



*"Above all be the
heroine of your
own life"*

-Nora Ephron

Statewide Women's Policy Conference

By: Brooke Satterfield



Over 350 women gathered at The Westin Chattanooga on Friday, February 9th for the Statewide Women's Policy Conference. The conference came to fruition in response to the 2015 Status of Women in Tennessee Report Card published by the Institute for Women's Policy Research (IWPR) in Washington, D.C. Ranked 49th in the nation, Tennessee has work to do and the Mayor's Council for Women took yet another step in the direction of breaking down barriers for women in the state. The energy in the room was "palpable," as described by Mayor Andy Berke as he stood in the ballroom to give opening remarks. Julie Anderson, Senior Research Associate at IWPR and author of the published report card, said the energy was fantastic as she kicked off the conference addressing the factors that contributed to Tennessee's poor report card scores.

A variety of policy-related topics were discussed including women's political participation, financial well-being, health, and more. Beyond the informative and action-oriented sessions, several nonprofit organizations participated in the conference by providing information and resources to attendees throughout the day.

All of the major metro areas in the state of Tennessee were represented at the Statewide Women's Policy Conference. Representation from Memphis, Nashville, Knoxville, and of course, Chattanooga created a diverse atmosphere for women to discuss solutions to the common barriers that females face across the state.

Statewide Women's Policy Conference *continued*

Conference attendees were not only diverse in terms of location, we also had women as young as high schoolers joining the conversation and creating actionable steps towards policy change.

Overall, the Statewide Women's Policy Conference was a huge success. This success, however, was not determined by registrations selling out nor was it determined by the amount of money raised. This inaugural conference was successful due to the diverse group of women who traveled from across Tennessee to together engage in civil conversations about women's policies. More than simply talking, these women created actionable steps to change policies to improve the lives of women across the board. This group of influential women were able to take home newly acquired knowledge and left feeling empowered to continue their efforts towards positive change in their respective communities.

This group of women will undoubtedly change the status of women in Tennessee for the better.

The City of Chattanooga Mayor's Council for Women is extremely thankful for the support from conference sponsors. The Statewide Women's Policy Conference was presented by BlueCross BlueShield of Tennessee and powered by EPB. A special thanks to these organizations as well as our other sponsors for their dedication to improving the lives of women in our community. Another special thanks goes to our Sister Fund Donors, organizations and individuals who sponsored registrations for women.

The Statewide Women's Policy Conference will be back in 2019! Mark your calendars now for February 7th and 8th. Stay tuned for more details!

Leadership Matters is
published quarterly by
the **MCW Leadership
Committee.**

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Leadership Matters is edited by Dominique Brandt.



For more information please visit:

<http://connect.chattanooga.gov/councilforwomen/>

Leadership Committee Update

Page 3

By: Jelena Butler, Leadership Committee Chair

The Leadership Committee is charged with lifting women up in ways big and small. We do that at monthly meetings where we work on elements of self-improvement, discuss relevant current events, and follow individual paths of passion by creating workgroups that have a unique area of interest. Right now there are five such workgroups operating within the Leadership Committee. To start, teaching us that big things happen when you make small changes Marj Flemming (a founder of Chattanooga Women's Leadership Institute) leads the **Magic Moments in Mentoring** work group.

"Having more women in public office will allow for policies that are more favorable towards women."

At every meeting she presents ways to adjust our own behavior, to mentor another woman and to be a sponsor of women. She provides us with grab-and-go value which, when repeated, can create long-lasting habits. When doing right must be legislated we turn to the work of the **Female Leadership in Public Office (FLIPP)** group which April Goebeler heads up. Their interest is in getting more women elected. Toward that end they focus on creating opportunities to train women to run for public office and win. They coordinate the work of several organizations, most of which are non-partisan, to ensure volunteers and campaign workers are trained too.

Having more women in public office will allow for policies that are more favorable toward women. But we need to see women everywhere including in what have traditionally been male-dominated fields. **All Lanes Open** is a workgroup that is all about opening doors for women in fields they may not have considered as a career path. Engineer and Lecturer on Lean Manufacturing Sabrina Butcher heads up this collective of professionals who have first-hand experience being the only female in the room.

For more on the activities of All Lanes Open contact Sabrina at sabrina@lucydoes.com.

