

**UNTIL
JUSTICE
JUST IS**

eliminating racism
empowering women

ywca

Metropolitan Phoenix

FIRST ANNUAL

***BUILDING BRIDGES:
ARIZONA FORUM FOR CHANGE***

@ywcaAZ

ywcaAZ.org

EQUITY PROGRAMS

Thank you for joining our **Until Justice Just Is, Building Bridges: Arizona Forum for Change!** We embrace your participation in this meaningful conversation. If you're new to YWCA, Hi! We have plenty of other opportunities for you to engage in that promote equity, justice, and inclusion.



REAL•TOC

YWCA Metropolitan Phoenix's Racial Equity Action & Learning – Theory of Change (REAL•TOC) experience leads organizations to understand and invest in more equitable practices internally. Participating teams build a plan that is crafted by the team, for the team. This is systems change in ACTION. Visit ywcaaz.org/real-toc for more information.



CURATED WORKSHOPS

YWCA can curate a tailored equity and inclusion workshop for your business, team, or organization. Workshops range from 90 minutes to 12 weeks long and can take place anywhere across the Valley in-person, online, or in a hybrid setting. Contact impact@ywcaaz.org to get started!



EQUITY IN STEAM

Qualifying nonprofit organizations, public schools, and charter schools are invited to apply for the Equity in STEAM Initiative to receive \$2,500 for their STEAM projects. Grantees participate in YWCA's learning community to further close the gender and race gaps across STEAM and advance women and people of color across STEAM careers. Learn more at ywcaaz.org/equityinsteam



WEEK WITHOUT VIOLENCE

For more than 20 years, YWCA has set aside one week in October as a Week Without Violence—a week when YWCAs join as part of a global movement with World YWCA to end violence against women and girls. We provide tools for advocacy and learning experiences. Get involved at ywcaaz.org/www



ADVOCACY COMMITTEE

YWCA Metropolitan Phoenix Committees are made up of talented individuals who work together to address some of our community's most pressing social issues. Help lead the charge in eliminating racism and empowering women locally! Visit ywcaaz.org/committee to get started.

**INTERESTED IN PARTNERING?
SPONSORSHIPS AND DONATIONS ARE ALWAYS ENCOURAGED.
CONTACT IMPACT@YWCAAZ.ORG TO GET INVOLVED.**

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BUILDING BRIDGES: **ARIZONA FORUM FOR CHANGE**

AGENDA

This forum will delve into four pressing racial justice and equity topics with a special emphasis on how these topics intersect with mental health. These critical topics are:

**BODILY
AUTONOMY**

**GUN
VIOLENCE**

**FINANCIAL
EMPOWERMENT**

TRANSPORTATION

Our goal is to foster open dialogue so that you may ask thoughtful questions and engage in meaningful conversations with your peers. This forum will promote understanding and inspire actionable steps towards systemic change.

- **Land Blessing**
- **Coffee & Treats**
- **Introduction**
- **Spoken Word Artist**
- **Word from Our Sponsors**
- **Panel Discussion**
- **Transition**
- **Keynote**
- **Lunch & Community Building**

KEYNOTE SPEAKER & PANELISTS



KEYNOTE

JERI PERKINS

PANELISTS

RACHEL CABALLERO , JULIETA CRUZ, CANDACE LEW & RJ SHANNON

BODILY AUTONOMY

Bodily autonomy is one of the most fundamental rights we have as human beings. However, across the country, this fundamental right is being challenged. We will discuss some of the many ways marginalized bodies are restricted, policed, and violated.

Laws have been proposed and passed that limit the rights of transgender and non-binary individuals, impacting their access to essential medical care and their ability to exist in public spaces. The fight for reproductive choice is also an ongoing struggle that has taken critical decisions out of the hands of individuals. Weight stigma, which disproportionately impacts women of color, is yet another way we police bodies that has a profoundly negative impact on people's physical and mental health. People of color also face discrimination based on their hair texture and style.

- Out of 629,898 abortions reported to the CDC for 2019, *Black women accounted for 38.4 percent of them*. By comparison, white women made up 33.4 percent of those abortions.
- *Stigma surrounding Afro-textured hair has its origins in slavery* and systemic pressure to conform to white beauty standards.
- In the murders of Eric Garner and Michael Brown, police officers used the victims' physical size as a justification for the violence inflicted on them. Their stories illustrate the links between systemic racism, fatphobia, and violence against larger Black bodies.

FINANCIAL EMPOWERMENT

Women's financial empowerment is critical to achieving gender equity. Generations of women were denied control over their financial life, and it wasn't until 1974 that women were allowed to have credit cards in their own name.

Today, more women are taking control of their finances, and making important decisions about budgeting, saving, and investing. Despite all this progress, inequities persist, with bias. The racial, gender, and motherhood pay gaps continue to hold women back from reaching their full economic potential. Women are also still expected to do a significant amount of unpaid labor such as childcare, caring for older relatives, and maintaining the home.

