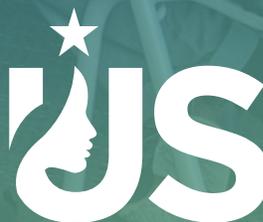


How does/could bringing a gender lens  
shift the impact I am making?



US COLUMBUS WOMEN'S COMMISSION COLUMBUS

# 2017 ANNUAL REPORT



COLUMBUS  
WOMEN'S  
COMMISSION

# 2017 YEAR IN REVIEW

Columbus Women's Commission Chair Shannon Ginther knew she had an opportunity to help improve the city when her husband, Andrew J. Ginther, was elected Columbus' 53rd Mayor. But instead of choosing multiple projects, she chose one: advancing the economic well-being of Columbus' women. In early 2017, the Mayor and First Lady launched the Columbus Women's Commission.

The 21-member Columbus Women's Commission is a diverse group of women and men who have come together around a singular goal--to advance the economic well-being of women in our community. Selected from a pool of over 300 applicants, Commission members are passionate experts, focused on their work to unearth the causes limiting women's opportunities. Just like the city they represent, this diverse group of leaders brings varied perspectives to make change happen.

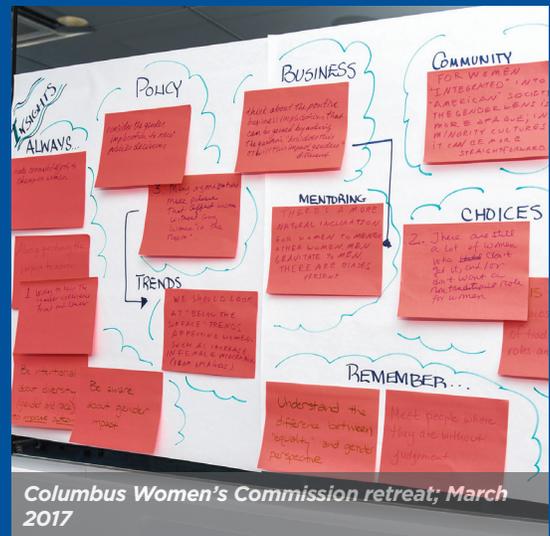
## The Columbus Women's Commission Inaugural Year

In its inaugural year, the Columbus Women's Commission began meeting in January, establishing focus areas, bylaws and committees. The Commission carefully chose the issues to address and assembled small, concentrated committees to enact change in the areas of pay equity, housing, health, and workforce development. Committees are comprised of appointed Commissioners, as well as community leaders and experts in the areas of focus.

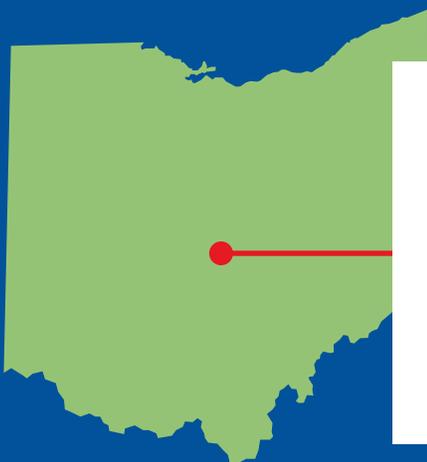
Recognizing the importance of meaningful community engagement, the Commission held multiple community outreach meetings and focus groups, uncovered layers of data, and listened to Central Ohio women's stories. The Commission convened conversations to build on existing work in our community, to not duplicate efforts and identify where the Commission is uniquely positioned to create change.



Columbus Women's Commission breakfast; 2017.



Columbus Women's Commission retreat; March 2017



## THE STATUS OF WOMEN'S ECONOMIC POSITION IN CENTRAL OHIO

The issues the Commission is working to address are real.

- **One in four women** in central Ohio lack basic economic security.
- **Columbus women working full-time make 78 cents for every dollar** a man earns – below the national average for pay equity, which is 80 cents to every dollar a man earns.
- **38 percent of women earn less** than \$15/hour in the Columbus metropolitan area.

# PAY EQUITY

In Central Ohio, women working full time earn 78 cents for every dollar earned by a man<sup>1</sup>, below the national average of 80 cents<sup>2</sup>. For women of color, the disparities are even greater. When considering the pay losses over a lifetime, the economic impact for women and families is staggering. Over the course of a career (47 years), women's total earnings loss compared with men are \$700,000 for a high school graduate, \$1.2 million for a college graduate, and \$2 million for a professional school graduate<sup>3</sup>. Learning about the root causes of this gender and race-based pay gap to understanding how this disparity limits opportunities for women in Central Ohio is where the Commission focused their early efforts.