Leadership Matters is a workgroup that has the responsibility of publishing this quarterly newsletter of the same name. Leadership Matters is the voice of all of the committees comprising the Mayor's Council for Women. Editor Dominique Brandt works with Brooke Satterfield, Jan Trousdale, Jessica Mines Dumitru and many other contributors. Look for current and back copies on the MC4W website: connect.chattanooga.gov/councilforwomen You can contact Dominique with your ideas, comments and concerns at dbrandt@habichatt.org

Join the *Leadership Matters* workgroup. Your talents, skills and participation will ensure we have.....

Better graphics.

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Leadership Matters *continued*

Women Without Limits – How can women prevent a professional disconnect while caring for family? It's an important question because women end up missing events, meetings, and valuable face time with colleagues when their immediately pressing responsibility is to care for a child or other family member. Getting the answer to this question is the focus of work being done by Miracle Hurley, Whitney Standefer-Smith, Cortney Hewett, Kristie Wilder, Ashley Williams, Elizabeth Nunley, Jocelyn Loza and Jennifer Carter. Collectively they comprise the *Women Without Limits* workgroup and they aim to find answers. While some fixes will take the form of suggestions for how to include distance workers and family leave employees in activities, other solutions will have to be made at the policy level.

Did you know that some insurance plans don't allow maternity leave employees to participate in any work-

related activity? Doing so would jeopardize that employee's benefits coverage. Instead of allowing for information flow and training updates during temporary absences these clauses create a shut out that can affect an individual's career trajectory.

Clearly tweaks need to be made and the *Women Without Limits* women have the drive and expertise to make that happen—to empower, connect and build.

For questions on their work and meeting schedule please contact Mhurley@vbhcs.org.

To engage in spirited discussion on ever-evolving and interesting topics please join us on the first Friday of each month at 8:30 am in the Veranda Room of City Hall.

I look forward to seeing you there soon.

Justice Committee Update

By: Brenda Freeman Short, J.D., Justice Committee Co-chair



As co-chair of the Justice Committee, I think it is importance to recognize women who have dedicated their lives to help others and make a difference in the world. In our December meeting I recognized former Congresswomen Marilyn Lloyd who served in the U.S. House of Representatives from 1975-1995. She never planned on going to Washington. However, when her husband, Mort Lloyd, was killed in a plane crash while campaigning for congress in the Third District of Tennessee, she was encouraged by supporters to step up and finish the race. She did just that.

She represented the Third District with honor, working diligently on issues. Among them, child care. In an attempt to meet the growing concern over adequate child care for the future, Congresswoman Lloyd established a Child Care Task Force and asked me to serve as coordinator to gather information and help advise her on child care needs in the Third District.

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For more information please visit:

<http://connect.chattanooga.gov/councilforwomen/>

*Full text of the report can be viewed at <http://connect.chattanooga.gov/c4w-march-21-2017-financial-independence-white-paper/>

The **Act for Better Child Care (ABC)** which included a package of tax credits that targets additional assistance to low-income families with children, as well as a health tax credit and an increase in the Head Start authorization level was passed by congress. Her voice became her vote and made a difference in the lives of children and families.

The work of the Justice Committee is to research and recommend policy that will improve the lives of women.

As we begin the New Year, the Justice Committee is dedicated to working towards that goal; specifically, on issues of predatory lending, gang violence, and human trafficking. All of which affect the lives of women.

Of the three issues the Justice Committee is working on, I have chosen to highlight human trafficking for this quarterly newsletter.

The committee's research includes health related problems as well as both state and federal laws on human trafficking.

These are women who deserve a better life; one in which they can function as contributing citizens and find sustainable work and take care of themselves.

Human Trafficking

- The average age of entry into prostitution is 12 to 14 years old.
- Violence and coercion are common recruitment strategies.
- Majority of women have experienced significant trauma and have behavior health needs.
- Many women increase drug or alcohol usage during prostitution.
- Many women have tried to escape but lack of housing needs keep them in bondage.

The Justice Committee is dedicated to work on policy that will strengthen human trafficking laws and make a difference in the lives of these women.

Education Committee Update

By: Dr. Nicola Crisp, Education Committee Co-chair



- ACES Training for attending Education Committee members was provided at the January 2018 meeting by Cara Woodall.
- The committee hopes to provide additional free CPR training opportunities for women and girls over twelve in collaboration with the Chattanooga Fire Department, Hamilton County EMS, and Erlanger.
- The committee plans to explore the possibility of writing a policy recommendation requiring CPR training and certification as a requirement for graduation from high school in Chattanooga. A member at the last meeting has volunteered to explore that further at the state level.
- Future collaborative projects will be done in partnership with the Justice Committee and Chattanooga 2.0, and subgroups will be formed to work on these and the previously mentioned projects.



