

Date: August 31, 2007

To: Vice Provost Randy Smith

From: Subcommittee C (Calhoun, Dobos, Farr, Valco)

Subject: Proposal for an Institute on Women, Gender and Public Policy

Recommendation

Subcommittee C unanimously recommends the approval of the proposal

Purpose and Rationale for the Proposal

The Institute on Women, Gender and Public Policy is proposed to provide a forum for scholars to collaborate to research complex societal problems with the objective of enhancing the capacity for women to change their lives for the better. The proposed Institute will fill a void left open with the demise of the formerly government-based Ohio Women's Policy & Research Commission in regards to collecting, analyzing and disseminating data on the status of women. In so doing it is expected to take a leadership role in providing information resources with a reputation for independence and intellectual rigor.

Background Information

The proposal was reviewed in parallel by subcommittee C and the University Research Committee. Questions, comments and requests from modification of the proposal from both reviews were sent together to authors of the proposal. The issues raised included: reporting frequency, research of faculty with an interest in the institute, staffing and the organizational structure, the budget, what distinguishes the proposed institute from others, the use of "gender" in the title, the relation to the John Glenn School of Public Affairs, and the scope of the Institute.

The authors replied with an item-by-item response to each issue raised in both reviews, along with a revised proposal.

Subcommittee C of CAA is satisfied with the responses and revised proposal and moves approval.

Questions/Comments from Subcommittee C
RE: Proposal to Establish an Institute on Women, Gender, and Public
Policy

7/10/2007

- The bullet at the bottom of page 5 identifies an objective of issuing a biannual report on the status of women in Ohio. This is further discussed on page 13 of the proposal (and mentioned on pages 27, 28 and in Appendix G). Is two reports per year overly frequent? What is the rationale for this frequency? (Only the first report is identified in the tow year timeline in Appendix G. Did you perhaps mean “biennial” report?)
- In the first bullet on page 6, are cause and effect reversed? Is interdisciplinary research encouraged in order to provide a forum, or is the forum provided in order to encourage interdisciplinary research (and the other activities listed later in that bullet)?
- On page 6, Appendix C is cited as evidence of “a great deal of research related to women and girls that already exists within the university...”. However, the opening paragraph of Appendix C states that the listed individuals “expressed and interest in the Institute,” not that they already had research on these topics. Perhaps this statement could be better supported by and integrated with the discussion on pages 11 and 12 of the proposal?
- In the organizational charts and associated discussion about staffing on pages 15 through 17, will positions (i.e. Associate Director, Institute Director) be filled by faculty on release time, by non-academic professionals hired into positions, or by some other means?
- In the organizational charts and associated discussion about the Advisory Boards on page 20, why three advisory boards rather than one advisory board with constituents from the three groups?
- In figure 5 on page 22, the first group of “income” information appears identical to the seed funding in figure 4. Are they in fact the same actual dollars? (Not yet spent?)
- Also in figure 5, please provide a breakdown and additional information relating the Salaries & Benefits line item to the staffing in the organizational charts.

University Research Committee
Comments on the proposal for an
Institute on Women, Gender, and Public Policy
March 12, 2007

This proposal for the establishment of the Institute on Women, Gender, and Public Policy is well-planned and researched, incorporating input from many areas of the university and community. The proposal makes a strong case for how the Institute would pull together existing research and policy initiatives on campus to help foster collaboration and, most helpfully, the collection and dissemination of good data about the status of women in the state of Ohio. The planners have identified foundations and other donors who would be likely to provide funding—funding that might not otherwise come into the university. The letters of support in the document suggest that the Institute has the strong endorsement not only of several units on campus but of a number of groups in the larger Columbus community. It is lamentable that Ohio is one of only five states “that does not have an organization that can function as the central clearing house and connecting point for research and information on women in the state.” (Deborah Ballam’s letter)

The Committee, however, has some reservations and questions. As the proposal points out, most of the nationally known institutes on women were founded in the 1970s, with the most recent (at the University of Michigan) being 10 years old. The institutes that were founded in the 1970s coincided with the agendas of second-wave feminism, which worked to solve social inequalities through emphasizing women’s way of knowing and being. They have prospered, but it is worth considering that such institutes have not been founded recently. Rather than being behind the curve on an older model of studying women, why should not OSU be a leader in looking at new ways of addressing these problems? The institute has “gender” in the title, but the proposal does not fully explain its use of this term and why it is in the title, as there doesn’t seem an emphasis on shifting notions of gender (or how biological sexes do not necessarily correspond neatly to gender roles) , but rather a more traditional view of “women’s issues.”

Another question has to do with why this institute could not be housed in the Glenn School. The proposal makes a good distinction between the goals of the Women’s Place and the goals of the Institute, but it is less clear why it should not be part of the Glenn School, which is itself still finding its identity on campus. Tracking the link between women and public policy would be useful and given that the Glenn School exists, it seems a great campus connection. Yet wouldn’t it be more powerful, rather than “working together as opportunities arise,” as Lawrence Libby puts it, to have gender policy be one of the main emphases of the Glenn School? (And maybe even have gender somewhere in its title?) The URC worries that the Women’s Institute—while importantly gathering information about women—will compete for policy status with the Glenn School, occupying a marginalized niche rather than a vibrant model of how public policy is inherently related to gender policy.

Finally, the URC worries about the overly broad scope of the Institute. At the initial planning meeting, the main agenda was protecting women from violence. How do such

basic social issues remain critical in amongst all the other goals of this Institute? The research initiatives seem laudable, although the examples given on page 13 are so broad, it all seems shapeless, or just too large and all-encompassing. In this respect, the Committee does not feel it can give any sort of evaluative response to this report: the partners who worked on it have done a very detailed outline of its goals, projected funding, governance structure and progress through several stages of development. But there are such a large number of goals and such a large list of constituencies. A number of these goals and constituencies may thrive but others will not.

The discussion of sustainability, in terms of acquiring external funding for the Institute, is adequate with donors identified. However, it does not appear the funds have been received for 2007-2008, or even whether specific donor institutions have been contacted.

Melanie Bales
Susan Williams
Terry Conlisk



APPLICATION FOR ESTABLISHMENT OF THE
INSTITUTE ON WOMEN, GENDER, AND PUBLIC POLICY

AT THE OHIO STATE UNIVERSITY

AUG 21 2007

RESPONSE TO SUBCOMMITTEE C

FREQUENCY OF STATUS REPORT

OFFICE OF ACADEMIC AFFAIRS

Our plan has been to issue a comprehensive report on the status of women and girls in Ohio every two years. However, in recognition of what we are learning about the need for such updates and the frequency with which many of the data sets we will be using for these reports are updated, we have edited the proposal to reference "regular" updates in lieu of specifying a time frame.

ENCOURAGING INTERDISCIPLINARY RESEARCH AND PROVIDING A FORUM

We would expect a synergistic effect between the Institute's efforts to encourage interdisciplinary research and its support of opportunities to gather together academic and private and public-sector researchers to exchange ideas, work collaboratively and disseminate their scholarship. Rather than suggest a cause-and-effect relationship, we have edited the proposal to reflect the complementary nature between these two initiatives.

EVIDENCE OF RESEARCH THAT ALREADY EXISTS WITHIN THE UNIVERSITY STRUCTURE

Reference to existing research on women and girls at Ohio State has been moved to the discussion of Affiliated Research in the revised proposal.

STAFFING

The role of the Institute's Director will be filled by a faculty member on release time. The Associate Director's position, which is primarily an operations role, will be filled by an administrative and professional staff member. The remaining roles outlined in the discussion of organizational structure, many of which will remain part-time during the first five years of operations, may be filled through release time for faculty members or administrative and professional staff as appropriate.

ADVISORY BOARDS

The three advisory boards outlined in the proposal – community partners, campus partners and the research network – were created to accommodate the varying interests and priorities of these constituency groups as well as the diversity of individuals and organizations likely to be represented among each board's members. Three distinct boards will make it possible to focus the discussions of these groups on topics of specific concern to the attending members.

We recognize, however, that there may be overlapping interests among board members in the projects and programs of the Institute, and we anticipate the formation of task force groups for specific Institute initiatives with representatives from more than one board. The use of such task force groups, formed to aid in the planning and implementation of specific projects and operating for a specified period of time, are considered a best practice in the operations of boards.

A single steering committee with constituents from all three groups was created to provide advice and counsel to the Executive Dean of the Colleges of the Arts and Sciences and Institute's Director with long-term strategic direction for the research organization.

BUDGET

The budget for the first year of the Institute's operations has been revised since the proposal was originally submitted in early 2007; the more current budget have been incorporated into the revised proposal. Additional detail has also been provided on the staffing and benefits line items.

ORGANIZATIONAL MODEL

There are a number of characteristics of the Institute that will make it distinctive among university-based women's research centers; these distinguishing characteristics reflect the strategic roles and mission of the Institute, in service to the state and within the largest, public land-grant research university in the Ohio.

One distinguishing characteristic of the Institute will be the extent to which its work will be driven by community need – its very creation is, in part, in response to the void created by the demise of the Ohio Women's Policy and Research Commission for data that will document the lives of women and girls in Ohio and describe the challenges they face as well as their achievements. The Institute's efforts will inform the development of better public policy designed to address women's concerns and catalyze change in our perceptions and responses to the needs of women and girls in the state. In our review of other university-based women's research centers, we learned that for many, the research agenda is driven by concerns and interests that are internal to the organization and with limited interaction with the community.

The Institute demonstrated this commitment last fall, when we invited women from central Ohio to meet with us to discuss our plans and articulate their concerns for women and girls in Ohio. This meeting will serve as a model for the public hearings outlined in the proposal.

The Institute will also distinguish itself among women's research centers at other universities through its commitment to collaboration. The Institute will seek the involvement and active participation of community partners, researchers at other colleges and universities in Ohio, and public and private research organizations in its projects, programs and services. This commitment is reflected in the structure of the advisory boards outlined for the Institute; two of the three boards will be populated, in part, with individuals who represent organizations and institutes external to Ohio State.

The Institute took the first step in extending our research network in April, when we participated in a meeting of eight of the women's studies programs in the state. The representatives at this meeting expressed keen interest in our plans as well as our discussion of the commitment to collaboration. All indicated willingness to set up follow-up meetings and distribute information within their institutions.

USE OF "GENDER" IN THE INSTITUTE NAME

The use of "gender" in the name proposed for the institute acknowledges the constructed nature of gender. In tracking the status of women and girls in our state, we must be aware that our findings will reflect outcomes that are a function of both socialization practices as well as biological realities. It also recognizes that public policy discussions must be viewed through a gender lens to understand the specific and often distinct impact on women and girls, as well as the extent to which women's lives and conditions are intricately connected to others across gender lines and beyond social constructions of identity and location.

RELATIONSHIP WITH GLENN SCHOOL

The Colleges of the Arts and Sciences, with a mission that includes the promotion of interdisciplinary programming and research that reaches across college boundaries, will provide, as the administrative home of the Institute, support for our efforts to utilize the expertise and research of a broad set of campus partners. We are pleased that the Glenn School was among the first of the academic units to make a commitment to serve as a partner for the Institute.

The Institute will draw upon the resources of the Glenn School for public policy discussions and analysis and will seek its partnership on projects and programs of mutual interest to the two entities. These projects and programs will include, but not be limited to, the public policy summit and leadership programs designed to promote women's participation in public policy development.

