (2020-2021) Sponsored: Lucas County Public Library and SoJournal Truth Newspaper
- Member: *The Links, Incorporated*
- *Emergent Leader Award* (2016) African American Legacy Project
- *Published Author* (2011) *Issues in Black Education: Equity, Diversity, and Inclusion, and Social Justice* (Book: Research)

Hope M. Bland, Ph.D, MSW, L.S.W

HR policies
Equity Strategist
Diversity and Inclusion strategist
Disability and Special Needs
Race relations
LGBTQIA+
Sexual Preference/orientation
Gender Bias
Implicit Bias
Community Engagement
Community and Social Justice Events

ACADEMIC QUALIFICATIONS

Capella University - Ph.D	Human Services
Capella University - Graduate Certificate	Diversity Studies
Capella University - Graduate Certificate	Social Work & Community Services
Wayne State University - MSW	Social Work
University of Toledo - BA	Social Work

LICENSE:

L.S.W – S. 0016281, State of Ohio Counselor and Social Worker Board, Marriage and Family Therapist Board

NINA CORDER

Full Name: Shazlina Corder | C: 419.377.5457 | nina0corder@gmail.com

PROFILE

Ten years of experience at leading collaboration or partnership initiatives with other nonprofits, government, corporations, or higher learning institutions to advance diversity equity and inclusion. An accomplished individual with an ability at developing programs, outreach, and services to women, immigrants, refugees, expatriates, and new Americans with an impact at building economic empowerment, diverse community, and inclusive connections. Highly motivated to perform work that improves the quality of life.

TALENTS

- Diversity and Inclusion Researcher
- Social Intelligence
- Women Advocate
- Innovator on Sense of Belonging
- Expansion and Development
- High Performance and Producer

PROFESSIONAL EXPERIENCE

04/2015 – current

Managing Director

Women of Toledo - Toledo, Ohio

- Manage the overall organization's operations.
- Provide technical services, coaching, and mentoring to the clients.
- Develop and execute organization programs, marketing, and communication for the organization.
- Develop, manage and execute the organization's expansion and development strategy, goals, and objectives.
- Seek and manage grant opportunities from the private and public sectors.

06/2016-current

Service and Global Consultant

Multiple Agencies - National

- Provide relocation support including home finding, school search, settling-in, community, and area orientation.
- Provide cross-cultural training to help clients build knowledge, skills, and confidence to work successfully across cultures.
- Manage Global Workforce Development (GWD) programs for individual employees and global teams working across cultures to address challenges in team-building, intercultural communication, decision-making, problem-solving, project planning, and negotiations.

03/2016-10/2012

Program and Outreach Director

Pay It Forward (PIF) Foundation, Inc. - Maumee, Ohio

- Established and enforced the vision, mission, goals, and objectives of the PIF Foundation.
- Identified, recruited, and maintained a productive relationship

- Assisted the overall organization both internally and externally.
- Oversaw conference venue and served as liaison with the hotel.
- Assisted in planning, strategizing, and executing project schedules for the conference outreach.
- Maintained records in client relationship database, scheduled meetings and conference calls, produced meeting minutes and action items—including Toledo and Cleveland-based staffs.
- Monitored event management details, managed and executed the logistics of the conference, staffed registration.

03/2014 to 01/2016

Chief Operating Officer

So Now- Network of Women, LLC — Holland, Ohio

- Managed and oversaw day-to-day organization operations.
- Oversaw and made the recommendation to current services.
- Planned and helped facilitate the Sylvania and Perrysburg monthly networking events.
- Oversaw and supported fundraising efforts.
- Partnered with the Founder, the Board of Directors, and all committees to create a more effective approach for outreach and retention for the organization.
- Partnered with the Finance Officer to develop and implement operating budget and maintain fiscal responsibility for monthly reporting to the Board.

EDUCATION

2015

Doctor of Education (EdD): Organization Leadership
Northcentral University — Prescott Valley, Arizona
 Concentration in Cultural Diversity
**Completed all post-graduate coursework, 42 credit hours.*

2011

Master of Education (ME): Higher Education
The University of Toledo — Toledo, Ohio

2008

Bachelor of Arts (BA): Psychology
The University of Toledo — Toledo, Ohio
 Second Degree in International Business Administration

RECOGNITION AND AWARDS

- 2021 the Ernest M. Pon Award
- 2021 Jefferson's Award, Toledo
- 2020 Women Are Rad, Nominee, The Toledo Walleye
- 2019 Big Ideas: The Toledo City Paper
- 2018 Center for Nonprofit Resources, Minority Executive Leadership
- 2017/2018 BNI of Northwest Ohio Jim Knott Community Service Award Recipient
- 2016/2017 UN Women Empower Women Global Champion for Change Fellowship
- 2015 Power of Women for the Junior League of Toledo

PROFESSIONAL AFFILIATIONS

Current Executive Commissioner, City of Toledo, Human Relations Commission