Health Committee Update

By: Donna Hobgood, Health Committee Co-chair

We are writing our White paper concerning our discussions with women at a health conference in September at the Family Justice Center sponsored by the Chattanooga Chapter of the Coalition of 100 Black Women. We expect this to be ready for presentation at the June quarterly meeting.

Other projects are working on some recognition perhaps via the City Council for the Powerhouse Center here in Chattanooga as to its contributions to impacting lives for generations. We are brainstorming for next projects and working on leadership succession planning also as our current chairman Katherlyn Geter is now a candidate for Hamilton County Council and will be stepping aside though not stepping down and will still be a part of our work.

We are encouraging more leadership advancement.



History Committee Update

By: Lisa Clark Diller, Committee Co-Chair

The History Committee is nearly halfway through our oral history project: *Herstories*. Our committee conducted interviews in Avondale at the Orchard Park Seventh-day Adventist Church on Wednesday, February 7. We met with amazing women and were able to hear their stories and record them for archiving in the UTC Special Collections. It was such a delightful and successful way to hear from women outside the mainstream of Chattanooga political and civic life that we have decided to conduct more such group interviews at community centers and churches. If you would like to be part of these interviews, or know someone who should be included, please check out the information on our website <https://www.utc.edu/library/pdfs/special-collections/telling-herstories-interview-guidelines.pdf> or contact Lisa Diller (ldiller@southern.edu).



Join a committee!

The Mayor's Council for Women invites the participation of all women interested in making a positive impact in our community. Join us at any of the following monthly committee meetings:

- ◆ Economic Opportunity
- ◆ Education Committee
- ◆ Health Committee
- ◆ History Committee
- ◆ Justice Committee
- ◆ Leadership Committee
- ◆ Healthy Sexuality Subcommittee

Meeting times and locations vary. For more information please visit:

<http://connect.chattanooga.gov/councilforwomen/councilforwomenabout/>

LEADERSHIP SPOTLIGHT

By: Jan Trousdale

I recently had the distinct pleasure of sitting down with Dr. Rebecca Ashford, newly appointed president of Chattanooga State Community College, to learn more about her success. One might say she has more degrees than a thermometer, holding a Doctor of Education in Educational Leadership, a Master of Arts in Higher Education Student Personnel, Bachelor of Science in English Education, and an Associate in Arts. Dr. Ashford began her educational journey in the summer immediately following graduation from high school by enrolling in the local community college in her home town in Florida. Upon completing her associate degree, she immediately began working on her bachelor's degree, then master's degree and finally her doctorate. When asked if it was her goal from the beginning to one day become a college president, her smile was immediate and her answer was a definite negative. While completing her bachelor's degree, she worked in the educational office at the college she attended. She began to see a path ahead to possibly becoming an English teacher one day. Each step thereafter moved her forward in opening doors that led to where she is today.



“Lighten your load if necessary, but keep pushing forward.”

Dr. Ashford shared that her main motivation throughout her education came from her “fear of failure.” Her determination and hard work was the driving force behind her ability to stay focused. She shared that the most difficult times were when she got in her own way. Dr. Ashford shared the following advice for success: (1) Fear of failure can serve as motivation. (2) Hard work can keep you grounded and focused.

(3) Don’t get in your own way. Pay attention to the open doors. (4) To avoid distractions from completing your goals, don’t take breaks. Lighten your load if necessary, but keep pushing forward.

For those women who think it’s impossible to complete an education or build a career, while managing a household and raising a family, we can look no further than this amazing lady. She has settled into Chattanooga State, as well as our community, with her husband and two daughters. She displays a beautiful smile when she talks of her family and expresses a lot of passion when speaking of education and her new role at Chattanooga State. As we know, life doesn’t always go as we plan, and Dr. Ashford experienced challenges along this journey as we all do. Staying focused, working hard, and jumping the hurdles have contributed to her success.

Dr. Ashford is a delightful, intelligent woman and it was a pleasure to spend time with her. I hope all of you have the opportunity to meet and speak with her. Chattanooga is fortunate to have Dr. Ashford in a leadership role in our community.