

October 2016

# **2015-2016 ANNUAL REPORT**

## **Tallahassee/Leon County Commission on the Status of Women and Girls**



[www.TallahasseeLeonCSWG.com](http://www.TallahasseeLeonCSWG.com)

## Contents

2015-2016 COMMISSIONERS .....	3
LETTER FROM THE CHAIR.....	3
COMMITTEE STRUCTURE .....	4
COMMUNITY ENGAGEMENT & ADVOCACY COMMITTEE.....	4
STATUS OF GIRLS REPORT COMMITTEE.....	4
MARKETING & COMMUNICATIONS COMMITTEE .....	5
ORGANIZATIONAL & BYLAWS COMMITTEE.....	5
HIGHLIGHTS OF MAJOR ACTIVITIES AND ACCOMPLISHMENTS .....	5
COMMUNITY CONVERSATIONS.....	5
Community Conversations by the Numbers.....	7
SPEAKERS BUREAU .....	7
CSWG IN THE NEWS.....	8
#YEAROFTHEGIRL HONOREES .....	10
STATUS OF GIRLS REPORT.....	10
GIRLS' INDEX COLLABORATION WITH ROX .....	11
#YEAROFTHEGIRL SUMMIT.....	12
STRATEGIC PLANNING .....	16
APPENDIX .....	17

## 2015-2016 COMMISSIONERS

Dr. Ada Puryear Burnette  
Paula DeBoles-Johnson  
Megan Doherty  
Ann Howard  
Dr. Roxanne Hughes  
Dr. Elizabeth Jakubowski  
Sha'Ron James  
Jane Johnson  
Andrea Jones  
Darby Kerrigan-Scott  
Jessica Lowe-Minor  
Patricia McCray

Ruth Nickens  
Sharon Ofuani  
Dr. Jeanne O'Kon  
Ky'Eisha Penn  
Kori Pruett  
Dr. Cheryl Rainey  
Sara Saxner  
Leslie Smith  
Jaye Ann Terry  
Erin VanSickle  
Marcia Warfel

## LETTER FROM THE CHAIR

"We cannot all succeed when half of us are held back. We call upon our sisters around the world to be brave – to embrace the strength within themselves and realize their full potential." – Malala Yousafzai

Greetings:

The primary purposes of the Tallahassee/Leon County Commission on the Status of Women and Girls (CSWG) are to promote awareness of issues pertaining to women and girls in Tallahassee and Leon County and to serve in an advisory role, providing input to the City and County Commissions as needed. The enabling resolution by the City of Tallahassee and Leon County which formed the CSWG acknowledges that progress has been made but that "there is still work to be done before women and girls achieve economic, education and employment parity." The resolution also acknowledges that "we must understand the current challenges that face our female citizens in order to best equip girls with the knowledge, skills, and equal access to reach for the promise of tomorrow."

Like Nobel Prize laureate Malala Yousafzai, we believe that equipping all girls with the knowledge, skills, and equal access to reach for the promise of tomorrow is essential to the success of our community. Many girls in our community face significant barriers to achieving whatever their dream for tomorrow may be, whether it is becoming a scientist or business owner, becoming a great parent, or simply being healthy, avoiding the criminal justice system, and graduating from high school. Our goal this year was to expand the

conversation regarding girls in our community by taking a comprehensive look at the barriers they face, developing solutions that will improve the lives of girls, and celebrating the milestones and contributions girls achieve in our community every day. We are pleased that we were able to accomplish just that through The Year of the Girl, recognizing that the challenges facing girls and the triumphs that we celebrate with them do not occur within a discrete time period, such as a year. As a Commission and as a community we are deeply committed to impacting lives and unlocking opportunities for girls in the Tallahassee/Leon County area.

I would like to thank the members of the CSWG for their hard work and dedication. Hundreds of volunteer hours from this body and strong staff support from The Oasis Center for Women & Girls as well as support from City and County staff made our work this year possible. Thank you for the opportunity to serve this amazing community!

With kind regards,

C. Sha`Ron James, JD, MPA, APMC  
2015-2016 Chair, Tallahassee/Leon County Commission on the Status of Women and Girls

## COMMITTEE STRUCTURE

### COMMUNITY ENGAGEMENT & ADVOCACY COMMITTEE

The purpose of the Community Engagement & Advocacy Committee is to foster community involvement with CSWG initiatives and projects and to educate, inform, and influence members of the community and community leaders on issues impacting women and girls. This year, the Community Engagement & Advocacy Committee facilitated a series of community conversations with girls and hosted the #YearOfTheGirl Summit.

**MEMBERSHIP:** Ky'Eisha Penn (Chair, partial year), Paula DeBoles-Johnson (Chair, partial year), Ruth Nickens, Darby Kerrigan-Scott, Marcia Warfel, Dr. Jeanne O'Kon, Leslie Smith, Patricia McCray, Dr. Cheryl Rainey

### STATUS OF GIRLS REPORT COMMITTEE

The purpose of the Status of Girls Report Committee is to oversee the research, development, and publication of a comprehensive report on the status of girls in the Tallahassee/Leon County area. The report will address key areas impacting girls such as physical and behavioral health, education, safety, and social media. The *Status of Girls* report will include an addendum to the CSWG's

recently released *Report on Sexual Violence Response* about sexual violence in the lives of girls. The report will emulate a magazine with easily accessible language and data and will be released during the 2016-2017 commission year. This year, the Status of Girls Report Committee also took the lead on negotiations to bring The Girls' Index National Research Survey to Tallahassee/Leon County.

**MEMBERSHIP:** Dr. Liz Jakubowski (Chair), Jane Johnson, Dr. Ada Burnette, Andrea Jones, Kori Pruett, Dr. Roxanne Hughes, Sara Saxner

## MARKETING & COMMUNICATIONS COMMITTEE

The Marketing & Communications Committee facilitates the strategic communications and marketing efforts of the CSWG by working to increase the community's awareness of the CSWG and its activities. This year, the Marketing & Communications Committee was charged with developing a public relations/community awareness campaign focused on girls which lead to the roll out of recognizing local #YearOfTheGirl monthly honorees. The committee also assisted with the Commission's overall marketing and public relations efforts such as assisting with publicizing CSWG events and they will assist with the packaging and release of the Status of Girls Report.

**MEMBERSHIP:** Erin VanSickle (Chair), Ann Howard, Paula DeBoles-Johnson, Sharon Ofuani, Megan Doherty, Jessica Lowe-Minor

## ORGANIZATIONAL & BYLAWS COMMITTEE

The Organizational & By-laws Committee is a standing committee that consists of the Chairs of each of the other committees as well as two at-large members. The Organizational & Bylaws Committee serves to address organizational issues related to the CSWG as a whole and provides a forum for Commissioners to discuss CSWG business outside of full CSWG meetings. This year, the Organizational & Bylaws Committee offered recommendations for changes in policies and procedures, and organized multiple events such as new commissioner interest meetings.

