

To: Matt Cherry, President and Members of City Council

From: Wade Kapszukiewicz, Mayor

Subject: Appointments to the CEDAW Gender Equity Commission

5/18/2023

I Recommend the Following Appointment 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
Benita Robinson	Kara Jennings	Continuation of 3 year term, expiring 08/16/2025	no	COT Mayor	Mayor		yes



Wade Kapszukiewicz
Mayor

Benita L. Robinson, LLMSW

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EDUCATION

Master of Social Work	2017-2021	Wayne State University
Bachelor of Arts – Sociology & Women's And Gender Studies	2011-2015	University of Michigan-Dearborn

LICENSURES

Limited License Master of Social Work – Macro Practice	2021-present	LARA, State of Michigan
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FELLOWSHIPS

Detroit Equity Action Lab (DEAL) – August 2022 to present

Housed under the Damon Keith Civil Rights Center in Wayne State's Law School, the one-year fellowship focuses on strengthening a multi-racial and multi-generational network of local leaders, increasing organizations' efficacy in addressing racial equity and catalyzing change, and to create a shared understanding of structural racism. DEAL is designed around actionable steps to disrupt racism and create equitable alternatives in policies, institutions, and culture.

FIELD PLACEMENTS

Michigan Roundtable for Diversity and Inclusion – August 2019 to April 2020

Engaged in racial equity work using Critical Race Theory as a framework to build awareness, education, and relationships that facilitate equal access to opportunities, resources, and improved quality of life. Tasks included: coordinating community forums, working with collaborative partners to build programming to educate community on topics related to racial justice, and research related to racial justice work across a variety of topics. Co-facilitated DEI and racial justice workshops for community groups. Built curriculum and facilitated anti-racism training series for Presbytery of Detroit.

Wayne County SAFE – August 2018 to April 2019

Worked in collaboration with community partner, SASHA Center, to provide services to survivors of sexual violence who identify as Black women. Tasks included: facilitating support groups, program development, facilitating educational opportunities, evaluation, and legal advocacy. Also attended community meetings that included policy development and research, best practices, and community education and organizing. Primary focus on inclusion and centering the voices of Black women in the movement to end gender-based violence.

EMPLOYMENT HISTORY

City of Toledo

Gender Equity Manager, Toledo, OH – February 2023 to present

- Develops, coordinates, executes, and monitors Affirmative Action, gender equity, affinity groups and other related programs which supports diversity and inclusion efforts for the City of Toledo and community

- Serves as primary city resource person advocating the principals for Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Analyzes and makes recommendations concerning operations of City departments, policies, and programs to identify discrimination in areas of employment practices, budget allocation, direct and indirect city programs and services
- Collaborates with Gender Equity Commission and other multidisciplinary groups to build a more diverse, inclusive, and efficient City government through gender-responsive policies and programs
- Collects, manages, and analyzes Equal Employment Opportunity related data
- Facilitates community education, networking, and building opportunities, such as workshops, forums, and dialogues, related to diversity, inclusion, gender equity, and related topics

Blayck Butterfly Consulting, LLC

Founder and Lead Consultant, Detroit, MI – September 2022 to present

- Utilizes restoration-based practices to facilitate nuanced conversations and action centering the acknowledgement of harm, resiliency, transformation, and co-liberation through racial equity and intersectional framework across cultures, disciplines, and identities
- Facilitates interactive workshops, dialogue and educational opportunities on topics related to racial equity as applied to various topics such as gender-based violence movement, trauma - focused fields, and nonprofit organizations
- Develops customized training curriculum based on needs of organization
- Conducts research on best practices related to building organizations from a racial equity framework with recommendations for actionable steps that can be taken by organizations to improve their approaches to supporting staff, service provision, program planning, etc.
- Review and provide recommendations on key organizational documents, such as employee manuals, policies and procedures, etc.
- Provide guest lecture and speaker services on racial equity, DEIB, gender-based violence, and related topics
- Provide organizational and programmatic support in areas such as program/organizational mapping and development, professional development, strategic planning, sustainability, data collection methodologies, enhancing supports for BIPOC staff and stakeholders, etc.