At the same time, however, the Institute will provide for a focus specifically on women and girls in ways that would not be consistent with the Glenn School's mission. Its independent nature will also allow the Institute to define "public policy" broadly, to include policies found in corporations, organizations and communities, that have a direct impact of the status of women.

SCOPE OF RESEARCH

The scope of research outlined for the Institute is far-reaching by necessity; it reflects the complexity of the lives of women and girls and resists efforts to narrowly define the gender inequality by focusing on a single dimension of women's experience, such their role within the family or their participation in formal employment.

This scope is not without theoretical grounding or precedence. The broadly-defined information model that has been drafted for the Institute was developed based on a review of the literature regarding the use of quantitative and qualitative social indicators in general as well as those used specifically to track

concepts related to the “status” of women and girls (including gender inequality and women’s empowerment). In referencing Dunn et. al. (1993) and Hendrix and Hossain (1988), Danner, Fort & Young noted that “while no consensus exists on exactly which dimensions are most significant, there is widespread agreement that a multidimensional conception of women’s situation relative to men’s is critical to capturing the reality of gender inequality” (1994).

A summary of the literature review that formed the basis for our information model is included in Appendix A of this Response.

FUNDING FOR 2007-2008

Time is certainly of the essence in terms of external funding for 2007-2008; it was our hope to have official status as an institute so that time and resources could be focused on fundraising and relationship building during the second half of the calendar year. We have, however, included numbers in the revised budget that reflect the shortened window of opportunity.

The Institute has already been successful in securing two grants of \$10,000 each and will be submitting proposals for funding in the next four months to the Women’s Fund of Central Ohio, the Nationwide Foundation, the Columbus Foundation and Limited Brands (as examples). It will also conduct an end-of-the-calendar-year campaign for individual contributions. We think that the external funding outlined in budget for 2007-08 is a reasonable expectation of the dollars that can be raised through these efforts.

MISCELLANEOUS NOTES

The timeline included in the original proposal was speculative and of limited utility; it has been deleted.

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APPENDIX A

Significant efforts to gender-disaggregate data and track the status of women and girls, on a local, national and international basis, can be traced to the 1970s and reflect a convergence of influences, all of which served to advance the status of women onto the global stage. The United Nations was changing – growing its membership and adding a focus on the needs of developing countries. The U.N. designated the decade of 1975-1986 as the Decade for Women, and its Commission on the Status of Women held its first international conference in 1975, where scholars and feminists actively debated the role that women around the world should play in economic and social development (Mogahadam & Senftova, 2005 and the Commission on the Status of Women, 2006).

An outgrowth of these influences was a fundamental need to conceptualize and measure the status of women. One of the first frameworks to respond to the need for data that emerged from these initiatives was developed by sociologist Janet Z. Giele, who utilized six broad categories: political expression; work and mobility; family formation, duration and size; education; health and sexual control; and cultural expression (Giele, 1977, in Mogahadam & Senftova, 2005).

As efforts to improve the status of women and girls continued, the United Nations Department of Economic and Social Affairs developed the Women's Indicators and Statistics Database (WISTAT), a database of gender-disaggregated indicators and statistics that encompasses eight broad categories: population composition and distribution; learning and education; economic activity; health and health services, including reproductive health; public affairs and political participation; violence; household, marital status and fertility; national product and expenditures (unstats.unsd/demographic/gender/wistat/organization.htm).

Other international measures of the status of women, gender inequality and women's empowerment that have been developed over the past three decades include the following.

- The Gender Equality Index, originally developed by Sugarman and Straus in 1987 and updated by Di Noia in 2002, includes seven economic indicators, four political indicators, and thirteen legal indicators (Di Noia, 2002).
- The Gender Gap Index, developed in 2006 by the World Economic Forum to track gender-based inequality in 115 economies, includes indicators in four broad categories: economic participation and opportunity, educational attainment, health and survival, and political empowerment (Hausmann, et. al., 2006).
- The Gender-Related Development Index (GDI), which is based on comparisons of the rates for males and females on the following indicators: life expectancy at birth; adult illiteracy level; combined gross enrollment in primary, secondary and tertiary schools; and estimated earned income (Watkins, 2005).

- The Gender Empowerment Index (GEM), which is based on comparisons on the following indicators: percentage of seats in parliament held by women; percentage of legislators, senior officials and managers who are female; percentage of professional and technical workers who are female; and the ratio of estimated female to male earned income (Watkins, 2005).

In the United States, the Institute for Women's Policy Research has produced one of the most broadly utilized frameworks for tracking the status of women on a national basis. Their framework of nearly 30 indicators across five categories - political participation, employment and earnings, social and economic autonomy, health and well being, reproductive rights – has been used to produce updates on the status of women in the U.S. five times during the past ten years. Individual states and local communities have also utilized IWPR's framework to produce their own in-depth assessments of the status of women in their geographic region, including California, Michigan and Minnesota (Michigan and Minnesota are examples of two states that have used the framework to produce county-level reports as well).

Finally, in one of the most recent discussions of the use of indicators to track the status of women, Mogahadam and Senftova (2005) proposed a framework of 44 indicators across seven categories: socio-economic indicators, bodily integrity and health, literacy and educational attainment, economic participation and rights, political participation and rights, cultural participation and rights, and ratification of international legal protections for women's rights.



INSTITUTE ON
WOMEN, GENDER, AND
PUBLIC POLICY

**PLAN FOR ESTABLISHMENT OF THE
INSTITUTE ON WOMEN, GENDER, AND PUBLIC POLICY
AT THE OHIO STATE UNIVERSITY**

REVISED: AUGUST 2007

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EXECUTIVE SUMMARY

The Colleges of the Arts and Sciences, in partnership with the Department of Women's Studies, the John Glenn School of Public Affairs, and The Women's Place, is submitting this plan to establish the **Institute on Women, Gender, and Public Policy** at The Ohio State University during the 2006-2007 academic year. The mission of this institute will be to bring coherence and stability to efforts to research complex societal issues through the eyes of women and to enhance and expand these efforts in interdisciplinary ways. It will also provide a forum in which scholars can gather, exchange ideas, work collaboratively, and disseminate their scholarship through multiple mechanisms, and it will allow the university to connect this important work to the communities around the state more effectively.

This institute will fill a void that exists in Ohio for a research-based organization with the capacity to collect, analyze, and disseminate data that can foster open dialogue and creative problem-solving around the multifaceted issues we face in Ohio and across the United States. As a top-ranking public land grant research university, The Ohio State University is well positioned to take leadership in identifying, enabling, and implementing the sorts of innovative research strategies that will help our communities meet these challenges with dynamic results.

The work of the Institute will be supported by an interdisciplinary research group and a state-wide coalition of community partners who share common interests and concerns related to the lives and conditions of the 5.8 million women and girls living in the state of Ohio.

INTRODUCTION

MISSION AND VISION

With a rapidly diversifying and expanding global economy, the state of Ohio, like the rest of the nation, faces complex challenges. Ongoing research in women's studies, gender studies, and policy studies suggests that a critical lens for more fully understanding contemporary social, political, economic, cultural, and health-related problems and issues, and for creating new and more powerful opportunities for meaningful action is through the eyes of women and children, our most vulnerable populations. Common wisdom suggests, in fact, that changing the quality and conditions of the lives of women will change the quality and conditions of life for all.

In the state of Ohio, we do not currently have an effective and efficient mechanism for systematically using such a lens. There is no longer a state-funded women's commission charged with assessing the impact of public policy on the lives of women and girls. Nor is there a community-based organization with the capacity to collect, analyze, and disseminate data, to provide regular opportunities for dialogue, problem-solving, and dynamic action, or to serve as an incubator for sustainable initiatives.

These very enterprises, however, constitute the common concerns of research universities, which suggest that in order to maximize the capacity of our community to face our increasingly complex horizons, we might wisely and more appropriately anchor these important processes within the university context. As a top ranking public, land grant, research university, The Ohio State University is well positioned to take leadership in identifying, enabling, and implementing the sorts of innovative strategies that will help our community (the state, the nation, the world) meet these challenges with dynamic results.

The mission of the Institute on Women, Gender, and Public Policy will be to bring coherence and stability to efforts to research complex societal problems through the eyes of women and to enhance and expand these efforts in interdisciplinary ways. The Institute will maximize our capacity to have substantial impact in addressing public policy issues and to systematically engage various stakeholders (locally, nationally, and internationally) in the quality of dialogue that supports sustainable action. Specific objectives would include:

- Gathering data systematically on women in the state of Ohio, contextualizing these data within the larger landscape of societal challenges, and issuing regular updates on the status of women and girls in Ohio.
- Encouraging interdisciplinary research on complex societal/global problems through the eyes of women and providing a forum in which scholars can gather, exchange ideas, work collaboratively, disseminate their scholarship via multiple mechanisms (e.g., conferences, speaker series, working papers, multi-media publications, etc.), and connect this important work more meaningfully to the communities that surround us.

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- Creating educational opportunities in the region and the state to further the progress of women.
 - Offering opportunities for graduate students and undergraduate students to participate in high quality research projects, internships, and other community-based enterprises in order to build a pipeline of well-qualified people who are better prepared to provide visionary leadership in facing global issues.
 - Offering leadership programs for women designed to build and enhance leadership skills and experiences as a part of the specific mission of the university to connect research and scholarship to address community needs—locally, nationally, and internationally.
 - Bringing together the research community with stakeholders in other arenas (government, business and industry, community organizations, educational organizations, etc.) to monitor various social conditions and circumstances, to develop and plan strategies, and to identify mechanisms for achieving common goals in sustainable ways.
 - Bringing together periodically the leaders of women’s organizations who participate actively in democratic processes (a group that is not currently brought together on a regular basis) in order to create the sorts of synergies that might meaningfully affect the capacity of women to change their lives for the better and to use their talents as leaders in various public arenas.

Through the Institute on Women, Gender, and Public Policy, a combination of campus and community partners will bring together expertise and resources to create the synergy that is necessary to enable meaningful and sustainable change. The Institute for Women, Gender, and Public Policy will function uniquely within the university structure, providing linkages and synergy by reaching across the colleges to faculty, graduate students and undergraduate students whose research focus can enhance our understanding of the conditions that define the status of women and girls in our state in ways not possible by a single discipline or department.

To be noted, the Institute’s charter as a research center will distinguish it from the Women’s Place, whose mission is to expand opportunities for women with a focus inside the university. The Women’s Place will play a critical role as a working partner of the Institute, however, supporting the Institute through its network within and outside the university. In addition, the institutional data gathered by the Women’s Place will become a part of a pool of affiliated research that the Institute can draw upon in doing its work throughout the state.

Similarly, the Institute will draw upon the resources of the Glenn School for public policy discussions and analysis and seek its partnership on projects and programs of mutual interest to the two entities, such as a public policy summit and leadership programs designed to promote women’s participation in public policy development. At the same time, however, the Institute will provide for a focus specifically on women and girls in Ohio in a ways that would not be consistent with the Glenn School’s mission.