**MEMBERSHIP:** Dr. Jeanne O'Kon (Chair), Sha'Ron James, Erin VanSickle, Ky'Eisha Penn, Dr. Cheryl Rainey, Jaye Ann Terry, Dr. Elizabeth Jakubowski, Paula DeBoles-Johnson

## HIGHLIGHTS OF MAJOR ACTIVITIES AND ACCOMPLISHMENTS

### COMMUNITY CONVERSATIONS

In an effort to learn directly from girls in our community about their perspectives and experiences, commissioners and local organizations cooperated to host a

series of Community Conversations throughout the commission year. CSWG reached a total of 87 girls in the community through these facilitated small-group listening sessions that covered various topics, including free time, struggles at home and school, role models, reaching goals, and relationships. Through these discussions, girls shared their lives with commissioners, stories filled with both joy and challenges.

These quotes are excerpted from Community Conversations held with girls in Tallahassee/Leon County throughout the year:

In response to a question about rules at school or elsewhere that are unfair to girls, several girls decried unfair practices in sports and dress code:

"Boys soccer gets more attention. It feels like nobody cares as much for girls sports." – *Girl Scouts*

"Handing out basketball sign-up sheets to boys and not girls cause they think girls should be cheerleaders." – *Oak Ridge Elementary Student*

"Yes, dress code [a majority of girls mentioned this]. In high school, they are very strict with what we wear and it's often unfair. I can wear something like shorts, but someone else will have shorter shorts and I get coded. They don't catch her, they catch me. It makes me feel offended. I feel like they're coming after me. I feel like it's because of the color of my skin. They should be equal and look at everybody." – *High School Student from Dare to Dream Summer Program*

"I wanna be a boy because women are the weaker sex and I don't like being that. Women are most likely to get taken advantage of." – *Oak Ridge Elementary Student*

Girls shared their thoughts about big issues facing girls that grown-ups don't know about or talk about:

"Sometimes they [parents] don't tell you about the problems/news in the outside world." – *Oasis' Girls Can Do Anything! Summer Camper*

"They always compare themselves to me when they were a girl and things change." – *Oasis' Girls Can Do Anything Summer Camper*

"Boys are touching girls where they shouldn't and girls don't want to

tell their moms cause they're scared to." – *Oak Ridge Elementary School Student*

"[Unhealthy relationships have] a lot of arguing; being controlling. My boyfriend didn't want me to be with my best friend and other girlfriends." – *Palmer-Munroe Teen Center*

When asked about one thing the community could do to help girls reach their goals, one girl responded:

"We need to have a gun drive, and we need to have a meeting with all of these gangs to get rid of them." – *Rickards High School Student*

Girls who participated in the Community Conversations were diverse in terms of race, socioeconomic status, and region of residence within the City of Tallahassee and Leon County.

### *Community Conversations by the Numbers*

Commissioners held conversations with **87 girls** in elementary, middle school, and high school who ranged in **age from 10-17**. Conversations were held at **13 sites** including community organizations and schools.

### *SPEAKERS BUREAU*

The CSWG Speakers Bureau presents at local schools, organizations, and businesses to educate the community about the CSWG and issues facing women and girls. The Speakers Bureau establishes connections in the community to broaden the scope and impact of the CSWG. Commissioners volunteering to speak on behalf of the CSWG have presented in college courses and professional business associations. For example, two sections of Florida State University's course "Psychology of Women" invited speakers to share the goals and work of the CSWG with 360 college students. Another example included a presentation to the Tallahassee Women Lawyers Association. In 2015-2016 Speakers Bureau presentations, attendees were asked to complete a post-survey. Examples of survey responses include:

"I think all of these issues are important, it made me think of how I can get more involved."

"I was aware of a lot of issues facing women and girls in our community, it was nice to see the CSWG branching out and acknowledging girls in a positive light with the Year of the Girl."

The most interesting part of the presentation was..."learning about all the stats and different committees addressing the issues."

The pieces or issues missing from the presentation included..."more on variety of groups of women, directly address LGBTQ and disabled women to make more ppl aware and thinking about that in other presentations."

In the coming year, the Speakers Bureau hopes to continue to expand their speaking engagements to include civic associations, college/university groups, community organizations, and local businesses.

## CSWG IN THE NEWS

CSWG's commissioners and #YearOfTheGirl have captured media attention throughout the commission year with coverage on WCTV Eyewitness News, WFSU, WTXL Tallahassee, and in the Tallahassee Democrat.

The following news headlines and links represent **17** stories this year that refer to the CSWG:

- November 13, 2015 "Commission Announces 'Year Of The Girl'" WFSU  
<http://news.wfsu.org/post/commission-announces-year-girl>
- February 29, 2016 "By the Numbers: 25 Things About 25 Fabulous Women" Tallahassee Democrat  
<http://www.tallahassee.com/story/news/2016/02/29/numbers-25-things-25-fabulous-women/81113928/>
- March 8, 2016 "Oasis Center Honors Trailblazing Women and Girls" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/2016/03/07/oasis-center-honors-trailblazing-women-girls/81454850/>
- March 29, 2016 "Scott Receives Bar Association Honor" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/chronicle/2016/03/29/scott-receives-bar-association-honor/82382732/>
- April 15, 2016 "First #YearOfTheGirl Winner Announced" Tallahassee Democrat  
<http://www.tallahassee.com/story/news/2016/04/15/first-yearofthegirl-winner-announced/83098672/>

- April 21, 2016 My View "Celebrate the #YearOfTheGirl" Tallahassee Democrat  
<http://www.tallahassee.com/story/opinion/2016/04/21/celebrate-yearofthegirl/83362500/>
- May 12, 2016 "Positive Outlook Shapes Lives of Silver Stars" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/active-living/2016/05/12/positive-outlook-shapes-lives-silver-stars/84292018/>
- June 14, 2016 "Local Women Selected to Attend First 'United State of Women' Summit" Tallahassee Democrat  
<http://www.tallahassee.com/story/news/2016/06/13/local-women-selected-attend-first-united-state-women-summit/85836422/>
- June 15, 2016 "The Reality of Single-Parent Households in Leon County" WCTV Eyewitness News  
<http://www.wctv.tv/content/news/Single-parenting--383210381.html>
- July 31, 2016 "#YearOfTheGirl July Honoree Announced" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/chronicle/2016/07/31/yearofthegirl-july-honoree-announced/87901134/>
- August 18, 2016 "Tallahassee/Leon County Commission on the Status of Women and Girls Announce August 2016 #YearOfTheGirl Honoree Haniah Edwards"  
<http://capitalsoup.com/2016/08/18/tallahasseeleon-county-commission-on-the-status-of-women-and-girls-announce-august-2016-yearofthegirl-honoree-haniah-edwards/>
- August 24, 2016 "'Mighty' Fifth-Grader Tapped as #YearOfTheGirl Honoree" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/family/2016/08/24/mighty-fifth-grader-tapped-yearofthegirl-honoree/89258386/>
- September 20, 2016 "R. Jai Gillum will give Talk at Summit on Girls" Tallahassee Democrat  
<http://www.tallahassee.com/story/life/family/2016/09/20/jai-gillum-will-give-talk-summit-girls/90728008/>