- According to a new study from PayScale, the gender pay gap can mean *\$900,000 in lost wages over a woman's lifetime*. This loss of financial power has huge implications for women's long-term quality of life.
- Though Black women-owned businesses are experiencing rapid growth, their revenue remains comparatively low, which is partly due to lack of access to capital; *Black women receive less than .35% of all venture capital funding*.
- *94-99% of domestic violence survivors have experienced economic abuse*

GUN VIOLENCE

If you have been impacted, please consider your well-being before engaging with this material. The United States has the highest number of civilian-owned firearms in the world. Research makes clear that passing gun sense laws reduces gun violence, however, guns remain a major threat to our health and safety.

From school hallways to music festivals and nightclubs to homes and communities across the country, women experience unacceptably high levels of gun violence that leave them at heightened risk of harm and death. We will explore the history of gun ownership in America, and how it has impacted the lives of marginalized people.

- *About half of all suicides are committed with guns, and this proportion has been rising. Between 2019 and 2022, the rate of firearm suicide increased 11%*
- *In an average month, 70 women in the U.S. are shot to death by intimate partners, and many more are injured.*
- *Firearm homicide disproportionately impacts teens of color: Latino/Latina teens and children are 4x more likely and Black children and teens are 20x more likely to die by firearm homicide, compared to their white counterparts.*
- *Only half of states prohibit people with hate crime convictions from having firearms.*

TRANSPORTATION

Access to transportation impacts every aspect of our lives, from our ability to get to work, access healthcare, and educate our children. With so much at stake, transportation equity is critical to eliminating racism and empowering women. Reimagining the way we think about our roads, buses, and sidewalks is essential for addressing historical injustices and present-day inequities including access to safe transportation, sexual harassment on public transportation, and roads that are unsafe for pedestrians.

These disparities disproportionately affect people of color and low-income individuals, contributing to ongoing economic and social inequalities. Together, we can create transportation systems that serve as catalysts for broader societal change, and foster inclusivity, justice, and empowerment for all.

- *The national interstate highway system, which began to fully take shape after the passage of the Federal Highway Act of 1956, effectively gutted many Black and brown communities by routing highways directly, and sometimes purposefully, through those communities.*
- *In 2023, more than 11,500 wheelchairs, power wheelchairs, and scooters were lost, damaged, delayed, or stolen during air travel.*
- *Women sitting in the front seat of a car are 73% more likely than men to suffer a severe injury during a car crash, and 17% more likely to die*

OPENING REMARKS

Lois Brown is an ASU Foundation Professor of English and director of the Center for the Study of Race and Democracy at Arizona State University. She is a public historian and a scholar of African American literature and culture whose groundbreaking research reshapes our understanding of race, class, gender, faith, and place in America.



LOIS BROWN, PHD.
DIRECTOR, ASU CENTER FOR THE STUDY OF RACE AND DEMOCRACY

PANELISTS



BODILY AUTONOMY PANELIST

Dr. Candace Lew, MD has over 25 years practicing OB/GYN in the East Valley and 10 years in global Sexual and Reproductive Health and Rights for an iNGO, working in developing countries in SubSaharan Africa and West and South Asia, building local capacity to provide and advocate for sexual and reproductive care.

CANDACE LEW

*CHAIR,
ARIZONA FOR ABORTION ACCESS BALLOT INITIATIVE*

RACHEL CABALLERO

*COMMUNITY DEVELOPMENT & PUBLIC RELATIONS MANAGER,
TRUWEST CREDIT UNION*

FINANCIAL EMPOWERMENT PANELIST

Rachel brings over 17 years of experience in credit unions to the table. Her journey spans various roles, from Branch and Contact Center management to her recent position in Marketing. Rachel also dedicates her time to teaching financial wellness with local nonprofits and community colleges.



TRANSPORTATION PANELIST

Julieta is committed to prioritizing equitable access to transportation for families across Arizona. Before joining the Hobbs Administration, Julieta was part of the Government Relations Team at Valley Metro, where she built meaningful partnerships to move current and future infrastructure projects in Maricopa County.

JULIETA CRUZ

*TRANSPORTATION POLICY ADVISOR,
HOBBS ADMINISTRATION*

RJ SHANNON

*ARIZONA STATE LEAD,
MOMS DEMAND ACTION FOR GUN SENSE IN AMERICA*

GUN VIOLENCE PREVENTION PANELIST

RJ Shannon has served on community advisory boards with Phoenix law enforcement, the Phoenix Human Relations Commission, and is a founding and active member of Healing Racism. Currently, she serves as the state lead for Arizona with Moms Demand Action, a national gun violence prevention organization.



SPOKEN WORD ARTIST

MODERATORS

Shomari specializes in driving positive change and promoting equity in vulnerable communities. He has over a decade of experience working with the community on issues relating to behavioral health and harm reduction. In his current role, Shomari manages a grant funded by the Maricopa County Dept of Public Health via the US Dept of Health & Human Services, CDC, and makes policy recommendations to the County regarding access to mental health resources.