The Institute has a vision for a world where women and children are safe, well fed, and well educated; energized to contribute to the world and achieve great things; emotionally nourished; and

cherished for both who they are and what they do. The organization will serve as a mechanism that will help to make this vision a reality by:

- changing what we know about women with regard to the nature, scope, and quality of both quantitative and qualitative data;
- changing how we talk about problems and action, i.e., to enhance the quality of the discourses that surround complex social problems and issues related to the lives of women;
- using the results of research and scholarship on women and gender, even in an international context, to greater effect in our state;
- rising above conditions that currently exist in order to create better circumstances, more greatly empowered lives, and a greater capacity for positive community action;
- situating the lives of Ohio women as a specific and distinctive local group within a larger, more dynamic global context, i.e., to enhance our capacity to think globally and to act locally.

PROJECT RATIONALE

Research has demonstrated that there is a connection between the status of women and girls and the quality of life and economic vitality of a region. Nobel laureate Amartya Sen's exploration of this linkage has led him to assert that "women's empowerment, through schooling, employment opportunities, and economic development, has the most far-reaching effect in improving the lives of all—men, women, and children" (Harvard Commencement speech, 2000).

There is a great deal of work to be done in Ohio to improve the lives of women and girls in the state. Ohio ranks no better than 25th among the 50 states and District of Columbia on indicators of the status of women and girls, including political participation (41st), employment and earnings (25th), social and economic autonomy (29th), reproductive policies and services (44th), and health and well-being (36th) (Institute for Women's Policy Research, 2004, Table 1 and Appendix F).

OHIO RANKINGS	Political Participation		Employment & Earnings		Social & Economic Auto.		Reproductive Policies & Svcs.		Health and Well-being	
	Rank	Grade	Rank	Grade	Rank	Grade	Rank	Grade	Rank	Grade
2004	41	D-	25	C	29	C-	44	F	36	C-

Table 1 - IWPR Rankings, 2004

In many cases, Ohio lost significant ground from 2000 to 2004 in the categories used for these state rankings, with the biggest declines occurring in availability of public policy resources, the earnings ratio between men and women, the presence of health insurance and the incidence of diabetes (Table 2).

OHIO RANKINGS	Policy Resources	Earnings Ratio	Health Insurance	Incidence of Diabetes
2004	46	41	21	36
2000	31	32	9	26

Table 2 - Ohio Rankings by IWPR, 2000 vs. 2004

The availability of information that is comprehensive and consistent will make it possible for both public and private entities that serve the needs of women and girls to make better decisions regarding funding priorities. Regular updates to the data, as planned by the Institute, will provide these same organizations with information that can be used to evaluate policy, program and service outcomes.

In addition, the Institute will fill a void that exists in Ohio for a research-based organization with the capacity to collect, analyze, and disseminate data that can foster open dialogue and creative problem-solving around the complex issues we face in Ohio and across the United States that affect the quality of women's lives. The government-based Ohio Women's Policy & Research Commission, which had been charged with this function when it was established in 1990, was defunded by the legislature in 2001.

During its tenure, the Commission tracked proposed legislation for its impact on women and girls and issued a monthly legislative update that summarized that information, which it distributed to over 8000 contacts. The Commission served as an information resource for state legislators and also worked with state agencies to develop programs that served the needs of women, working with the Ohio Department of Health to create the Office of Women's Health Initiatives and strengthen the Women's Business Resources Program in the Ohio Department of Development as examples. The Commission was also responsible for creating a database of women available for appointment to state boards and commissions in an effort to address the lack of women serving in these roles.

Like many other state commissions, however, the Ohio Women's Policy & Research Commission saw its impact on state government diminish with the conservative agenda that dominated Ohio's executive and legislative branches in the late 1990s. Its \$250,000 budget, the equivalent of \$.04 for every woman and girl living in Ohio, was eliminated completely in 2001.

The need for the work of the commission didn't disappear with its demise. The volume and complexity of the information available today only heightens the need for an organization that can collect, analyze and disseminate information critical to the public policy process. As James McGann noted in his summary of the trends impacting the growth of policy research organizations in the 21st century¹, "in politics, information no longer translates into power unless it is in the right form at the right time." Policy makers need sources for information that is systematic, reliable and untainted by special interests, according to McGann, and they often need it when "social or political forces are in alignment or because a crisis compels them to action." This "information imperative" is "the primary force behind the proliferation of [policy research organizations] today."

In addition, McGann notes that communications technologies, the most obvious being the Internet, have eased the tasks of collaboration and dissemination, but have increased the demand for information resources with the reputation for independence and intellectual rigor. As a top-ranking public land-grant research university, The Ohio State University is well positioned to take leadership in

¹ McGann, J. (2000). How think tanks are coping with the future. *The Futurist*, Vol. 34 (6), pg. 16-23.

identifying, enabling, and implementing the sorts of innovative research strategies that will help our policy makers meet these challenges with dynamic results.

The Institute on Women, Gender, and Public Policy, as a research center within the university setting, will also serve the goal of Ohio State to become the premier land-grant research university in the nation, contributing to “the culture of academic excellence at our institution” as described by President Holbrook in the 2006 update of the Academic Plan. The Institute will address the strategies set forth in this plan, including:

- ***building a world-class faculty and creating a diverse university community***

The presence of the Institute will enhance the university’s ability to attract and retain recognized scholars in the fields of women and gender studies. In addition, the Institute will build on the work of the Women’s Place in documenting gender and minority representation among faculty, staff, and students at Ohio State and send a clear message that the university is serious about issues related to gender diversity at all levels.

- ***developing academic programs that define OSU as the nation’s leading public land-grant university***

Some of the most respected research centers on women can be found on the campuses of institutions like Wellesley College (Wellesley Centers for Women), Stanford University (Michelle R. Clayman Institute for Gender Research), the University of Michigan (The Institute for Research on Women and Gender), and the University of Arizona (Southwest Institute for Research on Women) (Appendix A). Like these universities, OSU will benefit from the establishment of the Institute on Women, Gender, and Public Policy by bringing together researchers from across the university to create new opportunities for interdisciplinary research, teaching and learning. The work of the Institute, in collaboration with its many campus and community partners, will raise the organization’s profile among many stakeholder groups while demonstrating the university’s academic excellence as well as its ability to analyze complex societal problems with intellectual rigor and synthesize the data in ways that will benefit the entire state in very pragmatic ways.

- ***Enhancing and better serving the student body***

The creation of the Institute within the university setting will provide multiple opportunities to incorporate the research gathered and generated into the array of undergraduate and graduate curricular offerings. Students trained by these means will also have opportunities through service learning, internship, research, and career exploration projects that will help them to connect their knowledge and training to the needs of the community.

- ***Helping to build Ohio’s future***

The Institute will help the university to meet the challenge of creating a substantive, vibrant, ongoing dialogue on critical issues and of establishing reflective and reflexive mechanisms for evidence-based impact and action.

RESEARCH, PROGRAMS, AND SERVICES

RESEARCH

CORE RESEARCH

At the core of the work of the Institute will be research projects designed to document and describe the status of the 5.8 million women and girls living in the state of Ohio. These projects will, for the most part, be conducted utilizing graduate student resources as appropriate to compile information while consulting with faculty and independent experts for the analysis of the data and development of public policy recommendations. These will be new research projects, directed by the Institute and supported with Institute resources.

ANTICIPATED DATA CATEGORIES FOR INSTITUTE'S CORE RESEARCH ACTIVITIES

<u>Business Leadership</u>	Includes: CEOs of public and private companies, executive officers, corporate board members
<u>Crime & Violence</u>	Includes: domestic violence rates, rape and sexual assault, sexual harassment, service provider availability
<u>Education</u>	Includes: education levels, reading/literacy levels, barriers to further education
<u>Employment & Earnings</u>	Includes: job categories, wage gap, labor force participation, business ownership
<u>Health & Welfare</u>	Includes: disease rates, life expectancy, health-related habits, obesity rates, screenings
<u>Housing</u>	Includes: housing cost as a percentage of household income, home ownership
<u>Political Participation</u>	Includes: elected officials (state, national), voter registration, commission appointments
<u>Relationships & Family</u>	Includes: single mothers, stay-at-home moms, birth rates, marriage/divorce rates, childcare arrangements
<u>Sexuality</u>	

Table 3 - Core Research Data Categories

The focus of this research will be broad by necessity, reflecting the complexity of the lives of women and girls and resisting efforts to narrowly define the gender inequality by focusing on a single dimension of women's experience, such their role within the family or their participation in formal employment. In referencing Dunn et. al. (1993) and Hendrix and Hossain (1988), Danner, Fort & Young noted that "while no consensus exists on exactly which dimensions are most significant, there is widespread agreement that a multidimensional conception of women's situation relative to men's is critical to capturing the reality of gender inequality" (1994).²

² Danner, M., Fort, L. & Young, G. (1994). Moving from 'the status of women' to 'gender inequality': Conceptualization, social indicators and an empirical application. *International Sociology*, Vol. 9 (1), pg. 55-85.

AFFILIATED RESEARCH

While one goal of the Institute on Women, Gender, and Public Policy will be to provide comprehensive data on the status of women and girls in the state, it will also seek to deepen our understanding of the complexity of issues that reflect and explain the condition of women by encouraging and documenting research conducted by faculty members and researchers at Ohio State, around the state, and even internationally. These research projects are currently being conducted (or will be conducted) by faculty members, graduate students and independent researchers who may choose to affiliate their work with the Institute.

While funding for these research activities has typically been the responsibility of the researcher conducting the work, the Institute hopes to build a pool of funds that can be used to support affiliated research, with a priority given to research related to our core concerns, that will expand what we know about women and girls in significant ways.

Nearly 40 faculty members at OSU expressed interest in the work of the institute in an initial inquiry during the 2006-07 academic year (Appendix C). Many reported an existing focus on research related to women or girls; a sampling of this research is included in Table 4.

EXAMPLES OF POTENTIAL AFFILIATED RESEARCH TOPICS*	
<u>Crime & Violence</u>	Gender inequities in the juvenile justice system <i>(Steven Gavazzi, Human Development and Family Science, College of Education and Human Ecology)</i>
<u>Education</u>	Factors contributing to female participation in higher education <i>(Claudia Buchmann, Department of Sociology, College of Social and Behavioral Sciences)</i>
<u>Employment & Earnings</u>	Impact of increased computer use on demand for female workers <i>(Bruce Weinberg, Department of Economics, College of Social and Behavioral Sciences)</i>
<u>Health & Welfare</u>	Implications of changing cultural and social environments for older East Asian women <i>(Lee Ann Mjelde-Mossey, Department of Sociology, College of Social and Behavioral Sciences)</i>
<u>Housing</u>	Social and economic aspects of housing <i>(Golden Jackson-Mergler, Department of Consumer Sciences, College of Education and Human Ecology)</i>
<u>Leadership</u>	Development of a theoretical framework on growing women leaders <i>(Ann Allen, School of Educational Policy & Leadership, College of Education and Human Ecology)</i>
<u>Relationships & Family</u>	Factors impacting political participation of minority women worldwide <i>(Melanie Hughes, Department of Sociology, College of Social and Behavioral Sciences)</i>
<u>Political Participation</u>	Importance of ideology in women's political participation <i>(Pamela Paxton, Department of Sociology, College of Social and Behavioral Sciences)</i>

**listing does not indicate formal commitment to women's research network*

Table 4 - Potential Affiliated Research Topics

PROGRAMS AND SERVICES

Data, knowledge, and expertise gained through the activities of the Institute will be shared through Institute-sponsored programs, events, and multi-media publications. The following are expected to be a part of the mix of programs and services provided by the Institute as it builds its work over its first five years.