- September 23, 2016 “#YearOfTheGirl Summit Empowers, Emboldens Girls” Tallahassee Democrat  
<http://www.tallahassee.com/story/news/2016/09/23/yearofthegirl-summit-empowers-emboldens-girls/90933264/>
- September 23, 2016 “Power Girls Hold City Hall Summit” WFSU  
<http://news.wfsu.org/post/powerful-girls-hold-city-hall-summit>
- September 23, 2016 “Tallahassee, Leon County Host Year of the Girl Summit” WCTV Eyewitness News  
<http://www.wctv.tv/content/news/Tallahassee-Leon-County-host-Year-of-the-Girl-Summit-394629301.html>
- September 23, 2016 “Year of the Girl Summit Unites Hundreds of Young Female Students” WTXL Tallahassee  
[http://www.wtxl.com/news/year-of-the-girl-summit-unites-hundreds-of-young-female/article\\_7b15e2e4-81f2-11e6-9f53-ab2122e2776f.html](http://www.wtxl.com/news/year-of-the-girl-summit-unites-hundreds-of-young-female/article_7b15e2e4-81f2-11e6-9f53-ab2122e2776f.html)

## #YEAROFTHEGIRL HONOREES

The raise awareness about the awesome girls living and thriving in our community, the CSWG recognized one outstanding girl each month as part of the #YearOfTheGirl initiative. Honorees were surprised at their schools and celebrated via social media and press coverage. Honorees also attended the #YearOfTheGirl Summit where they were further recognized for their contributions and achievements. #YearOfTheGirl honorees included:

April - Khalia Denise Hinson, Raa Middle School

May - Samantha Crawford, Lincoln High School

June - Mia Owens, Gilchrist Elementary School

July - Katherine Sorrell, Rickards High School

August - Haniah Edwards, Bond Elementary School

September - Faith Thomas, FSU High School

More Information about each honoree can be found at  
[www.TallahasseeLeonCSWG.com](http://www.TallahasseeLeonCSWG.com).

## STATUS OF GIRLS REPORT

To compliment this years' #YearOfTheGirl initiative, the commission designated the Status of Girls Report Committee to oversee research towards the publication of a report on the status of girls in our community. The report will address key areas impacting girls such as physical and behavioral health, education, safety, and social media. The report will also include an addendum

to the CSWG's previous *Report on Sexual Violence Response* that focuses more directly on sexual violence in the lives of girls locally.

During the 2015-2016 year, committee members worked with county and state datasets to research and develop content for the report's primary areas of interest. Examples of datasets include the Florida Youth Tobacco Survey, Florida Youth Substance Abuse Survey, Leon County's Health Improvement Plan (CHIP), Department of Education Factbooks, Department of Children and Families data, and Florida Department of Law Enforcement records. Extensive qualitative interviews were also conducted with key stakeholders in the community including Children's Home Society, the Survive and Thrive Advocacy Center, the Apalachee Center, Tallahassee Memorial Hospital, Refuge House, Florida Department of Law Enforcement, and others.

The Status of Girls Report Committee also initiated talks with a national data collection on girls administered by the nonprofit Ruling Our eXperiences (ROX). Details on the possibility of collaboration between Leon County Schools and ROX is discussed in the following section. This relates to the Status of Girls Report in that Leon County's participation in this data collection would greatly enhance both the report and our community's capacity to positively improve the lives of girls by providing much needed local data. Our community lacks local data on social media, self-esteem, self-concept, and leadership for girls and this collaboration would help fill that data gap.

Data collection for the report is ongoing and the Status of Girls Report will be published in the coming commission year. The report will emulate a magazine, with a report card containing pivotal comparative data for Leon County and the State of Florida, layouts for each of the key areas, and articles and interviews from the community.

## GIRLS' INDEX COLLABORATION WITH ROX

Dr. Lisa Hinkelman is the founder and executive director of Ruling Our eXperiences (ROX) based in Columbus, Ohio. The ROX Research Institute is in the process of collecting data for The Girls' Index, which is "an inaugural, national research study focused on girls in grades 5-12...that focuses on learning how today's generation of girls are navigating their adolescent years and what they want, think, and need from the adults in their lives" (see [Appendix](#)). The Girls' Index is a survey administered in communities around the United States and the data contributes to understanding local girls' issues as well as being pooled at the national level to construct a national dataset on girls. Data collection will conclude in December 2016, making advocacy for implementing The Girls' Index in Tallahassee/Leon County all the more pressing.

Some of the topics covered in the survey include using social media, navigating relationships, managing pressure, and developing self-concept. Each participating school receives their own report in order to inform decision making to improve the lives of girls at their institutions and community level aggregate data is also made available. A sample report with responses from an actual high school somewhere in the U.S. is included in the [Appendix](#) to provide an example of the breadth and quality of data and analysis our community would receive after participating. Needless to say, this opportunity resonated with commissioners and Dr. Hinkelman visited with the CSWG and several stakeholders in late August. CSWG is providing leadership and coordination necessary to bring The Girls' Index to Leon County to assist the CSWG, local policy makers, and the community in improving girls' experiences in the new social landscape of the 21<sup>st</sup> century.

During Dr. Hinkelman's visit, CSWG hosted two meetings and a luncheon to discuss data collection in Leon County Schools. Meetings included representatives from the Florida Association of District School Superintendents, Senator Bill Montford and Angie Freeland, as well as Brett Cucuel and Gillian Gregory from Leon County Schools division of Testing, Research, and Evaluation. Those present discussed the advantages of having local data related the experiences of girls and the process for implementing this survey in Leon county.

Next steps include continued collaboration with Leon County Schools to meet the requirements for school sanctioned research and Dr. Hinkelman plans to meet with local stakeholders, including City and County Commissioners among others, later this fall. CSWG will continue to coordinate with Leon County Schools and ROX to bring The Girls' Index to Tallahassee/Leon County.

## #YEAROFTHEGIRL SUMMIT

As part of the #YearOfTheGirl focus, CSWG hosted a girls' empowerment summit from 8:30 a.m. to 1:00 p.m. on September 23, 2016 at City Hall in Tallahassee, Florida. The program for the summit is included in the [Appendix](#) at the end of this report. Former CSWG commissioner and the First Lady of Tallahassee, R. Jai Gillum, spoke to the approximately 100 girls in attendance during the opening session to get them excited for the day ahead of them. The girls were racially diverse and represented about 20 schools in Tallahassee/Leon County.

Breakout sessions were organized by grades 7-8, 9-10, and 11-12 and included discussions about unleashing their potential, embracing their authentic selves, healthy relationships, and preparing for college. The Leon County Board of County Commissioners and City of Tallahassee Commission were well represented with Commissioners Kristin Dozier, Nick Maddox, Mary Ann Lindley, Nancy Miller, and Curtis Richardson in attendance. Mayor Pro Tem Nancy Miller

and R. Jai Gillum, on behalf of the Mayor, invited the girls to sit in their chairs in the commission chambers. Girls were thrilled to take their picture in the Mayor's and Mayor Pro Tem's seats, perhaps envisioning themselves in such leadership roles for the first time.