MODERATOR

SHOMARI JACKSON

*PROJECT MANAGER - SYSTEMS CHANGE INITIATIVE,
YWCA METROPOLITAN PHOENIX*



TRUTH B. TOLD

Ivan is passionate about increasing Black leadership in Arizona's education institutions as well as advocating for environmental justice and clean energy awareness. With a BA in Public Policy and Service, he currently serves as a Regional Organizer & Data Manager at Arizona Coalition for Change. He is inspired by his family's legacy in education, and one day hopes to be Arizona's first Black governor. Ivan is driven by his core values of public service and a desire to influence policy to create systemic change.



MODERATOR

IVAN ALEXANDER

*SPRING 2024 FELLOW,
YOUNG BLACK ORGANIZERS PROJECT*

KEYNOTE

Jeri Perkins is an empathetic Behavioral Health Professional and Mental Health Provider. Her unique approach challenges clients to not let barriers prevent them from gaining tools to enhance their quality of life. She specializes in racial issues, trauma-informed care, the intersectionality of identity, and root cause issues. Ms. Perkins earned a Master of Social Work degree from ASU's Watts College of Public Service and Community Solutions where she founded the Multicultural Students' Alliance. She serves on the Board of Directors of the Social Roots Foundation. Ms. Perkins is also the founder and CEO of Impact Action Network Advocacy Consulting Agency, LLC. Impact Action Network's mission and vision is "Educate to Liberate. Valuing differences and appreciating people for being different."



JERI PERKINS

*FOUNDER & CEO, IMPACT ACTION NETWORK
ADVOCACY CONSULTING AGENCY, LLC.*

ywca metropolitan phoenix

YOU•NITY CIRCLES



We are excited to announce our **YOU•NITY Circles**: community conversations that examine issues impacted by race and equity. These intimate talking circles foster open discussion, boast a safe space, and are free for all to attend!



FOLLOW FOR MORE

Sign up for our newsletter!

ywcaaz.org/contact

UPCOMING DATES

- ▶ *Women's Finance - June*
- ▶ *Transportation - August*
- ▶ *Bodies - July & December*
- ▶ *Gun Violence - October*

For More Information: impact@ywcaaz.org

[@ywcaaz](https://twitter.com/ywcaaz)

ywcaaz.org/equity

EMPOWERED BY



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VENUE



FOOD



BLESSING



SPECIAL THANKS TO ARIZONA COALITION FOR CHANGE AND THEIR YOUNG LEADERS WHO ASSISTED IN FORMING QUESTIONS FOR THE PANEL DISCUSSION



THANK YOU TO OUR VENDORS AND SUBJECT MATTER EXPERTS



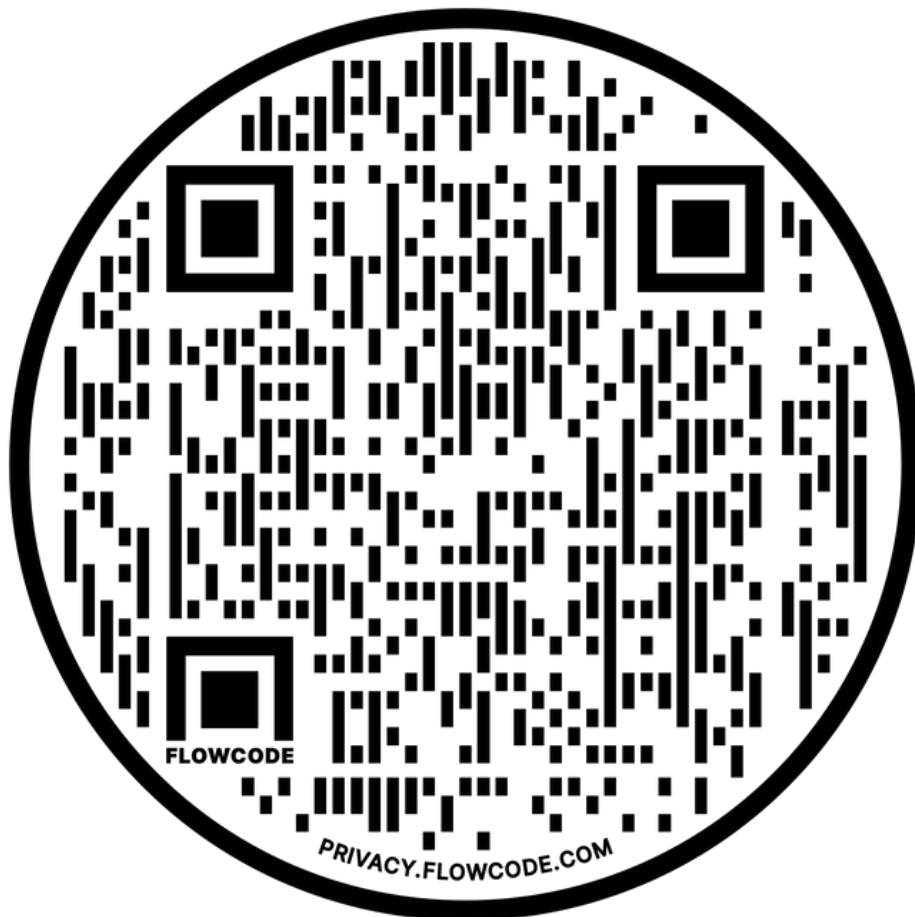
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