REPORT ON THE STATUS OF WOMEN AND GIRLS IN OHIO

One of the key activities of the Institute will be the production of a series of reports on the status of women and girls in Ohio. Building on regional research efforts (Appendix E), these reports will provide consistent, comprehensive information on a wide range of indicators related to the economic, educational, health and well-being of women and girls in the state based primarily on the compilation of secondary data. The reports will be made available in both print and electronic format. (We expect that customization of the data presentation for specific organizations/issues will provide revenue-generating opportunities for the Institute.)

PUBLIC HEARINGS

In addition to the compilation of secondary data, the Institute will work with its community partners each year to sponsor public hearings in the regions around the state to discuss the status of women and the issues of concern for women and families in Ohio. These hearings will add a qualitative nature to the core research of the Institute and will be used to establish research and program priorities. This process was used effectively by the Ohio Women's Policy and Research Commission during its tenure in state government to identify critical issues that state programs needed to address.

LECTURE SERIES

One of the Institute's priorities will be ensuring the dissemination of both core and affiliated research findings in ways that can benefit the state. As part of its communications strategy, the Institute will sponsor an annual lecture series that will feature researchers and topics drawn from current research activities.

AFFILIATED RESEARCH SYMPOSIUM

In addition to drawing upon affiliated research for its programs and services, the Institute will sponsor an annual symposium to bring together affiliated researchers and provide a forum for information exchange and discussion.

REGISTRY OF FACULTY EXPERTS

The Institute will maintain a registry of faculty experts with abstracts of their research on its website for use by organizations throughout the state that may be seeking speakers, consultants or advisors to enhance their work.

LEADERSHIP INSTITUTE

The Institute on Women, Gender, and Public Policy will work in cooperation with the John Glenn School of Public Affairs to offer a leadership institute designed to address the historical and contemporary under-representation of women in politics and in the public policy arena in Ohio. In the 200-plus years since the state was established in 1803:

- there are fewer women serving in the Ohio legislature today than in 1993; only 16.7% of Ohio's state legislators are female, dropping back from a high of 24% in the mid-1990s;
- no women have been elected to represent Ohio in the U.S. Senate and only seven women have been elected to serve Ohio in the U.S. House of Representatives;
- no woman has been elected to serve as governor of the state (although Nancy Hollister served as governor for 11 days in 1998-99 after George Voinovich was elected to the U.S. Senate). Until the most recent election, no woman had been elected to serve as Secretary of State in Ohio.

The goal of the Leadership Institute will be to empower women to take on leadership roles in the public policy arena by educating them about the political process, the role of advocacy in the development of public policy, the various ways to participate in policy development, and the requirements and realities of running for elected office.

PUBLIC POLICY SUMMIT

As part of the process of building connections in the public policy arena, the Institute will sponsor a public policy summit each year for community leaders, elected officials and government administrators. The summit's agenda will include an update on the status of women and girls in the state, a summary report of findings from the public hearings process, selected presentations on current research related to specific policy subjects and open discussion of policy implications.

PROGRAM AND EVENT CLEARINGHOUSE

The Institute will also serve as a clearinghouse for information about events and programs relevant to its mission. This information will be listed on the Institute's website and promoted to its constituencies when appropriate.

PATTERN OF ADMINISTRATION

ADMINISTRATIVE HOME

The Institute for Women, Gender, and Public Policy is being established by The Colleges of the Arts and Sciences (ASC) in partnership with The Women's Place (The Office of Academic Affairs), the Department of Women's Studies, and the Glenn School of Public Affairs. The Colleges of the Arts and Sciences, an administrative unit whose principle mission includes the facilitation and support of interdisciplinary work, will serve as the administrative home for the Institute. The Institute's director will report to the Executive Dean of The Colleges of the Arts and Sciences.

STAFFING

In the first phase of implementation, the Institute will be supported by staff from the Office of the Executive Dean and the Women's Place.

- The Executive Dean of the Colleges of the Arts and Sciences will serve as the director of the Institute, working closely with an associate director to guide the development of the Institute and its activities. (Note: the Executive Dean of the Colleges of the Arts and Sciences and the Director of the Women's Place have been serving as co-directors during the planning phase for the Institute.)
- The Associate Director will report to the Executive Dean and manage all aspects of the Institute's operations as needed to implement the organization's mission through relevant research, programs, and services, working with other resources as appropriate to ensure that the Institute operates within university guidelines for financial, personnel, and information systems management. During this initial phase, the associate director will also work collaboratively with faculty, graduate students and independent researchers to design and implement research for the Institute and to guide the planning for programs and services to be sponsored by the Institute. The associate director will coordinate communications and development activities as well (Figure 1).

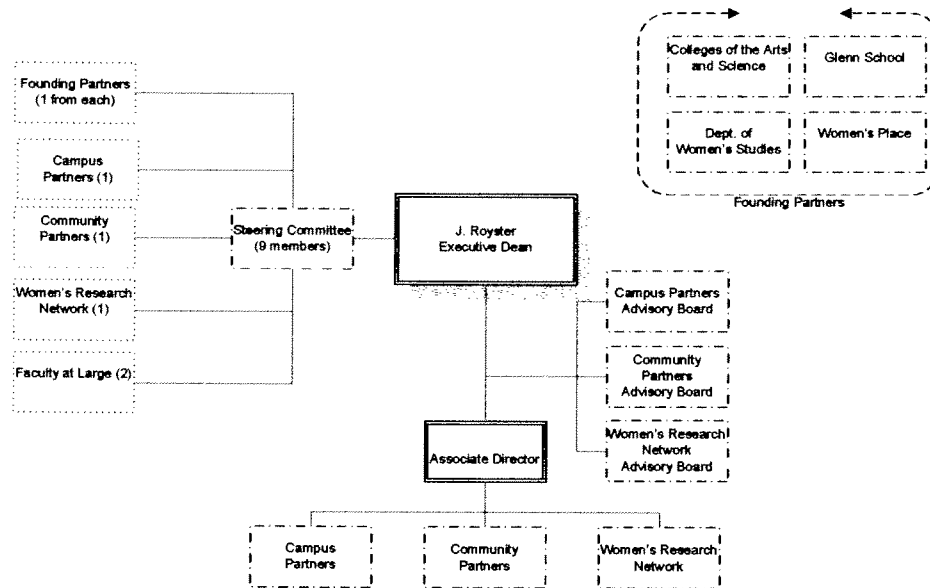


Figure 1 - Organizational Structure (Year One)

By its third year of operation, the Institute will be staffed by a director (half-time faculty appointment), an associate director, and an administrative assistant. The director will be responsible for guiding the research agenda for the Institute, working closely with the associate director on implementation of these research initiatives. The associate director will continue to be responsible for the Institute's daily operations and management of its research projects, programs and services. Additional support for development and communications activities will be provided by the Colleges of the Arts and Sciences (Figure 2).

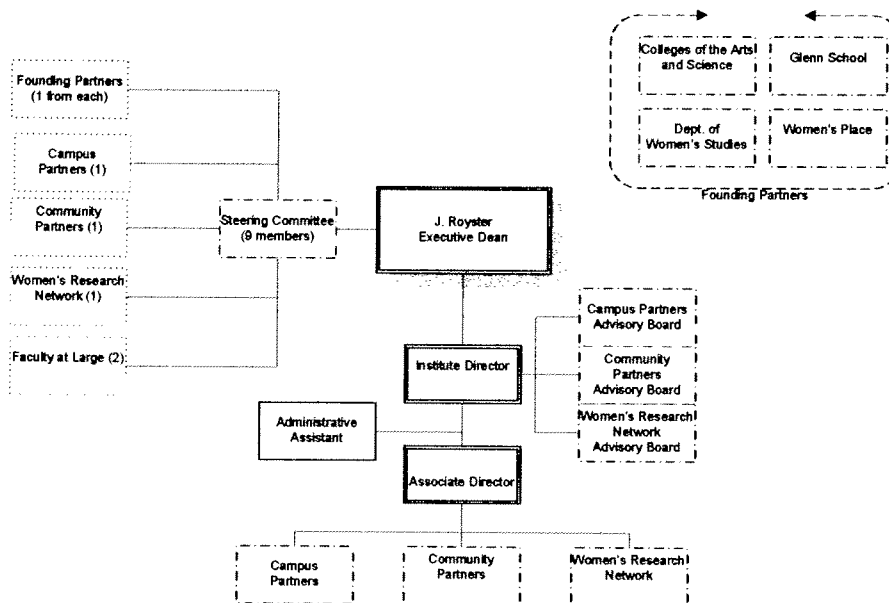


Figure 2 - Organizational Structure (Year Three)

By the fifth year of operation, the Institute staff is projected to include a director (half-time faculty appointment) an associate director, a research director, a communications and development director, a program director, and an administrative assistant (Figure 3).

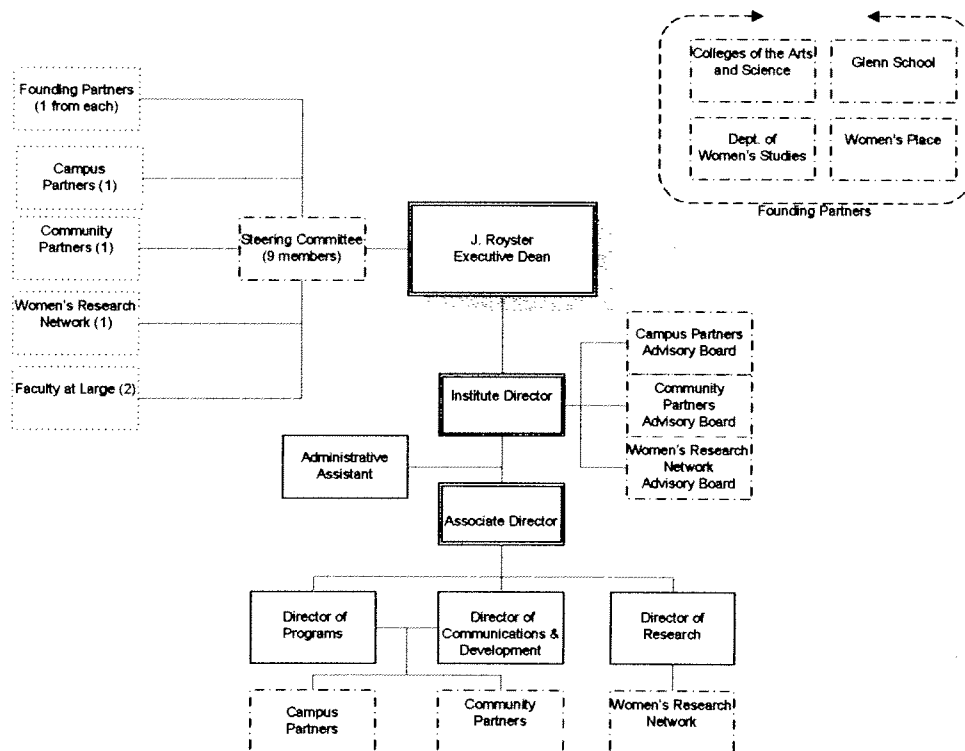


Figure 3 - Organizational Structure (Year Five)

The responsibilities of the director and associate director will remain essentially the same as described previously. The addition of staff with responsibility for the functional aspects of the Institute will allow the organization to expand the scope of its work. Under this structure:

- the Director of Research will be responsible for planning, designing, and managing the Institute's research initiatives.
- the Director of Programs will be responsible for planning and managing the implementation of targeted programming and services to serve the mission of the Institute.
- the Director of Communications and Development will be responsible for direction and coordination of fundraising strategies for the Institute, including efforts to secure major gifts from alumni, friends, volunteers, corporations, foundations and other entities to support the Institute's mission. In addition, the director of communications and development will be responsible for Institute's communications and public relations efforts.