In addition to the girls, about 50 adults attended as speakers, volunteers, and chaperones. Vendors tabled with information about community and campus organizations including FSU CARE Program, Girls on the Run of the Big Bend, PACE Center for Girls Leon, Thirty-One, The Oasis Center for Women & Girls, North Florida Women's Care, and others ([Appendix](#)). The summit was an amazing opportunity for the CSWG to collaborate with community members and organizations. Included here is a Tallahassee Democrat news article that captured the excitement and importance of the summit:

September 23, 2016 "#YearOfTheGirl Summit Empowers, Emboldens Girls"  
Tallahassee Democrat

<http://www.tallahassee.com/story/news/2016/09/23/yearofthegirl-summit-empowers-emboldens-girls/90933264/>

# #YearOfTheGirl summit empowers, emboldens girls



Ryan Dailey, Democrat staff writer

6:39 p.m. EDT September 23, 2016



Bay Photo

(Photo: Ryan Dailey/Democrat)

Nearly 125 girls gathered at City Hall Friday for the first ever #YearOfTheGirl Summit, led by an all-star team of women leaders in the community.

The event, which was hosted by the Tallahassee/Leon County Commission on the Status of Women and Girls, kicked off with an energetic opening ceremony in the City Commission chamber.

Girls were given a personal invite from Commissioner Nancy Miller and R. Jai Gillum, wife of Mayor Andrew Gillum, to sit in the seats of the mayor pro tem and mayor. The invite was meant to send a message: There can, and will, be a female elected mayor of Tallahassee. (Several female city commissioners have served as

mayor as part of a rotational system that is no longer in place).

Following the introductions, breakout sessions were held for the individual age groups. Among them were presentations like "Unleash Your Potential" and "Embracing Your Authentic Self" for seventh and eighth graders.

Bay Photo



Ericka McKibbin, executive director of Girls On The Run of the Big Bend, gets the crowd energized during Friday's #YearOfTheGirl summit. (Photo: Ryan Dailey/Democrat)

The summit's ultimate goal is simple but powerful, according to the CSWG board chair Sha'Ron James.

"We set out to introduce the girls to resources in the community, to celebrate the girls and to empower them," James said. "There have been several girls here that I've known since they were small, and to see them here today excited about participating is amazing."

Haley Cutler-Seeber, executive director of the Oasis Center for Women and Girls, said from a societal standpoint there is still much to be done to help women and girls thrive. Events like the #YearOfTheGirl summit, however, are an excellent place to further that effort.

"We want to see girls be strong, and be themselves — the most bold version of themselves. We want them to know by believing in themselves and each other they can achieve anything," Cutler-Seeber said.

Girls On The Run of the Big Bend was among the nearly 15 organizations that partnered with CSWG in putting on the summit. Ericka McKibben, executive director of GOTR Big Bend, explained why the cause is important to her and her organization.

"It's really critical that we bring to the forefront the issues that are facing women and girls," McKibben said. "It is about helping them tap into what's possible for them, and unleashing that potential."

One of the summit's attendees, Leon High sophomore Khya Nelson, spoke about its message and how it resonates with her personally. She described her "authentic self" as a cheerleader, the captain of the JV squad, an 'A' and 'B' student who has never had a 'C' grade before and is taking pre-calculus.

"Being a girl is about standing up, showing your natural roots and lifting up other girls. Girls sometimes put other girls down to boost themselves up when we should boost everybody up," Nelson said.

Nelson said she hopes her sister, an eighth-grader, will be able to one day attend a similar event.

Nelson said the advice she would give to her sister as she gets older would be "to keep her own self-confidence and don't let other people's standards get into her mind. Let her know she's always beautiful."

Contact Ryan Dailey at [rdailey@tallahassee.com](mailto:rdailey@tallahassee.com).

Read or Share this story: <http://on.tdo.com/2dq9kwp>

## STRATEGIC PLANNING

The CSWG is now 5 years old and based on feedback from the City of Tallahassee, Leon County, and former CSWG commissioners, it was determined that 2015-2016 was an appropriate time to embark on a strategic plan. The strategic planning process this year included:

1. Conversations with CSWG Commissioners, Leon County Commissioners, and City of Tallahassee Commissioners;
2. SWOT (strengths, weaknesses, opportunities, and threats) analyses;
3. Establishing a Strategic Planning Working Group;

### **Strategic Planning Working Group**

*Facilitated by Dr. Elaine Bryant*

Sha'Ron James (Chair-CSWG)

Haley Cutler-Seeber (The Oasis Center)

Kelly Otte (Former CSWG Commissioner)

County Commissioner Kristin Dozier

City Commissioner Curtis Richardson

4. Two meetings were held, on August 15, 2016 and September 26, 2016, and the working group will continue to meet in order to develop a written plan to present, which we imagine will be important to the future of the CSWG.

This work will continue through Fall 2016 concluding with a plan that County Commissioner Kristin Dozier and City Commissioner Curtis Richardson will present to their respective political bodies for approval.

## APPENDIX

The Girls' Index – About and Sample Report

#YOTG Summit Program



# THE GIRLS' INDEX

*New insights into the lives of today's girls*

**TOGETHER WE CAN LEARN MORE ABOUT GIRLS THROUGHOUT THE COUNTRY**

'The Girls' Index' is a free, voluntary national research study focused on girls in grades 5-12. Schools throughout the country are participating in the survey project and learning more about what is going on for girls in their community as well as what girls want and need from the adults in their lives.

Sponsored by Battelle, Cardinal Health and Thirty-One Gifts and executed by Ruling Our eXperiences, Inc. (ROX), participating schools receive a free customized report that provides an in-depth look into the unique strengths, challenges and opportunities related to the girls in their community.

*using*  
**SOCIAL MEDIA**



*navigating*  
**RELATIONSHIPS**



*managing*  
**PRESSURE**



*developing*  
**SELF-CONCEPT**



## ***How to participate***

Participating in 'The Girls' Index' data collection is free, confidential and voluntary. Girls who complete the survey do not disclose identifying information and responses are not tracked to respondent, thus their anonymity and the school's confidentiality is protected. Interested individual schools or districts should contact Dr. Lisa Hinkelman at [research@rulingourexperiences.com](mailto:research@rulingourexperiences.com) or visit [www.thegirlsindex.org](http://www.thegirlsindex.org) to submit registration information.

You will be contacted by a member of the ROX Research Institute to set up your personalized and confidential electronic or paper/pencil survey. Electronic surveys will be submitted online and paper surveys will be mailed to the ROX offices for data entry and analysis. Each school/district will receive a personalized outcome report detailing the summary of responses from the girls who participated in the survey.