Director of Crisis Services and Education

Avalon Healing Center (Formerly Wayne County SAFE), Detroit, MI – October 2015 to present

- Promoted from On-Call Crisis Coordinator in May 2018
- Program management and expansion of First Responder, Human Trafficking, and Systems Change programs, including staff supervision
- Strategizes program development, including planning, implementation, and evaluation for direct service and systems change focused programming, such as newly emerging organizational DEIB efforts
- Recruiting, interviewing, and onboarding new staff and volunteers
- Delivers on-call crisis intervention and support at local clinics, hospitals, and other safe locations to survivors of sexual assault (pediatrics, adolescents, and adults)

- Builds and maintains multi-disciplinary relationships with community partners centered around quality provision of services, improving access to resources and upward mobility, and centering the voices and experiences of marginalized groups impacted by sexual violence and other forms of oppression
- Facilitates internal and external dialogue and action related to increasing engagement with and visibility of marginalized populations in Metro Detroit
- Provides training, education, consulting, and outreach support for service organizations, community partners, law enforcement, medical personnel, and other businesses and community groups/organizations on topics related to gender-based violence
- Oversees planning, development, implementation, and evaluation of e-learning platform, The Avalon Institute, including curriculum development
- Organizes, prepares, and compiles monthly and quarterly client and staff-related data reports required by state and federal grant funders and compliance agencies
- Leads implementation of Outreach and Education Systems Change Plan
- Creates tracking processes for collection of data related to managing external training and consulting requests and systems change work
- Manages work plans and budget for grant funding and government contracts
- Other responsibilities include, but are not limited to, organizational policy audits, updates, and creation; professional development facilitation and planning; community engagement, and strategic planning related to organizational development and expansion

Acting Executive Director

Wayne County Sexual Assault Forensic Examiners Program, Detroit, MI – May 2019 to August 2019 and February 2020 – April 2020

- Served in role during E.D. sabbatical
- Responsible for the handling of all day-to-day operations of organization, including staff and program management, reconciling budget, board engagement, and attending workgroup and other high-level meetings

Research Associate

University of Michigan-Dearborn, Dearborn, MI – November 2010 to October 2015

- Promoted from Research Assistant in September 2014
- Compiled, organized, and analyzed student enrollment and degrees awarded data to support institutional performance and planning metrics
- Reported data analyses to both external and internal customers
- Tracked updates to budget and reconciliations at end of each cycle
- Served as Survey Coordinator for Center for Education Consumer Report (CECR) during a 6-8-week period in summer months
 - ✓ Oversaw a group of five to seven temporary interviewers
 - ✓ Coordinated hiring process, scheduling, and general survey process
 - ✓ Compiled and organized data resulting from the telephone survey
 - ✓ Created appropriate reports from data results
 - ✓ Completed data entry requirements

COMMUNITY SERVICE

2020-2022

Bagley Community Radio Patrol, Secretary

2020-2022	Bagley Community Council, Vice President and Recording Secretary
2012-2018	American Association of University Women, Start Smart Salary Negotiation Workshop facilitator
2014-2018	Michigan Theory Group at Macomb Correctional Facility

PROFESSIONAL AFFILIATIONS

2017-Present	National Association of Social Workers
2015-Present	University of Michigan-Dearborn Women's and Gender Studies Advisory Board
2011-2018	American Association of University Women

HONORS AND AWARDS

2019	Employee of the Year, Wayne County SAFE
2018	Employee of the Year, Wayne County SAFE
2017	Employee of the Year, Wayne County SAFE
2015	Student Commencement Speaker, University of Michigan-Dearborn
2015	Outstanding Leader Award, Women in Learning and Leadership
2015	Women and Gender Studies Honors Scholar, University of Michigan-Dearborn
2015	Leadership Legacy Award, University of Michigan-Dearborn
2014	Ava Rogers Award, SASHA Center