GOVERNANCE

STEERING COMMITTEE

The Executive Dean of The Colleges of the Arts and Sciences will establish a nine-member steering committee that will include: the lead administrators of the four founding units; one liaison each from the three advisory boards (described below); and two faculty at large. This group will be convened by the Executive Dean (with the permanent director joining the steering committee in an ex officio capacity when the Institute is fully operational).

The primary responsibility of this steering committee will be to provide oversight for all Institute activities and to formulate policy related to the operations of the Institute. As a representative body, it will provide leadership for all advisory board and advisory group functions.

The steering committee will meet once per year or more often as deemed appropriate by the Executive Dean, who will preside over these meetings. Deliberations by the steering committee will be advisory to the Executive Dean. Additional committee procedures will be developed by the committee as the Institute becomes more fully operational.

ADVISORY GROUPS

Three advisory groups will be established to develop a strategic plan for the Institute and advise the organization on its implementation. These advisory groups will reach out to critical university and community partners and engage them in meaningful ways in the work of the Institute. In lieu of “membership” as it is used more formally by other research institutes and centers on campus, participation in these groups will be voluntary and informal.

These groups are described as follows.

- **Women’s Research Network:** A women’s research network will bring together researchers from across the Ohio State campus and beyond who conduct research on issues and challenges that impact the lives of women and children and who agree to link their work on women, gender, and public policy through this initiative in order to create a community of scholars in these areas. The purpose of the network will be to create synergies based on common and distinctive interests of the members and the mission and goals of the Institute.

The Department of Women’s Studies will be a primary source of expertise for the Institute in this regard. However, because research on women, gender, and public policy occurs across the university, the expectation is that the collective of researchers interested in the Institute will be diverse and broadly based. The expectation is also that the network will form quickly once a general announcement about the Institute has been made and that a committee drawn from this network will be instrumental in helping the director establish an agenda for the Institute in support of research and education goals. It is expected that this network will include faculty members and graduate students from OSU and other colleges and universities as well as public policy researchers and analysts from independent not-for-profit organizations, such as Community Research Partners (a

central-Ohio based not-for-profit research organization) or Policy Matters Ohio (a Cleveland-based not-for-profit research organization).

As an initial step in forming this network, interested researchers at Ohio State were invited to participate in a planning meeting on November 2, 2006. Thirty four individuals (faculty members and graduate students) expressed interest in the network in response to our inquiry (see Appendix C for a list of these individuals), and sixteen individuals attended the meeting, where a general overview of the Institute was presented. Research priorities from the meeting of central Ohio community partners were also shared with this group as part of the discussion. A number of next steps for this group were discussed, including the possibility of identifying a campus-wide research effort for which foundation funding could be sought.

The Institute will engage in an ongoing effort to secure affiliation from researchers across the university and reconvene this group in early 2007. Additional outreach will be done during Winter and Spring quarters, 2007, to expand this group to faculty members and graduate students from other colleges and universities and public policy researchers and analysts from independent not-for-profit organizations.

- **Campus Partners:** A second group of campus representatives will be convened to focus more generally on collaborative efforts at the university in support of the university's academic plan. This group will advise the team on building an inclusive agenda in areas of common concern and on developing and sustaining smoothly flowing lines of communication within the university and with various external audiences.

We have begun to identify the participants in this group based on the array of units across the campus whose missions and goals suggest common concerns and interests in the mission and goals of the Institute. We will continue to extend invitations to campus units in order to create linkages between these units and the Institute as appropriate, with particular emphasis on linking initiatives that offer new and innovative opportunities to add systematically to the data gathering/generating process, to the enabling of higher quality dialogues on contemporary challenges, and to the identification of strategic policies and actions locally, nationally, and globally related to the lives and conditions of women.

- **Community Partners:** Leaders of community organizations, business and industry, and governmental agencies across the state of Ohio who share interests in issues and challenges related to women will form the basis of a third advisory group consisting of community partners. A basic focus for this alliance will be to provide a systematic mechanism for advising the Institute from the standpoint of women about conditions, issues, trends, and resources related to improving the lives of women; and to create a statewide forum for strategic engagement and broadly based advocacy and action.

Seventy-one women leaders from central Ohio attended a planning conference in September 2006, which was designed to share information, identify critical challenges and concerns for women in

Ohio, and to structure a state-wide alliance of community partners. An analysis of the research priorities identified by this group is included in Appendix D.

ADVISORY BOARDS

Smaller representative boards from each of the three advisory groups described previously will work directly with the director of the Institute, providing advice and counsel on the research, programming, and outreach activities of the Institute. These boards will include:

- **Women's Research Network Advisory Board** (8 members)
- **Campus Partners Advisory Board** (8 members)
- **Community Partners Advisory Board** (15 members)

AD HOC COMMITTEES

The Executive Dean or the Director of the Institute will have the authority to establish ad hoc committees as needed or desired. These committees will serve in an advisory capacity to the Executive Dean, the Director, or the various governing and advisory groups.

FUNDING AND FINANCIAL MANAGEMENT

FUNDING

Our funding requirements for the first year, to cover expenses including staffing*, research support, programs, occupancy expenses and office expenses are projected to be approximately \$151,000 (Figure 4).

Figure 4 - Projected Operating Budget, 2007-2008

	<u>Jul '07 - Jun 08</u>
Ordinary Income/Expense	
Income	
ASC-Cash	10,000
ASC-Inkind	67,410
The Women's Place - Inkind	22,260
Income from Partners	<u>99,670</u>
Grants & Contributions	
Grants	20,000
Individual Contributions	1,500
Corporate Contributions	10,000
Other Support	
Total Grants & Contributions	<u>31,500</u>
Product and Service Revenue	
Program Fees	<u>20,000</u>
Total Income	<u><u>151,170</u></u>
Expense	
Facility & Occupancy	15,500
Postage and Delivery	2,500
Printing and Reproduction	7,500
Professional Fees	
Research Support	10,000
Program Expenses	20,000
Salaries & Benefits	90,630
Travel & Conferences	5,000
Total Expense	<u><u>151,130</u></u>
Net Ordinary Income	<u><u>40</u></u>

*Staffing in the first year includes an associate director (30 hours) and a portion of the time of two graduate research assistants. In-kind support from The Women's Place will fund the cost of the salary and benefits of the graduate research assistants.

Resource development activities will generate the majority of additional funding required to support the Institute in its first year. Potential sources for these funds have been identified as follows.

GRANTS FROM FOUNDATIONS

The Institute has already received funding from the Women’s Fund of Central Ohio (\$10,000) and from the Fifth Third Foundation Discretionary Fund (\$10,000) to support research activities in the current academic year. Additional foundation support will be explored with foundations that fund research and programming related to women and the development of sound public policy. Examples of foundations that have supported these types of efforts include the following:

- the Ford Foundation, which has funded research and programs at Wellesley College, including research to explore the causes and effects of racial, gender and class bias in child custodial proceedings in family courts, and research at Rutgers University and the State University of New Jersey into the role of faculty in fostering campus diversity;
- the Kellogg Foundation, which has funded a symposium at Indiana University into the strategic issues concerning women in philanthropy and fund-raising;
- the Joyce and Gund foundations, which have funded the policy research activities of Policy Matters Ohio, a non-profit policy research organization founded in January 2000 to broaden the debate about economic policy in Ohio. The Joyce Foundation is a Chicago-based foundation that supports efforts to strengthen public policies and improve the quality of life in the Great Lakes region.

Other potential funders include the National Science Foundation, National Institutes of Health as well as local foundations such as the women’s funds around the state and other community foundations such as the Columbus Foundation.

PRIVATE CONTRIBUTIONS – INDIVIDUAL AND CORPORATE

The Institute will also target individuals and corporations for contributions to support its research, programs and services.

Individual contributions will be sought through activities such as a year-end campaign targeting women in central Ohio who have been involved in the Institute’s planning efforts and through participation in the Campus Campaign.

Corporate contributions to underwrite specific programs and activities of the Institute will be sought by targeting organizations that prioritize giving that benefits women and girls. In central Ohio, these organizations include many of the banking institutions and professional services firms (Huntington, Fifth Third Bank, Chase, DELOITTE, Ernst & Young) as well as health-care related businesses (Cardinal Health) and retail institutions (Limited Brands, DSW). These organizations have funded projects for organizations with missions serving women and girls, such as the YWCA of Central Ohio, the Women’s Fund of Central Ohio and Women for Economic and Leadership Development (WELD).

In addition to cash contributions, in-kind contributions will be sought from individuals and corporations to support specific activities as appropriate.

OTHER SUPPORT

The Office of Academic Affairs has encouraged the Colleges of the Arts and Sciences to request seed funds to support the Institute's establishment. The Office of the Executive Dean will make a request for this funding during the normal budget process.

PROGRAM AND SERVICE FEES

In addition to the funding sources outlined above, the Institute will look for opportunities to fund its work through service and programming fees. These revenue sources could include but not be limited to honoraria for speeches and presentations, charges for hard copies of publications, fees for programming, and consultative fees for specialized research or customized research presentations.

By its fifth year, the Institute hopes to establish a \$10 million endowment fund, which will generate \$400,000 in operating income to support a range of activities (Figure 5). This funding will be in addition to operating income generated by the Institute through fund development activities as described above.

Figure 5 - Projected Endowment Income and Expense, 2011 - 2012

ENDOWMENT FUNDING AND ACTIVITIES	Jul 2011 - Jun 2012
Ordinary Income/Expense	
Endowment Income	
Endowed Chair (for Director of Institute)	80,000
Innovation Endowment	40,000
Leadership Training Endowment	40,000
Operating Endowment	200,000
Scholarship Endowment	40,000
Total Endowment Income	<u>\$ 400,000</u>
Endowment-Funded Expense	
Faculty Director (Half-Time)	80,000
Leadership Training Program	
Leadership Program Scholarships	40,000
Leadership Training Program - Other	40,000
Total Leadership Training Program	<u>80,000</u>
Operating Expenses	200,000
Program Expenses	40,000
Total Endowment-Funded Expense	<u>\$ 400,000</u>

While comparative financial data is not available for many university-based research centers, the following can be used to gauge the feasibility of building the Institute's programs and funding as described in this document.

- the Ohio Women's Policy and Research Commission operated on a budget of approximately \$250,000 in each of its last two years of existence (2000 OWPRC Resource Utilization Study).
- the Women's Research & Education Institute (www.wrei.org), which has, since 1977, focused on providing nonpartisan information and policy analysis on women's equity issues to members of the U.S. Congress, reported research and program expenditures of approximately \$400,000 for 2004 (2004 Form 990).
- the Center for Women Policy Studies (www.centerwomenpolicy.org), which was established in 1972 and engages in a wide range of research and program activities related to the rights of women in the U. S. and internationally, reported expenditures of approximately \$850,000 for 2004 (2004 Form 990).