## *Why you should participate*

You will receive a report detailing the summary of responses from the girls in your school on each of the questions. The ROX Research Institute will analyze your data and prepare the report personalized for your school site. Percentages for each response, as well as a breakdown by grade will be included. Specialized analysis can be used for administrative decision-making concerning:

- Curricular offerings and school policies
- Co-curricular programming, advisory curricula and after-school clubs and activities
- School climate and social and emotional learning competencies
- Student support services and comprehensive school-counseling program delivery
- Parent and staff development workshops

## *How your data will be handled*

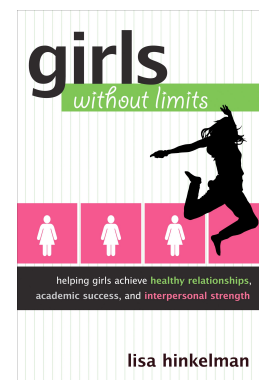
We follow rigorous and ethical research practices associated with the use, ownership, storage, retention and reporting of data. Your site specific data will only be disaggregated for your individual, confidential school report -- it will never be reported to any other outlet or shared unless specifically requested by you (i.e. A district data sharing event, a scheduled parent symposium or community conversation, etc.) . Your school survey responses will be included in aggregate with responses from thousands of girls throughout the country. When the final 'Girls' Index' report is complete, you will be able to compare the responses of your girls to the averages from diverse girls throughout the country.

## *About the researcher*



Lisa Hinkelman, Ph.D. is the principal investigator of 'The Girls Index'. She is the founder and executive director of Ruling Our eXperiences, Inc. (ROX), ([www.rulingourexperiences.org](http://www.rulingourexperiences.org)) a non-profit organization that delivers evidence-based programming focused on the health, safety, education and empowerment of girls. Dr. Hinkelman is a counselor, educator, researcher and author whose work for the past decade has focused on the critical issues impacting girls and how schools, parents and educators can effectively

support and encourage girls' interpersonal, educational and career growth. Previously, as a Counselor Education faculty member at The Ohio State University, Dr. Hinkelman's teaching and scholarly research focused on social and emotional learning, non-academic barriers that impact learning and girls' self-concept development. Additionally, her work and research is featured in her award-winning book, 'Girls Without Limits: Helping Girls Achieve Healthy Relationships, Academic Success and Interpersonal Strength' published by Corwin Press.



**Battelle**  
The Business of Innovation

  
**CardinalHealth**  
FOUNDATION

*thirty-one*

**ROX**★

Ruling Our eXperiences (ROX) 1335 Dublin Road, Ste. 18A, Columbus, Ohio 43215  
phone: 614-488-8080      web: [thegirlsindex.org](http://thegirlsindex.org)      email: [research@rulingourexperiences.com](mailto:research@rulingourexperiences.com)



# THE GIRLS' INDEX™

*New insights into the lives of today's girls*

SAMPLE DATA REPORT

ANYWHERE HIGH SCHOOL

Anywhere High School  
1234 Main Street  
Education, OH 55555



Ruling Our eXperiences, Inc. (ROX)  
614-488-8080  
[research@rulingourexperiences.com](mailto:research@rulingourexperiences.com)

This report was produced by the ROX Research Institute and Ruling Our eXperiences, Inc. (ROX). It was developed for the exclusive use of **Anywhere High School** administration, stakeholders, and decision-makers. Use of the data from this report is at the sole discretion of Ruling Our eXperiences, Inc. (ROX) and **Anywhere High School**.

**Anywhere High School** data has only been disaggregated for this individual, confidential school report -- it will never be reported to any other outlet or shared unless specifically requested by you (i.e. A district data sharing event, a scheduled parent symposium or community conversation, etc.) or released by you. This data can be used to help inform:

- Curricular offerings and school policies
- Co-curricular programming, advisory curricula, and after-school clubs and activities
- School climate and social and emotional learning competencies
- Student support services and comprehensive school-counseling program delivery
- Parent and staff development workshops

**Anywhere High School** survey responses will be included in aggregate with responses from thousands of girls throughout the country. When the final 'Girls' Index' report is complete, you will be able to compare the responses of your girls to the averages from diverse girls throughout the country.

This preliminary data analysis and overview is presented for your review and use. If desired, additional data analysis and interpretation is available on an individual school or district wide basis. Further analysis on trends between and among the grades surveyed as well as correlations between questions and responses could help further explain the survey findings. Please contact Dr. Lisa Hinkelman at 614-488-8080 or [research@rulingourexperiences.com](mailto:research@rulingourexperiences.com) to further discuss these options or to schedule a district/school/community data sharing presentation.

This report summarizes the responses of 672 **Anywhere High School** girls in grades 9-12.

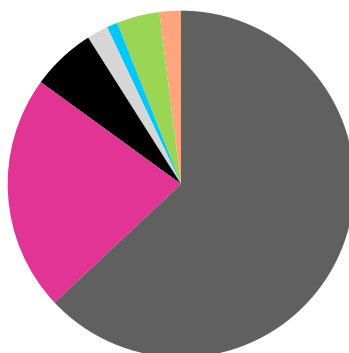
The Girls' Index research and reporting has been generously sponsored by:



## Demographic Information

A total of 672 girls in grades 9-12 completed 'The Girls' Index' survey at Anywhere High School. The survey was administered via an online link during the week of January 25, 2016. Participation in the survey was voluntary and anonymous. The number and race/ethnicity of the girls who completed the survey is detailed below:

9th	174
10th	178
11th	165
12th	155
Total	672



63%	White
22%	Black or African American
6%	Hispanic/Latino
2%	Asian
1%	Native American or American Indian
4%	Multiracial
2%	Other

## The biggest issues facing girls my age are...

This introductory open ended question allowed girls to state freely what they perceive as the big issues impacting girls their age. A wide variety of responses were received and a text analysis revealed dozens of answers from 'gender inequality' to 'failure' to 'having sex used against them'. There are several themes/highly reoccurring concepts among the responses and the following lists are reported in order of the number of responses received.

### TOP ISSUES REPORTED BY GIRLS:

1. Self-Confidence
2. Appearance/Body Image/Weight
3. Girls/Drama
4. School
5. Boys/Dating/Relationships
6. Pressure
7. Social Media

*"Self-confidence and identity. So many girls look to try and find themselves through high school whether that is through relationships, drugs, or social media."*

- 10th grade Anywhere High School student

*"Everything. Stress. Insecurities. Low-self-esteem. Girls have too much stress and not enough help. School is extremely difficult. Everyone judges everyone else. The list is long."*

- 12th grade Anywhere High School student

### TOP THINGS THAT STRESS YOU OUT OR MAKE YOU FEEL PRESSURE

1. Grades/School/Homework
2. Sports
3. Friends
4. Parents
5. Appearance/Weight
6. Boys
7. Need to be perfect

*"To look my best. I feel like I have to have the clearest skin and best body. Also, to be really smart. I get pressure from my parents, which I understand, but from my classmates, I don't."*

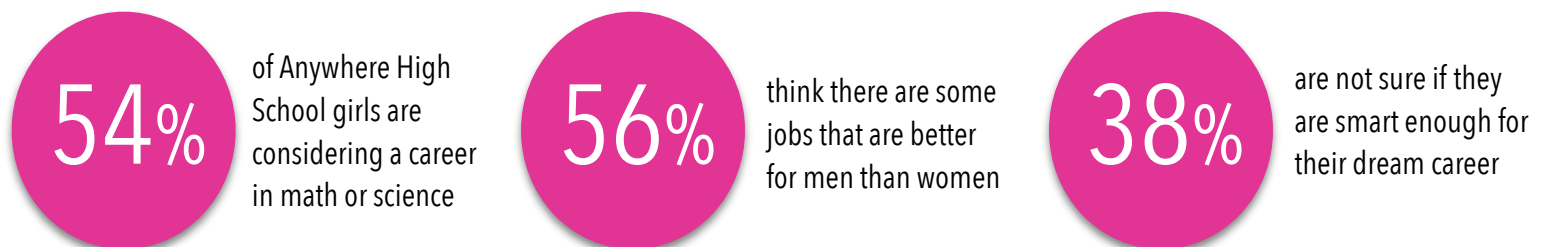
- 9th grade Anywhere High School student

## School, Careers & Leadership

Girls responded to questions about their experience in school and their perceptions of leadership. Overall, 72% of girls at Anywhere High School believe they are good at math and/or science and 54% state they are considering a career in one of these areas. Overwhelmingly, girls report that they like to be in charge (87%), however, nearly a third (30%) are afraid to be leaders due to others thinking they are bossy.