***"It was a truly impactful experience to take part in one of the Pay Equity Focus Groups with the Columbus Women's Commission. I left the meeting feeling like my input and feedback in the process could play an integral role in the change that the Commission is making to create pay equity in my community. I know that their work will be stronger and more effective as a result of their decision to bring in members of the Columbus community to share our own personal stories and experiences on how the issue will affect real women in Ohio."***

- Erin Ryan



Mayor Ginther signing the Columbus Commitment; November 2017.

**For every \$1 earned by a man, women earn:**



On April 4, 2017 – a day recognized nationally as Equal Pay Day - the Columbus Women's Commission hosted an Equal Pay Breakfast to highlight this issue in our community for public, private and non-profit sector leaders. Over 100 community leaders were impacted by the information shared. After, Central Ohio leadership expressed strong interest in changing the statistics. As the Commission learned about and understood the issue, hosted focus groups, examined the approach in other cities such as Boston, Seattle, and Denver, and spoke with leaders and stakeholders on the importance of addressing the gender and race based pay gap, the Commission determined to implement a voluntary, employer-led pay equity pledge initiative for Central Ohio in the fall.

On November 2nd, Latina Equal Pay Day, the Columbus Women's Commission officially launched *The Columbus Commitment: Achieving Pay Equity*. The Commitment asks companies and organizations to commit to learn about the gender pay gap; understand how race and other factors create even larger disparities; and take action to build awareness of the unique challenges facing women in the workplace. The commitment we have asked employers to make is not just about equal pay; it's about where women are in the company and inclusion in the workplace.

Over 60 employers, including the City of Columbus, adopted the Commitment upon its announcement, impacting more than 100,000 central Ohio employees. Employers continue to sign and adopt *The Columbus Commitment* to work together on changing pay statistics for Central Ohio women, families and our entire community. Since its launch, over 90 employers have signed the pledge.



Columbus Women's Commission meeting; January 2018.

# HOUSING

Franklin County Municipal Court processed nearly 18,000 eviction filings in 2016 making it one of the busiest courts in Ohio. Many of those facing eviction are women and families, in particular African-American women and families residing in Columbus and Central Ohio. A Columbus Metropolitan Housing Authority report indicates that women are the face of homelessness. In fact, 2016 shelter stays reflected the following:

- 95% of families headed by women
- 71% are African-American
- 2 - average number of children, majority age 7 or younger
- 31 - mom's average age

While there are many reasons why homelessness occurs, there is a clear connection between evictions and homelessness. The Commission partnered with the Prevent Family Homelessness Collaborative – a community collaborative of public, private and non-profit stakeholders, with the larger goal of stabilizing housing and reducing family homelessness. Driven by this information and understanding the housing stabilization work already underway, the Commission turned its focus to evictions, including court practices and experiences of those facing eviction.

To best understand this area of focus, a series of Eviction Court visits were set up to observe the eviction process. Court experts were present to explain to Commissioners the processes they were witnessing.

The visits left a lasting impact on Commissioners, as the data came to life. Most of the people Commissioners saw coming to court were women, and more specifically African-American women.

The Commission partnered with housing leaders, legal experts and those with courtroom experience to assist in creating solid recommendations. In the fall, the Housing Committee held a half-day strategy meeting to synthesize information learned, narrow down recommendations, and create a cohesive outline and timeline of policy recommendations and advocacy efforts. Those recommendations are forthcoming.

***“Visiting and observing the Franklin County Eviction Court was an eye-opening experience. The court is a buzz of activity. It’s quite humbling to see the faces of the people facing a potentially life-changing eviction from the place they call home.”***

– Jeff Lyttle, Columbus Women’s Commissioner

# WORKFORCE DEVELOPMENT

The Columbus Women's Commission uses data to get to the root causes of issues that limit women's opportunities. Regarding the workforce, the Commission has learned the following:

- Over 52,000 households in Columbus are female-headed, and in Central Ohio the poverty rate is more than six times higher for women in female-headed households.<sup>1</sup>
- Nationally, 42% of mothers with children under the age of 18 are the household's primary or sole breadwinner.
- Almost two-thirds of mothers with children under age 6 are working outside the home.
- Local data indicates child care costs represent over 30% of the basic budget expenses for a woman with two children.

Commissioners felt strongly from the data that quality childcare is a critically important workforce support that enables parents, especially mothers - to enter and remain in the workforce, which also supports broader economic growth.