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- The Institute for Women's Policy Research (www.iwpr.org), which produces a biannual ranking of the 50 states and the District of Columbia on a wide range of indicators of the status of women and girls, reported expenditures of \$1.6 million for 2004 (2004 Form 990). The Institute was established in 1987.
 - the Michelle R. Clayman Institute for Gender Research at Stanford recently announced the creation of a \$10 million endowment to support the work of the organization. The endowment includes gifts and pledges from alumni and national advisory panel members for the Institute as well as matching funds from the William and Flora Hewlett Foundation.

EVALUATION

The success of the Institute on Women, Gender, and Public Policy will be monitored and measured annually based on the extent to which the Institute makes progress in meeting its goals. Each year, the steering committee will articulate and affirm specific goals for the Institute and set milestones and measures by which the Institute will be held accountable annually. General measures will include the following:

- the biannual production of a report on the status of women in Ohio.
- the distribution of well-documented information on the status of women to stakeholders in various arenas.
- a slate of campus-related initiatives (e.g., courses, programs, conferences, internship and research opportunities for students, etc.) designed to enrich the research and teaching mission of the university related to this area.
- a slate of public events and programs designed to engage community stakeholders in substantive dialogues related to contemporary issues and challenges through the lens of the lives of women.

In addition to the annual review process, at end of five years, the Institute will be reviewed by external evaluators in keeping with the assessment practices of the Office of Academic Affairs with the expectation that an appropriate pattern of review will be established by this process for long-range operations.

TIMELINE

PRIORITIES FOR YEAR ONE

Implementation planning began in the summer of 2006 with activities designed to bring greater visibility and coherence to the existing landscape of programs that are already being offered and to begin identifying initiatives in support of Institute goals. The major priorities for the first year include the following:

- Setting in place appropriate mechanisms for producing regular reports on the status and conditions of women in the state of Ohio.
- Establishing an interdisciplinary research working group (a Women's Research Network) and a state-wide coalition of community partners who share common interests and concerns related to the lives and conditions of women.
- Linking existing resources within the university (e.g., an array of undergraduate and graduate courses through which the Institute can enhance internship, research, and service learning opportunities for students; various programs and initiatives related to women, such as the Women in Engineering Project; etc.).
- Linking campus programs and community organizations related to women locally, nationally, and internationally in order to: create a more coherent landscape for systematic research; to increase the capacity to bring high quality research to bear in addressing community problems; relate local problems more dynamically to larger contexts, nationally and internationally; and enhance the capacity of the university to serve as a research-based resource for policy-making and the setting of action agenda.
- Offering programs and activities designed to keep communication flowing between the campus and community.
- Implementing a planning process to develop a 5-year strategic plan for the Institute, a plan that will serve as a pathway for action and a mechanism for monitoring and measuring success.

Last Update: August 21, 2007

APPENDIX A

WOMEN'S RESEARCH CENTERS

The following provides a brief description of the university-affiliated women's research centers referenced in this proposal. They are among the 100-plus research, advocacy and policy institutions that are members of the National Council for Research on Women.

WELLESLEY CENTERS FOR WOMEN (WELLESLEY COLLEGE)

The Wellesley Centers for Women are often recognized as the nation's largest women's research center, formed as an alliance between of the Center for Research on Women and the Stone Center at Wellesley College. The centers have over 100 full and part-time employees and a budget of over \$7.5 million supporting over 50 research projects and programs on a wide range of topics. An example of its work is its recent research report on the impact of the number of women on corporate boards of directors (Critical Mass Project).

The Centers for Women operates the Women's Right Network, which was founded in 1995 to combat violence against women internationally, and the National Violence Against Women Prevention Research Center, which was established in 1998 to enhance the ability of the field to conduct research that is relevant, interdisciplinary, built on methodologically sound research and designed to address violence issues at various stages in women's lives.

Wellesley Centers for Women	
Wellesley College	liberal arts college for women
Student Population	2300 ³
Operating Budget	\$195 million ⁴

Table 5 - Wellesley Centers for Women

MICHELLE R. CLAYMAN INSTITUTE FOR GENDER RESEARCH (STANFORD UNIVERSITY)

The Michelle R. Clayman Institute for Gender Research at Stanford University was founded in 1974 with a mission "to be a world-class leader in gender research, promoting innovative interdisciplinary approaches, and leveraging the findings of research to influence decision-making in government and business."⁵

The work of the institute is structured around its research fellowship program, which is currently focused on the study of gender in science, engineering and technology. This focus will shift over time to

³ <http://www.wellesley.edu/PublicAffairs/Media/facts.html>

⁴ <http://fetcher.fw-notify.net/00000001661849104064/AnnualReport2006.pdf>

⁵ <http://www.stanford.edu/group/gender/About/index.html>

include the arts, humanities, business, the law, and medicine. The institute recently launched two multi-year studies: Women in Silicon Valley Information Technology and Dual-Career Academic Couples.

Michelle R. Clayman Institute for Gender Research	
Stanford University	private, not-for-profit university
Student Population	17,000 ⁶
Consolidated Budget	\$2.9 billion ⁷

Table 6 - Michelle R. Clayman Institute for Gender Research

THE INSTITUTE FOR RESEARCH ON WOMEN AND GENDER (UNIVERSITY OF MICHIGAN)

The Institute for Research on Women and Gender at the University of Michigan was established ten years ago to provide “stimulation, coordination and support for research on women and gender at the University of Michigan,”⁸ by facilitating linkages between academic departments, interdisciplinary programs and the university’s professional schools.

Similar to the institute proposed at Ohio State, the University of Michigan’s institute coordinates existing research activities while also encouraging new scholarly activities through sponsorship and programming. In addition to its work linking research efforts on campus, the institute works to “communicate important advances in empirical and theoretical scholarship on gender and women to the public.”⁹

Institute for Research on Women and Gender	
University of Michigan	public university
Student Population	40,000 ¹⁰
Consolidated Budget	Over \$4 billion ¹¹

SOUTHWEST INSTITUTE FOR RESEARCH ON WOMEN (UNIVERSITY OF ARIZONA)

The Southwest Institute for Research on Women (SIROW) is a regional research and resource center within the Women’s Studies Department at the University of Arizona that covers an area that includes: Arizona, Colorado, New Mexico, west Texas, Utah, Wyoming, and the Northwestern Mexico border region. Its mission is to “develop, conduct and disseminate inter-disciplinary and inter-institutional collaborative research and education/outreach projects of importance to the diverse groups of women and girls in the southwestern U.S. and in northwestern Mexico.”¹² It was established in 1979 with a grant from the Ford Foundation.

⁶ <http://www.stanford.edu/home/statistics/>

⁷ <http://www.stanford.edu/home/stanford/facts/finances.html>

⁸ <http://www.umich.edu/~irwg/about/index.html>

⁹ Ibid.

¹⁰ <http://www.ns.umich.edu/htdocs/releases/print.php?htdocs/releases/plainstory.php?id=999&html=>

¹¹ <http://www.finops.umich.edu/FormsReports/Reports/2006/statements.pdf>

¹² <http://sirow.web.arizona.edu/collaboration/index.php>

In an 18-month annual report published in 2004, SIROW estimated that it was second only to the Wellesley Centers for Research on Women in the size of its external funding resources (government agencies and private foundations). It also noted that the institute had been selected by the Ford Foundation to for assessment in 1997-98 in an effort to identify what defines a successful women's studies program.

Southwest Institute for Research on Women	
University of Arizona	Public land-grant university
Student Population	38,000 ¹³
Consolidated Budget	Over \$4 billion ¹⁴

Table 7 - Southwest Institute for Research on Women

¹³ http://oire.arizona.edu/index.php?name=Fact_book

¹⁴ <http://www.finops.umich.edu/FormsReports/Reports/2006/statements.pdf>

APPENDIX B

LETTERS OF SUPPORT

COLUMBUS YWCA

WOMEN'S FUND OF CENTRAL OHIO

COMMUNITY RESEARCH PARTNERS

THE WOMEN'S PLACE

THE JOHN GLENN SCHOOL OF PUBLIC AFFAIRS

THE DEPARTMENT OF WOMEN'S STUDIES

**eliminating racism
empowering women
ywca**

October 25, 2006

Jacqueline Jones Royster
Senior Vice Provost &
Executive Dean, Colleges of the Arts and Sciences
Professor of English
The Ohio State University
114 University Hall
230 North Oval Mall
Columbus, Ohio 43210

Dear Dr. Royster:

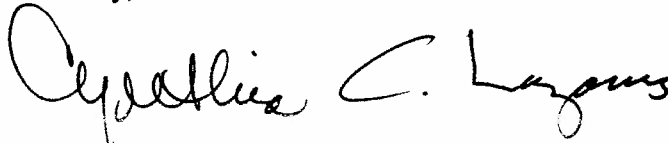
YWCA Columbus is in full support of The Ohio State University's proposal to formally establish the Institute on Women, Gender, and Public Policy. The Institute will build on the richness of Ohio State's existing resources – academic excellence, diversity, world class research and educators. It is through such forward thinking collaborative efforts, OSU and its community partners will help accelerate a new era of successful women and families in Ohio.

Columbus and Ohio is blessed with a great number of remarkable organizations and individuals committed to work on ambitious goals. The mission of YWCA Columbus is to eliminate racism and empower women. An important aspect of our work is to participate in building a collective voice to lift expectations and strongly support women and families.

The Institute on Women, Gender, and Public Policy will provide a much needed single source of information on the status of women and children in the state of Ohio and a welcomed partnership in raising the visibility of the linkages and partnerships required to effect change through research, education and outreach.

We strongly encourage and support the establishment of the Institute on Women, Gender and Public Policy at The Ohio State University.

Sincerely,



Cynthia C. Lazarus
CEO/President
YWCA Columbus

230 HUNTINGTON CENTER
41 SOUTH HIGH STREET
COLUMBUS, OHIO 43215
P. 614 225 9926
F. 614 225 9936
www.womensfundcentralohio.org

December 20, 2006

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KATHY RANSIER

EMILY RUTHERFORD

JODY G SCHEIMAN

Jacqueline Jones Royster
Senior Vice Provost and Executive Dean
The Colleges of the Arts and Sciences
Professor of English
The Ohio State University
114 University Hall
230 North Oval Mall
Columbus, Ohio 43210

Dear Jackie:

I write this letter today in support of the establishment of The Institute for Women, Gender and Public Policy at The Ohio State University.

Nationally, women and girls represent 51 percent of the population, control 80 percent of household spending, and buy 81 percent of all products and services. They comprise two-thirds of the world's workforce (mostly unpaid); yet, they earn one-tenth of the world's income and own 1 percent of the world's assets. Facts like these, coupled with the knowledge that when women are fully involved, the entire community benefits, inspires investment in Ohio's women and girls.

The Women's Fund of Central Ohio was founded in 2001 as a public foundation focused on supporting programs that promise positive social change for women and girls. As we set about our work, we learned that no comprehensive, gender-specific study had ever been performed for Central Ohio, and the last such study for Franklin County was conducted in 1988. Thus, the starting point was made clear: What do we know about the status of women and girls in Central Ohio?