4% of girls believe that men are better leaders than women *however* → 30% are afraid to be leaders because they don't want others to think they are bossy & 58% sometimes don't say what they are thinking or disagree with others because they want to be liked + 44% believe that girls their age are embarrassed to be smart

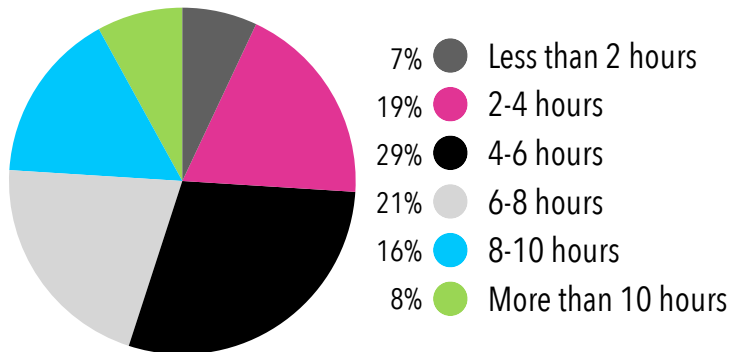
Question	% Agree	% Strongly Agree
I am good at math and/or science.	42%	30%
I like to be in charge.	48%	29%
My teachers treat me like I am smart.	51%	24%
I am considering a career in math or science.	26%	28%
I think there are some jobs that are better for men than women.	45%	11%
I think boys are encouraged in math and science more than girls.	17%	11%
I think teachers at my school call on boys more than they call on girls.	17%	3%
I think a lot of girls my age are embarrassed to be smart.	28%	14%
Sometimes I don't say what I am thinking, or disagree with others, because I want people to like me.	42%	16%
I think men are generally better leaders than women.	4%	0%
I'm afraid to be a leader because I don't want people to think I am bossy.	24%	6%
I am not sure if I am smart enough for my dream job/career.	27%	9%
I would prefer working for a male supervisor/boss over a female supervisor/boss.	12%	4%



## Social Media

In order to understand the use and influence of technology in the lives of Anywhere High School girls, a series of questions regarding how girls use technology and how they experience their relationships via technology were posed.

How many hours a day do you spend using technology (cell phone, tablet, computer, etc.)?



40%

of Anywhere High school girls report checking their social media/favorite apps more than 10 times a day. Sixteen percent report more than 20 times a day.

## FRIEND REQUEST



- 95% of girls have received friend requests from people that they do not know
- 64% have accepted friend requests from people they do not know
- 89% use their real name on social media



## PARENT MONITORING

Few girls from Anywhere High School report that their parents check their phone or monitor their use of technology on a regular basis. Girls reported the following frequency of parent monitoring:

- 9% Everyday
- 7% A few times a week
- 26% A few times a month
- 58% Rarely

## TOP 3 APPS USED



How many hours a day are you on social media?

Less than 2 hours	38%
2-4 hours	25%
4-6 hours	17%
6-8 hours	10%
8-10 hours	7%
More than 10 hours	3%

"I think for my grade it's the stress, and social media. Being in high school, and doing a lot of extra curricular activities, it puts a lot of stress on us to be better, and even more so with social media, because when a girl sees another picture of a girl she will most likely think 'wow she's really pretty', and then look at herself and think I wish I could be like her, when in reality she has used a million filters to get the perfect lighting, and the perfect picture."

- 9th grade Anywhere High School student

## Social Media & Safety

73%

say that most teens  
their age send  
sexually suggestive  
photos to one  
another

77%

say that most teens  
their age send  
sexually suggestive  
texts to one  
another

56%

of girls have been  
asked to send a  
sexually suggestive  
photo to another  
person

Question	% Agree	% Strongly Agree
I have gotten into an argument at school because of something that happened online.	36%	11%
I am often distracted in school because of what is happening online/on social media.	20%	1%
I have posted a picture of myself online in a bathing suit or something similar.	31%	8%
Sometimes I post selfies/photos to make someone else jealous.	14%	4%
Most teens my age send sexually suggestive photos to one another.	49%	24%
Most teens my age send sexually suggestive texts to one another.	51%	26%
I have been asked to send a sexually suggestive photo to another person	30%	26%

## % OF GIRLS AT ANYWHERE HIGH

64% have sent a text that they later regretted

27% have posted something they later regretted

14% have made fun of someone on social media

35% have been bullied or made fun of on social media

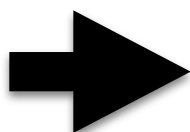
54% have received a mean or threatening text

### GIRLS TAKE PHOTOS OF THEMSELVES

10% EVERYDAY

34% A FEW TIMES A WEEK

50% A FEW TIMES A MONTH

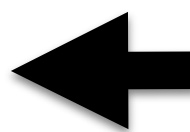


### GIRLS POST PHOTOS OF THEMSELVES

1% EVERYDAY

11% A FEW TIMES A WEEK

87% A FEW TIMES A MONTH



## Self-Concept

**88%** of Anywhere High School girls report that they are happy the way that they are

*however*

**52%** of girls would like to change their appearance

During an average school day 22% of girls think about their appearance at least 1x/period; 18% think about their appearance nearly all day.



**Girls feel PRESSURE**  
to be thin from  
PARENTS 27%  
FRIENDS 28%

"Appearance 24/7 -- if I am not pleased with my appearance, it ruins my whole day. I have to check myself in between every period to make sure I don't look like an idiot. I'm depressed the whole day and I get anxiety attacks sometimes. I know this happens because of my appearance because when I actually am pleased with how I look I have a great day, no depressive episodes or anxiety."

- 10th grade Anywhere High School student

How many days a week do you feel sad or depressed?