Childcare and its relation to women and the benefits cliff also became an area of policy focus for the Workforce Development Committee. The 'benefits cliff' is a term used to describe when a slight increase in earnings can result in a loss of benefits, typically benefits that are publicly subsidized such as food access, housing or childcare. The earnings increase is usually not enough to cover the loss of benefits, and therefore drives someone to decline a raise or promotion, or from seeking a new higher paying position.

To further explore the relationship between childcare and workforce, the Committee began planning a number of Focus Groups for early 2018 to hear first-hand from working and non-employed mothers. The Focus Groups are intended to gain insight from the participants around the barriers and limitations surrounding childcare and employment.



*Columbus Women's Commission retreat; March 2017.*

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# COMMUNITY ENGAGEMENT & EVENTS

The Columbus Women's Commission participated in a multitude of community events during 2017, through focus groups, speaking engagements, panels and presentations. Through these events, the Columbus Women's Commission was able to engage with thousands of residents to elevate women's issues in Columbus. Additionally the Commission launched a website and social media campaign to keep community members updated on Commission activities.

# 2018 COMMISSIONERS



FIRST LADY  
SHANNON GINTHER,  
Commission Chair,  
OhioHealth



IRIS HARVEY,  
President and CEO of Planned  
Parenthood of Greater  
Ohio (PPGOH) and Planned  
Parenthood Advocates of Ohio  
(PPAO)



CHRISTIE ANGEL,  
President and CEO of  
YWCA Columbus



TERRI IFEDUBA,  
Vice President of Engagement  
& Development, YWCA  
Columbus



COUNCILMEMBER  
ELIZABETH BROWN,  
Columbus City Council



DAPHNE KACKLOUDIS,  
Chief Public Policy and Strategy  
Officer for Equitas Health



JANELLE COLEMAN,  
President of the L Brands  
Foundation and Chief  
Diversity Officer for L  
Brands, Inc.



GALE KING,  
Executive Vice President and  
Chief Administrative Officer  
(CAO) for Nationwide



NICOL GHAZI,  
Administator of Muslim  
Family Services of Ohio



JEFFREY LYTTLE,  
Managing Director, JPMorgan  
Chase & Co.



GINA GINN,  
Executive Director for  
Columbus Early Learning  
Centers



KATHLEEN MCGARVEY,  
Director of The Legal Aid  
Society of Columbus (LASC)



DANIELLE HARLOW,  
Research Specialist for  
the Ohio Department of  
Education



RONNIE L. MARQUEZ-POSEY,  
State Program Administrator  
for the State of Ohio Office of  
Workforce Development

## 2018 COMMISSIONERS, CONTINUED



VINITA MEHRA,  
Attorney and Director with  
Kegler Brown Hill + Ritter



BARBARA SMOOT,  
President & CEO of Women  
for Economic and Leadership  
Development (WELD)



JILLIAN OLINGER,  
Director of Division  
of Housing & Civic  
Engagement, The Kirwin  
Institute at The Ohio State  
University



HEATHER WHALING,  
Founder/President of Geben  
Communication



NGOZI OSUAGWU,  
Clinical Director of the Women's  
Health Center at Doctors Hospital/  
OhioHealth and a Clinical Professor  
of Obstetrics and Gynecology at  
Ohio University Heritage College of  
Osteopathic Medicine



BRUCE WIMBISH,  
Senior Communications  
Manager for the Greater  
Columbus Sports Commission  
(GCSC)



MARY B. RELOTTO,  
Founder of Dames Bond

### THANK YOU TO OUR 2017 COMMISSIONERS:

- VICTORIA CALDERÓN, Co-Founder/CEO, AVANZA Business Solutions/Bottoms Up Coffee Co-Op
- NICHOLE DUNN, President & CEO, Flying Horse Farms (Former President & CEO, The Women's Fund of Central Ohio)
- MATT HABASH, President & CEO, Mid-Ohio Foodbank

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# JOIN US

The Commission has had overwhelming support from the community and a number of early successes. We invite you to join us in our work to advance the economic well-being of women in our community. Together, we can change the story for women and families in Columbus.

 [www.columbus.gov/womenscommission](http://www.columbus.gov/womenscommission)

 [CBUSWomen](#)

 [CBUSWomen](#)

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### REFERENCES:

<sup>1</sup> *Womenomics Report*, 2013, The Women's Fund of Central Ohio

<sup>2</sup> *The Simple Truth About the Gender Pay Gap*, 2016, AAUW

<sup>3</sup> <https://www.aauw.org/what-we-do/public-policy/aauw-issues/gender-pay-gap/>