In partnership with The Columbus Foundation, in 2004 we commissioned Community Research Partners to review existing research on the status of women and girls in Central Ohio, resulting in "COUNT ON HER!" The report counts the 805,184 women and girls in Delaware, Fairfield, Franklin, Licking, Madison, Pickaway, and Union counties, providing data on their population and diversity,

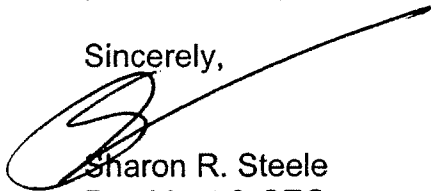
employment and income, achievement and autonomy, and health and well-being. The report delineates information that is readily available and that which is not; considers the assets unique to women and girls; and highlights opportunities for women's and girls' equal participation.

The report was made available for the benefit of the community in order to benchmark community progress, to inform public policy, funding priorities and programming, and to inspire community demand for cogent research about the status of women and girls in Central Ohio.

COUNT ON HER! Makes evident the opportunity to invest in Central Ohio's women and girls for the benefit of our entire community and provides a first map of the possibilities. The report identifies the assets that are specific to women and girls in order to illustrate the potential for community growth and development inherent in over half the Central Ohio population.

What is true of Central Ohio is true of the whole of Ohio. The Ohio State University is in a unique role as a top ranking public land grant research university to provide the leadership necessary to targeting resources to effective programs -- programs that understand the importance of using a gender lens in effecting long-term sustainable positive change for Ohio.

Sincerely,

A handwritten signature in black ink, appearing to be 'S. Steele', with a long, sweeping horizontal line extending to the right.

Sharon R. Steele
President & CEO



300 E. Broad St., Suite 490
Columbus, OH 43215
Phone: 614.224.5917
Fax: 614.224.8132
www.communityresearchpartners.org

November 29, 2006

Jacqueline Jones Royster
Senior Vice Provost and Executive Dean of the Colleges of Arts and Sciences
Professor of English
The Ohio State University
230 North Oval Mall
Columbus, OH 43210

Dear Dean Royster:

I am pleased to lend my support to the proposal to establish the Institute on Women, Gender, and Public Policy at The Ohio State University. Community Research Partners (CRP) learned, through our research for *Count on Her! The Status of Women and Girls in Central Ohio*, about the many assets that women and girls bring to our community, as well as the many changes that are needed to fully tap their potential. We believe that the Institute will foster collaboration, research, and information-sharing to further the goal of improving the status of women and girls in Ohio.

OSU, as a top-ranking public land grant research university, is a logical focal point for this work in Ohio. CRP, which was formed as a partnership of the John Glenn Institute, the City of Columbus, and United Way of Central Ohio, has experienced first-hand the benefits of such university-community partnerships. The community benefits from access to diverse university faculty and staff expertise, and the university benefits from the opportunity to connect its academic and research missions with community improvement initiatives. The Institute provides a great opportunity to broaden the community benefit derived from OSU's outstanding student education, interdisciplinary research, and outreach and engagement activities.

I am excited about the work to date to form the Institute and look forward to working with you and the Institute's staff and partners to provide useful and accessible data and research to inform positive community change.

Sincerely,

A handwritten signature in cursive script that reads "Roberta F. Garber".

Roberta F. Garber
Executive Director

United Way
of Central Ohio



JOHN GLENN
INSTITUTE FOR PUBLIC POLICY

Franklin County
Where Government Works



The Women's Place

400 Stillman Hall
1947 College Road
Columbus, OH 43210

Phone (614) 292-3960
Fax (614) 292-1979
Web <http://womensplace.osu.edu>

October 27, 2006

Jacqueline Jones Royster
Senior Vice Provost and Executive Dean,
Colleges of the Arts and Sciences
Professor of English
The Ohio State University
114 University Hall
230 N. Oval Mall
Columbus, OH 43210

Dear Dr. Royster:

The Women's Place of The Ohio State University fully supports the proposal to establish the Institute on Women, Gender and Public Policy here at OSU. Since the Ohio Women's Commission ceased to exist over five years ago, Ohio is one of only five states that does not have an organization that can function as the central clearing house and connecting point for research and information on women in the state. Thus, the Institute would fill a critically important role.

The Institute is in perfect alignment with the university's priorities—distinctive education for students, cutting-edge interdisciplinary research, and 21st century outreach and engagement. The Institute will provide substantial opportunities for collaboration with both campus and community partners. Moreover, locating the Institute at Ohio State is perfectly in line with its position as the top-ranking land grant research university in the state.

I enthusiastically endorse the creation of the Institute.

Sincerely,

A handwritten signature in cursive script that reads "Deborah A. Ballam".

Deborah A. Ballam
Associate Provost for Women's Policy Initiatives
& Director, The Women's Place



JOHN GLENN
SCHOOL OF PUBLIC AFFAIRS

October 27, 2006

Jacqueline Jones Royster
Senior Vice Provost and Executive Dean,
Colleges of the Arts and Sciences
Professor of English
The Ohio State University
114 University Hall
230 N. Oval Mall
Columbus, OH 43210

Dear Professor Royster:

I am pleased to write expressing my support for the proposal to establish the Institute on Women, Gender and Public Policy here at OSU. We at the John Glenn School of Public Affairs are particularly interested in the policy part of that title, that is the mix of government actions at every level that affect the opportunities and responsibilities for women in our society. Clearly some policies are enacted to deliberately alter conditions for women; other policies have inadvertent impacts on women. Both types of policy need careful analysis to define and if possible measure their various performance implications. Further, the Glenn School has a vibrant outreach mission and can help organize and host events to share the results of timely research for the broader community.

We look forward to collaborating with faculty and their home units in achieving the mission of the new Institute. It makes good sense for the Institute to identify and mobilize university expertise in both research and outreach to provide the needed focus for this important area of public policy. We support creating the Institute and look forward to working with you as the opportunities arise.

Sincerely,

A handwritten signature in black ink that reads "Lawrence W. Libby". The signature is written in a cursive style with a large, looping "L" and "B".

Lawrence W. Libby
Interim Director



October 24, 2006

Phone (614) 292-1021
FAX (614) 292-0276
<http://womens-studies.osu.edu>

Jacqueline Jones Royster
Senior Vice Provost and Executive Dean
of the Colleges of the Arts and Sciences
Professor of English
The Ohio State University
114 University Hall
230 North Oval Mall
Columbus, OH 43210

Dear Dean Royster:

I enthusiastically support the proposal to establish the Institute on Women, Gender and Public Policy at the Ohio State University. The Department of Women's Studies is one of the main partners in the development of the Institute. The Department's mission, focused on generating and transmitting knowledge about women's lives by analyzing intersections between gender and other social categories in diverse cultural contexts, is highly congruent with the proposed vision and mission of the Institute. Women's Studies faculty and graduate students will be contributing to the work of the Institute by providing their expertise in research on women and gender and disseminating research findings through various educational programs on the OSU campus, in Ohio communities, and beyond.

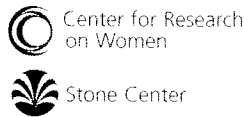
The Institute on Women, Gender and Public Policy is a timely and valuable initiative that will fill a need for a state-based central source of data on the status of women and girls, provide opportunities for OSU faculty to work collaboratively and across disciplines on research projects, create opportunities for collaboration with numerous partners in Ohio communities, connect scholars to those who can apply their research, and enhance Ohio State's already excellent reputation as a top ranking research university. I believe that the creation of this Institute will give Ohio State a leadership role nationally by providing a model for outreach and engagement that other universities will seek to emulate.

I am truly excited about Women's Studies' role in this very important project and look ahead to the many possibilities that the Institute will offer for faculty, students, and community partners in Ohio to ultimately advance the quality of life for everyone by improving the status of women and children.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jill Bystydzienski".

Jill Bystydzienski
Professor and Chair



WELLESLEY CENTERS FOR WOMEN
Shaping a better world through research and action

MAR 8 2007

March 2, 2007

OFFICE OF ACADEMIC AFFAIRS

W. Randy Smith
Vice Provost for Curriculum and Institutional Relations
The Ohio State University
230 Bricker Hall
190 North Oval Mall
Columbus, OH 43210

Dear Dr. Smith:

I am writing in support of the proposal for the development of the Institute on Women, Gender and Public Policy at The Ohio State University. The proposal outlines and documents with great clarity the need for, and the feasibility of, an organization that can function as the single source of information on the status of women and children in the state of Ohio. As a top-ranked public land grant research university, Ohio State is perfectly positioned to sponsor and support such an Institute, and, in fact, such an endeavor clearly addresses the kinds of issues such universities were designed to help address, namely the welfare and well being of the state's citizens.

The cutting-edge interdisciplinary research and 21st century outreach and engagement that are part of OSU's mission in the years ahead, as well as the ongoing commitment to the education of students all fit perfectly with the mission and vision of the Institute and together provide an important opportunity for collaboration both across the campus and with community partners.

Here at the Wellesley Centers for Women (WCW) we have experienced our own version of such collaboration. We have worked with a wide range of faculty in the social sciences at the College, developed internships for Wellesley undergraduates here at the Centers for which they earn course credit on campus and in a variety of smaller but no less important ways, strengthened both our work and that of our faculty partners. We have also seen the benefits of community collaborations, particularly in strengthening the design of our research to truly meet the needs of women and girls in the communities with which we work and ultimately, in the dissemination and implementation of our findings.

Finally, I would like to add a word about how critical financial support for the work of the proposed Institute will be as it establishes itself over the next two to three years. If I have any concerns with the plan as proposed, they relate to this funding issue. The plan

is both ambitious and optimistic, as it should be, but I would urge the University to consider investing in the Institute in order to ensure its future growth. A targeted investment in the infrastructure of the Institute will have major multiplier effects in the years to come in terms of visibility, reputation and income as others become eager to fund research and action programs developed at the Institute.

I congratulate OSU on this bold initiative and look forward to continued connections with the Institute!

Sincerely,

A handwritten signature in cursive script, reading "Susan McGee Bailey". The signature is written in black ink and is positioned below the word "Sincerely,".

Susan McGee Bailey, Ph.D.
Executive Director

APPENDIX C

POTENTIAL RESEARCH NETWORK PARTICIPANTS

Interested researchers at Ohio State were invited, via an email to all deans, to participate in a planning meeting for the Women's Research Network during Fall Quarter, 2006. The thirty four individuals (faculty members and graduate students) listed here expressed interest in the Institute. Efforts will be made to expand this list and reconvene this group during Winter Quarter, 2007.

ANDERSON, CHRISTOPHER

anderson.18@osu.edu

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Office of Student Affairs: Counseling and Consultation Service
College of Social and Behavioral Sciences: Dept. of Psychology

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College of Biological Sciences: Evolution, Ecology and Organic Biology

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Educational Policy & Leadership

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Kirwan Institute for the Study of Race & Ethnicity

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APPENDIX D

SUMMARY OF THE GATHERING OF CENTRAL OHIO WOMEN

SEPTEMBER 30, 2006

THE FAWCETT CENTER

Seventy central Ohio women gathered on Saturday, September 30, 2006 to add their wisdom to the planning process for the Institute On Women, Gender, and Public Policy that is being developed by four units at The Ohio State University: the Colleges of the Arts & Sciences, the Women's Studies Department, The John Glenn School of Public Affairs, and The Women's Place/Office of Academic Affairs.