0 days	13%
1 day	27%
2 days	14%
3 days	16%
4 days	11%
5 days	7%
6 days	5%
7 days	7%



30% OF GIRLS ARE ON A DIET

37% HAVE SKIPPED MEALS IN ORDER TO LOSE WEIGHT

## Relationships

**88%**  
of girls report that they get along well with other girls

**49%**  
say that they don't trust other girls

**18%**  
believe it is impossible for girls to get along well with each other



**87%**

of girls report that boys their age are NOT respectful of girls

**36%**

of girls are happier if they are in a dating relationship

**10%**

of girls believe that guys should have more control in relationships with girls

### **Top 10** ways adults can better support girls (*according to girls*)

Support me  
Listen to me  
Stop the pressure  
Try to understand  
Encourage me  
Don't judge me  
Treat me with respect  
Help me with my problems  
Believe me  
Talk to me



**79%** feel they have adults they can talk to about important things

**87%** feel they have supportive friends they can talk to about serious issues

**37%** of Anywhere High School girls say that their parents pressure them to be perfect

*"Stop telling me its not a big deal, don't tell me to get over it. Don't try to come up with a dumb solution. Don't tell me it'll be okay. If you're not in my shoes you have no right or place to tell me something is not a big deal. everyone has different struggles, and different ways of handling things. don't tell me to get over it, if someone is hurting or struggling, telling them they're overreacting makes it worse... way worse. Try to understand more about my situation/not think people my age can't have problems."*

- 11th grade Anywhere High School student

*Thank You to our Generous Event Sponsors*

Empowerment Champion

*thirty-one*<sup>TM</sup>



THE  
**OASIS**  
CENTER  
FOR WOMEN & GIRLS

Leadership Builders



Advocate



Supporters

Capital City Youth Development Corp (CCYDC) \* Centennial Bank  
City Commissioner Nancy Miller \* Ruth Nickens \* C. Sha'Ron James, Esq.  
First Commerce Credit Union

Friends

Courtney Zapata \* Jaye Ann Terry, Esq. \* Dr. Jeanne O'Kon \* Marcia Warfel

Swag Bag Contributors

Big Bend Crime Stoppers \* City of Tallahassee \* Comcast \* Florida Dental Association \* Florida Healthy Kids  
Florida Lottery \* Junior Achievement \* Leon County \* Leon County Public Library \* New Leaf Market  
North Florida Women's Care \* Nuberri \* The Oasis Center for Women & Girls \* Tallahassee Woman Magazine  
Red Elephant \* Visit Tallahassee



**TALLAHASSEE/LEON COUNTY COMMISSION  
ON THE STATUS OF WOMEN AND GIRLS**



**TALLAHASSEE/LEON COUNTY  
COMMISSION ON THE  
STATUS OF WOMEN AND GIRLS**

*#YearOfTheGirl  
Summit*

**SEPTEMBER 23, 2016  
CITY HALL  
TALLAHASSEE, FL**



## *Who we are...*

In April of 2011, The Leon County Board of County Commissioners established the Leon County Commission on the Status of Women and Girls as a citizens advisory committee. In March of 2013, the City of Tallahassee proudly joined Leon County and created the new Tallahassee/Leon County Commission on the Status of Women and Girls (Commission). By establishing and supporting this Commission, the City of Tallahassee and Leon County have taken a strong stand in support of women and girls in our community.

The primary purposes of the Tallahassee/Leon County Commission on the Status of Women and Girls are:

- to promote awareness of issues pertaining to women and girls in Tallahassee and Leon County
- to serve in an advisory role, providing input to the City and County Commissions as needed

### Our Commissioners

Dr. Ada Puryear Burnette  
Paula DeBoles-Johnson  
Megan Doherty  
Ann Howard  
Dr. Roxanne Hughes  
Dr. Elizabeth Jakubowski  
C. Sha'Ron James, Esq.  
Jane Johnson  
Andrea Jones  
Darby Kerrigan-Scott

Patricia McCray  
Jessica Lowe-Minor  
Ruth Nickens  
Dr. Jeanne O'Kon  
Sharon Ofuani  
Kori Pruett  
Leslie Smith  
Jaye Ann Terry, Esq.  
Marcia Warfel  
Erin VanSickle

### 2015 - 2016 Chair



C. Sha'Ron James serves as Florida's Insurance Consumer Advocate under the leadership of State Chief Financial Officer Jeff Atwater. As the State's Insurance Consumer Advocate, Ms. James is responsible for finding solutions to insurance issues facing Floridians, calling attention to questionable insurance practices, promoting a viable insurance market responsive to the needs of Florida's diverse population and assuring that rates are fair and justified. Ms. James received her Bachelor of Science degree in Economics from Florida A&M University, a Master of Public Administration degree from the Maxwell School of Citizenship & Public Affairs at Syracuse University, and a Juris Doctor from the University of Florida, Levin College of Law. She is the proud mother of an extraordinary little girl, Chase Corrine.

## *Thank You for Helping Make This Day Special!*

### Vendors

Better Living Solutions, LLC  
FSU CARE Program  
Girls on the Run of the Big Bend  
The Oasis Center for Women & Girls  
PACE Center for Girls, Leon  
Refuge House  
Southern Scholarship Foundation  
Thirty-One  
Thomas University  
North Florida Women's Care  
National Achiever's Society  
Florida Department of Health  
Comcast

### Volunteers

Code Red Step Team  
Jacqueline de la Espriella  
Amanda Hunter  
Zemoria Johnson  
Sharlene Jones  
Desiree Nero  
Patricia Powell  
Rochelle Powell  
Sophia Warfel

### Staff

Ayana Y. Powell and Haley Cutler-Seeber,  
The Oasis Center for Women & Girls

Guest Speakers

R. Jai Gillum is the Director of Income & Health Strategies for the United Way of the Big Bend and is an alumna of Florida A&M University. She has served on both the Florida Commission on the Status of Women and the Tallahassee/Leon County Commission on the Status of Women and Girls. Her other local community involvement includes Leadership Tallahassee, Board of Governors, Children's Campaign Board of Directors, and Delta Sigma Theta Sorority, Inc. R. Jai is married to Tallahassee Mayor Andrew Gillum, and is the mother of twins - Jackson Bailey and Caroline Jai.



Denise Wilson is a passionate speaker, trainer, facilitator and coach. Her passion is helping individuals and organizations reach their full potential. Whether working with clients through her consulting firm or with associates at Capital City Bank where she is the Director of Corporate Development, she brings creativity, energy and fun. Denise is active in the Tallahassee community with a passion for children’s causes. She serves on the board of the Capital Area Red Cross, is a past Board Chair of Children’s Home Society, and volunteers for many other area organizations.

