



OFFICE FOR  
**WOMEN**

WORKING TO IMPROVE  
THE STATUS OF WOMEN IN LOUISVILLE

# Office for Women Equity Update

Louisville Metro Government  
10.28.2022



# Equity Update

**Vision Statement: Raise the status of women through education, advocacy and legislation.**

## **Focus areas:**

**Gender-based violence**

**Human Trafficking**

**Social & economic well-being**

**Housing**

**Education**

**Civic Engagement**

**Autonomy**



# Equity Goals

- **Equity Goal #1**: Promote a gender equity focus across government, with a focus on intersectionality (BIPOC, LGBTQ, Immigrant/Refugee women)
- **Equity Goal #2**: Increase capacity and representation of diverse women (race, ethnicity, LGBTQ) in leadership
- **Equity Goal #3**: Decrease domestic violence among marginalized women, with a specific focus on Black and BIPOC women
- **Equity Goal #4**: Increase economic well being of women, in particular Black women and women of color
- **Equity Goal #5**: Decrease vulnerability of Black & Latinx girls to being trafficked and exploited



# Activities Toward Accomplishment of Equity Goals:

## Activities Toward Equity Goal #1:

- Host monthly webinars on topics of gender equity (ex: Centering the Margins: Sexual Assault; Diaper and Formula Need, History and Impact of Black Women Judges in Louisville, Gender Equity & Dress Codes, Gender Discrimination in Housing)
- Prepare for Gender Equity Commission with community survey and community meetings.

### Essential to the Economy: The Importance of Care & Domestic Workers

*A Conversation with:*

*LuTisha Bucker, MPA Candidate & Researcher,  
Russell: A Place of Promise  
Dr. Kaila Story, University of Louisville  
Karina Barillas, La Casita Center*

September 2, 1pm via Facebook Live  
OFW Louisville

Are you a care worker? Fill out this survey with your experiences:  
<https://forms.gle/wde8y7urKksV2LN29>



### SEXUAL ASSAULT AWARENESS & PREVENTION MONTH

*Centering the Margins  
A Panel Discussion*

Traci Simmons, Center for Women & Families  
Karina Barillas, La Casita Center  
Dr. Steven Kniffley, Collective Care Center  
Stuart Walker, Sweet Evening Breeze

April 20th 7pm via webex & FB Live  
Register: [gretchen.hunt@louisvilleky.gov](mailto:gretchen.hunt@louisvilleky.gov)



# Activities Toward Accomplishment of Equity Goals:

## Activities Toward Equity Goal #2:

- Launch OFW Ambassadors Leadership Training program on 1/19/23 with focus on diverse women
- Host OFW interns with a focus on BIPOC women



The Office for Women Ambassadors is a 6-month training program for women who represent the diverse communities across Louisville. Participants will develop & hone their leadership skills, learn about issues impacting women, & explore government & community programs available to women.

## BECOME AN AMBASSADOR for Louisville Metro's Office for Women

 **APPLY TODAY:**  
[louisvilleky.wufoo.com/forms/ofw-ambassadors-leadership-training-program](https://louisvilleky.wufoo.com/forms/ofw-ambassadors-leadership-training-program)

**APPLICATIONS DUE  
NOVEMBER 15, 2022**

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AMBASSADORS**



# Activities Toward Accomplishment of Equity Goals:

## Activities Toward Equity Goal #3:

- Hosted a 3-part series on domestic violence in the Black Community at Kingdom Fellowship Christian Life Center with Racial Trauma Collective Care Center, Center for Women and Families and OSHN
- Conduct interviews of organizations serving Black women to determine needs, resources and strategies to address domestic violence & host training with Ujima: National Center on Violence Against Women in the Black Community



**Nubian  
NEWBORNS**



CENTER FOR HEALING  
RACIAL TRAUMA



HEALING  
ESSENCE



DEPARTMENT OF  
PUBLIC HEALTH  
AND WELLNESS

# Activities Toward Accomplishment of Equity Goals:

## Activities Toward Equity Goal #4:

- Host diaper drives and diaper need group to assist women in need (majority BIPOC women), work with RCS to get donation of 500,000 diapers to increase capacity of Saint Bernadette Diaper Bank, connect more local community-based groups serving BIPOC women to get diapers from Diaper Bank;
- Gather data by race and gender on income, housing and education to plan initiatives to increase women's economic status



## ADDRESSING DIAPER NEED

Join us for a conversation with  
Deanna Hornback,  
St. Bernadette's Diaper Bank  
Taylor Ryan,  
Change Today, Change Tomorrow  
Shiny Varughese, EACM &  
Mildred Menchu-Johnson &  
Crys Santacruz,  
La Casita Center

Friday 7/9 10am ET  
via Facebook Live @OPWLouisville



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# Activities Toward Accomplishment of Equity Goals:

## Activities Toward Equity Goal #5

- Convene working group with LMPD, CPS and community advocates to develop community protocol on missing/exploited teens
- Support prevention efforts of human trafficking of BIPOC and immigrant girls by partnering with Criminal Justice Commission and OSHN on two federal grants
- Sought and received grant from Metro United Way to focus on creating a resource guide on human trafficking services and hosting a community convening on human trafficking in March 2023 with a focus on racial equity, housing and collaboration.



# Equity Update

- **OFW works consistently with colleagues at OOE to ensure our activities are focused on racial equity and intersectionality**
- **OFW has used the Racial Equity Assessment Toolkit to inform work**
- **OFW works with culturally specific local organizations (ex: La Casita Center, Gate of Hope) and national organizations (ex: Ujima National Center for Violence Against Women in the Black Community) to inform projects**



## Other Equity-related Accomplishments

- ✓ **Advocated for and helped with implementation of paid leave for victims of crime and domestic violence ordinance within Metro government**
- ✓ **Working with Women's Bureau of the U.S. Department of Labor to explore funding and solutions to increase economic stability and employment of BIPOC women, including hosting an event in collaboration on 11/16**



# CONTACT INFORMATION

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