Summit Program

Opening Session .....	8:30 a.m.
Welcome and Introductions	
Ice Breaker Ericka McKibbin	
Breakout One.....	9:30 a.m.
<b>Unleash Your Potential (Grades 7-8)</b>	
Ericka McKibbin, Executive Director, and Megan Fingert, Marketing Coordinator, Girls on the Run of the Big Bend	
Participants will explore their own girl wheel, understand the importance of self-awareness and self-care, and create their BIG DREAM board. Come Be Bold...Be Brave...Be You.	
<b>Be Deliberate and Afraid of Nothing: Strategies for Success in School and Beyond (Grades 9-10)</b>	
Dr. Kristal Moore Clemons, Assistant Professor, Florida State University College of Education	
This interactive workshop will discuss some of the contemporary challenges young girls face as it pertains to social media, bullying, education and peer pressure. This workshop will provide young girls the opportunity to share part of their lived experiences to determine what makes them unique and powerful.	
<b>Healthy Relationships (Grades 11-12)</b>	
Reisha Williams, Community Education Coordinator, and Taylor Novak, Green Dot Coordinator, Refuge House	
In this presentation, we will explore intimate relationships of all kinds, discuss characteristics of healthy and unhealthy relationships, as well as talk about the kinds of abuse that can occur. We'll finish the workshop by considering ways in which we are already empowered to positively affect the safety and well being of the surrounding community.	
Breakout Two.....	10:30 a.m.
<b>Embracing Your Authentic Self (Grades 7-8)</b>	
Kyndra Light, Program Director, and Jenny Swager, Girls Gircle Facilitator, The Oasis Center for Women & Girls	
This exciting workshop will explore the value of being authentic, the things that sometimes get in the way of being authentic, and ways to address those barriers. Through discussion and interactive activities, we will tap in to our most true selves, make personal commitments to authenticity, and discover ways to support our peers.	
<b>Making Caring Cool Again: Respecting Differences (Grades 9-10)</b>	
Lashawn Gordon, Program Director, and Rochelle Powell, Counselor, PACE Center for Girls	
Empathy, kindness, and peace are the focus of this interactive workshop. The workshop will focus on teaching girls how to honor each other's "female spirit." Girls will learn ways to motivate, support, and be inclusive of their peers regardless of differences.	
<b>Finding Your Way in the World of Higher Education (Grades 11-12)</b>	
Dr. Scarlett Studdard, Scholarship Manager, United Methodist Children’s Homes, Montgomery, Alabama	
This session will focus on knowing yourself – identifying your strengths, weaknesses, likes, dislikes, and background, and the impact one’s identity has. Participants will also be asked to identify the things that are important to each of us. Participants will use this information to consider college choices, degree program choices, funding options, and creating a preferred education and career path.	
Lunch and Explore Vendors.....	11:30 a.m.
Closing Session.....	12:30 a.m.

## Summit Presenters



**Ericka McKibbin** serves as the Executive Director for Girls on the Run (GOTR) of the Big Bend. As a woman and mother of two young girls (17 and 10), she believes that it is critical to build strong girls who believe in themselves, value friendship, and understand the importance of giving back to their community. GOTR has developed a program that captures these values in a strategic approach. 'To build strong girls through fitness, self-esteem, leadership, and service, I can't imagine anything better.' Ericka has over 20 years of experience in community development work that has ranged from volunteer to trainer to director to consultant. Supporting others to finding their personal potential to make real change in their lives and communities is her passion. On a personal level, the program inspires her with its focus on 'girl power' and the positive role that fitness/running can play in bringing confidence, joy and strength.



**Meg Fingert** is a public relations professional specializing in the endurance sports industry and volunteers as the marketing coordinator for Girls on the Run of the Big Bend (GOTRBB.) An unlikely runner and three-time marathoner, Meg has learned first hand that running can change lives and is proud to share the stories, values and messages of GOTRBB through traditional media and online marketing initiatives. Meg often remarks that she wonders what life would have been like if Girls on the Run had been around when she was a young girl, having seen the incredible impact the comprehensive curriculum and dynamic running games have on building self esteem, positive body image and radiating confidence. Meg has made leaps of faith to reach her dreams, and believes that every girl, from all places and walks of life, has what it takes to make her visions come to life.



**Jenny Swagar** is a Girls Circle Facilitator at The Oasis Center for Women & Girls. She holds a Bachelor of Social Work which she completed on the beautiful island of Barbados. Through her work in schools, Jenny has gained a lot of respect for the resilient youth, families, and teachers she has been able to meet. She also has 23 nieces and nephews that keep her proud and laughing. Currently, she is thrilled to be getting to know the girls of Tallahassee and loves reading, eating Krispie Kreme donuts, and daydreaming while she runs.



**Kyndra Light** is the Program Director at The Oasis Center for Women & Girls. She holds dual Bachelor's degrees in Humanities and Women's Studies, and a Master's Degree in Educational Foundations from Florida State University. Kyndra has lived in many places, both home and abroad, but has called Tallahassee home since 1999. She enjoys working with youth and women throughout Tallahassee in a variety of capacities and spending time with her husband and four children traveling, cooking, and reading.



**Dr. Kristal Moore Clemons** is a graduate of DePaul University, having earned her B.A. in Women's Studies and Political Science. She earned an M.A. from the Washington State University in American Studies, her Ph.D. from The University of North Carolina at Chapel Hill in Education, and a graduate certificate in Women's Studies from Duke University. Dr. Clemons' qualitative research projects center on activism of Black women in various spaces ranging from Chicago tenement housing projects to Civil Rights efforts of Freedom School teachers in the South. She was the Project Director and Co-Founder of a Children's Defense Fund Freedom School at North Carolina Central University. She is currently an assistant clinical professor and director of the Online Ed.D. Program in Education Leadership and Policy Studies at Florida State University. She and her partner, Kawachi Clemons, reside in Tallahassee with their three-year-old daughter and two-month old son.

## Summit Presenters

**Lashawn Gordon** has worked with teenage girls for nearly 15 years. She is the Program Director of PACE Center for Girls in Leon County, where she has worked for twelve years. PACE Center for Girls provides girls and young women an opportunity for a better future through education, counseling and advocacy. She is also a member of Leadership Tallahassee. Lashawn is a graduate of Florida A&M University. She is married with one son.



**Rochelle Powell** has worked and advocated for young people in mental health her entire social work career. Rochelle embraces optimism and positivity—she helps others feel empowered and enlightened in a non-judgmental way. She graduated from the FSU College of Social Work in 2011, and continues to share diverse trauma-informed community mental health resources and emotional healing strategies within the Big Bend area. As a counselor for PACE Center for Girls, Rochelle facilitates individual and group counseling through PACE, as well as therapeutic music groups. She and her wife love to travel and they look forward to starting a family soon!



**Reisha Williams** is the Refuge House Community Education Coordinator and a domestic violence and sexual assault prevention advocate. She is a proud Seminole and is currently completing her Master's degree in Social Work at Florida State University. She is also one of the newest members of the Refuge House team and is grateful and excited about the work that Refuge House does to assist and empower survivors and the community!



**Taylor Novak** is the Green Dot Coordinator and a domestic violence and sexual assault prevention advocate at Refuge House, Inc. There she works with the students at Godby and Rickards high schools to increase effective bystander intervention through the Green Dot strategy. A proud University of Florida Gator, she enjoys navigating 'enemy territory' one social service at a time.



**Dr. Scarlett Spears Studdard** received her B.A. from Georgia College and State University, her M.Ed. from Florida Atlantic University, and completed her Ph.D. at the University of Georgia, where she also earned a certificate in Women's Studies. Scarlett has more than 20 years of experience working in the higher education arena in various settings ranging from large public universities to small private colleges, including positions in both academic and student services settings. Her areas of expertise are first generation students, adults returning to higher education, underserved populations, distance education, and competency based learning. She currently is employed at the United Methodist Children's Homes as the Scholarship Program Manager. In this role, Scarlett works with young women from foster or alternative care backgrounds as they find success in higher education. With the help of mentors and professors in her own life, Scarlett found success and created a path that allowed her to balance the expectations she grew up with along her aspirations.



*Thank You for Your Time!!!*