FACILITATION

Carolyn Baldwin of Winter Haven, Florida and Barbara Clark of Columbus, Ohio guided the discussion using the World Cafe dialogue style (www.theworldcafe.com). The discussion centered around four questions. At the end of the day, each woman reflected on what she had learned and what she could contribute. One of the comments summarized the spirit in the room: "Collective power brings wisdom for action. Be an advocate."

DISCUSSION

Summaries of the themes that emerged from the four discussion questions are on the pages that follow.

QUESTION 1: If we could change for the better the lives and conditions of women and their families, what five concerns and issues do you think Ohio women would put at the top of their agenda? (Themes are in rank order.)

- Freedom from violence for ourselves and our children, including domestic violence
- Education reform
- Health care access and insurance
- Economic justice issues, including equal pay, retirement security, poverty and homelessness
- More women in all leadership positions and more access to political leadership and influence
- Work/life balance issues including access to quality, affordable child care

QUESTION 2: Using the data the Institute could generate on the agenda discussed in Question 1, how can we create a non-partisan and inclusive approach, as well as a non-partisan and inclusive alliance, to support the agenda? (Themes are in no specific order.)

- provide good, reliable, objective and relevant data on issues
- focus first on issues on which we have common ground
- language is important in framing questions and describing issues—avoid trigger words and avoid framing the issues in a divisive way
- make sure people from both political parties are involved
- create mechanisms where we can all get to know each other as human beings
- make sure all demographics are involved—race, ethnicity, age (both young and older), sexual orientation, political beliefs, religions, class, women who work in the home as well as out of the home, rural as well as urban, business women, women from non-profits and from education—the same kind of mix present at the Sept. 30 gathering
- Ensure the inclusion of the full diversity of women in all steps of Institute development and research

QUESTION 3: How can we create a manageable statewide mechanism for communication? In planning for a statewide conference, who should be there and when and where should it be held? (Themes are in no specific order.)

Mechanism for communication

- clearly define the purpose and agenda
- use all of the varieties of communication mechanisms
- use existing statewide women's organizations
- hold regional meetings
- hold a statewide Women's Leadership Summit with a keynote speaker and workshops, etc.

Who, When, And Where

- Columbus
- same representation of women as at the Sept. 30 gathering except include low-income women

-
- powerful women
 - leaders of communities
 - individuals who are knowledgeable about the issues
 - representatives from other universities

QUESTION 4: What resources do you know about or ideas do you have for funding the Institute? (Themes are in no specific order.)

- private individual donations
- membership in the Institute
- commercial research
- foundations/grants
- corporate grants
- women's groups
- creative fundraising/special events to raise money and awareness (e.g. Lance Armstrong type bracelets)
- line item from state budget

DATA ANALYSIS - PARTICIPANT RESPONSES FROM SEPTEMBER 30 MEETING

QUESTION 1 - ISSUES

ISSUE:	RESPONSES: *
1. Safety, Domestic Violence and Abuse	25 responses (combined)
	(13 for safety, 12 for violence or abuse)
2. Education	23 responses
3. Health care	18 responses
4. Economic justice, financial equality	18 responses
5. Childcare	14 responses
6. Choice, abortion, reproductive rights/services	9 responses
7. Housing or homelessness	8 responses
8. Opportunity (referencing education, economic, leadership)	8 responses
9. Leadership	7 responses
10. Balance (work life)	7 responses
11. Politics/political process	6 responses
12. Poverty	6 responses
13. Legal/justice system	4 responses
<i>* responses were counted multiple times if they contained the key words</i>	

Other responses included: rural/urban issues, connections, diversity, environment, global/international, hunger, public transportation, elder care, spirituality, single mothers, and technology.

QUESTION 2 - APPROACH

CATEGORY	RESPONSES: *
<p>1. Data, research, information</p> <ul style="list-style-type: none"> • Quality research – data to drive decision-making and activism • Define parameters around data-gathering – practical implications • Directory of data resources and organizations working on specific issues • Qualitative and quantitative • Culturally competent researchers; womanize the data • Infrastructure to reach decision-makers • Institute – gathers, alliance – uses data – Institute is about data • No specific agenda in data-gathering • Provide real data for real problems 	42 responses
<p>2. Politics/Partisanship</p> <ul style="list-style-type: none"> • Non-partisan – must be OK to disagree, support non-partisan agenda • Date gathered with sensitivity to inclusiveness • Multi-partisan - Must be comfortable with women with different viewpoints 	25 responses
<p>3. Focus</p> <ul style="list-style-type: none"> • Broad enough, focus on common ground • On Ohio • Mission statement – when women and children benefit, everyone benefits • Resource division – books, discussions • ID goals and metrics – accountability • Trusteeship – way to limit and focus conversation 	19 responses
<p>4. Agenda</p> <ul style="list-style-type: none"> • Create alliances with universal agenda items • Cross-agenda participation • Focus agenda – how, who? • Non-partisan agenda, no agenda in research • Role of OSU – doing or identifying research that addresses agenda – must be objective 	16 responses
<p>5. Structure/ Systems</p> <ul style="list-style-type: none"> • Structure to give feedback - board, advisory board, alliance, partnership • Infrastructure to use data with decision-makers • Structure – should support non-partisan agenda 	15 responses
<p>6. Network/Partnership</p> <ul style="list-style-type: none"> • Work with partners with networks • Provide information to existing grassroots networks • Start with women in the room – reach out to their networks 	8 responses
<p><i>* responses were counted multiple times if they contained the key words</i></p>	

Other responses: urban/rural balance, grassroots networks, and leadership.

QUESTION 3 - STATEWIDE COMMUNICATION MECHANISM/MEETING

CATEGORY	RESPONSES: *
7. Meeting, forum, conference <ul style="list-style-type: none"> • Agenda should drive attendance • Better to do smaller, more productive meetings - regional • Statewide should move around • Needs a clear purpose 	28 responses
8. Technology, website, email, blogs, Internet, listservs <ul style="list-style-type: none"> • Responses focused on use of technology for communications 	16 responses
9. Communication <ul style="list-style-type: none"> • Responses focused on the need for statewide reach, using existing networks, use of smaller meetings 	15 responses
10. Information, issues, data, resources <ul style="list-style-type: none"> • Responses focused on ways to make research effective, ways to reach audiences that are involved in advocacy 	14 responses

QUESTION 4 - RESOURCES

CATEGORY	RESPONSES: *
11. Grants, foundations, funding, funds <ul style="list-style-type: none"> • Community foundations, • Foundations: Gund, OSU, public policy • Private funding – individual, corporate • Corporate funding • Self-funding initiatives • Sponsorship 	11 responses
12. Women or girls <ul style="list-style-type: none"> • Funds, groups, foundations 	7 responses

Note: we must be able to explain why OSU funding isn't enough – why other resources should support this effort.

APPENDIX E

REGIONAL REPORTS ON THE STATUS OF WOMEN AND GIRLS IN OHIO

COUNT ON HER

The 805,000-plus women and girls who live in Central Ohio are ethnically diverse, comprise 51 percent of the region's population and constitute 47 percent of its workforce, and generate more than \$5 billion through the businesses they own. These are some of the findings in *Count on Her! The Status of Women and Girls in Central Ohio*, which was commissioned by the Women's Fund of Central Ohio and the Columbus Foundation to establish a baseline for future studies and inform public policy, funding priorities, and programming related to women and girls in the region.

PULSE

The Women's Fund of The Greater Cincinnati Foundation commissioned *Pulse: A Study on the Status of Women and Girls in Greater Cincinnati*. Nearly 400 community leaders, researchers, and private citizens (almost all of them women) lent their time and talent in "taking the pulse" of women's experiences in the eight-county area comprising Greater Cincinnati (Hamilton, Butler, Warren, and Clermont counties in Ohio; Boone, Campbell and Kenton counties in Kentucky; and, Dearborn County, Indiana). The report examined women's status in regards to such "vital signs" as educational attainment; economic security; health status; personal safety; power and leadership; and the experiences of girls.

APPENDIX F

INSTITUTE FOR WOMEN'S POLICY RESEARCH

OHIO IN STATE RANKINGS, 2000 AND 2004

POLITICAL PARTICIPATION

OHIO	Overall			Elected		Registered		Voted		Resources	
	Score	Rank	Grade	Score	Rank	%	Rank	%	Rank	Score	Rank
2004	-3.57	41	D-	1.6	36	66%	30	53%	23	0	46
2000	-1.54	36	D	1.4	37	70%	30	62%	24	1	31

EMPLOYMENT AND EARNINGS

OHIO	Overall			Median		Earnings Ratio		Labor Force		Prof/Mgr	
	Score	Rank	Grade	Score	Rank	%	Rank	%	Rank	Score	Rank
2004	3.93	25	C	\$30K	20	72%	41	61%	26	32%	26
2000	3.91	23	C	\$25K	20	70%	32	60%	35	30%	23

ECONOMIC AUTONOMY

OHIO	Overall			Health Ins		4 or More		Business Owners		Above Poverty	
	Score	Rank	Grade	%	Rank	%	Rank	%	Rank	Score	Rank
2004	6.95	29	C-	86%	21	19%	39	26%	16	89%	24
2000	3.9	34	C-	87%	9	14%	43	33%	27	89%	21

REPRODUCTIVE RIGHTS

OHIO	Overall			Parent	Waiting	Public	% w/	Contra	Pro	Infer.	2 nd	Sex
	Score	Rank	Grade	Consent	Period	Funding	Providers	Cover	Choice	Cover	Adopt	Ed
2004	.75	44	F	0	0	0	50%	0	0	.5	0	0
2000	1.0	42	F	0	0	0	50%	0	0	1	0	0

HEALTH AND WELL-BEING

OHIO	Overall			Mortality		Mortality		Mortality		Incidence	
	Score	Rank	Grade	Heart Disease		Lung Cancer		Breast Cancer		Diabetes	
	Rate	Rank		Rate	Rank	Rate	Rank	Rate	Rank	Rate	Rank
2004	2.03	36	C-	229	39	44	35	29	48	6.9%	36
2000	1.98	32	C	114	49	26	38	27.3	41	5.3	26

OHIO	Incidence		Incidence		Poor		Mortality		Limited	
	Chlamydia		AIDS		Mental Health		Suicide		Activities	
	Rate	Rank	Rate	Rank	Days	Rank	Rate	Rank	Days	Rank
2004	506	40	2.3	17	4.0	32	3.4	11	3.7	32
2000	342	34	1.9	18	3.3	15	2.0	7	4.3	42

APPENDIX G - TIMELINE

Institute on Women, Gender, and Public Policy

Partial Timeline - Year One and Two

	Fall 2006	Winter 2007	Spring 2007	Summer 2007
Fall 2006 through Spring 2007	<p>Community Partners Planning Meeting*</p> <p>Columbus Council on World Affairs Co-Sponsored Event featuring Ambassador Barbara Masekela**</p> <p>Twentieth Anniversary Celebration - Critical Difference for Women Program (Women's Place)</p> <p>Fergus Leadership Lecture featuring Marie Wilson (Glenn School)</p> <p>Women's Research Network Planning Meeting</p>	<p>Participation in Legislative Day Sponsored by the Women's Funds of Ohio</p> <p>Symposium on Conducting Research on Women</p> <p>International Women's Day Event</p> <p>Release of Ohio Report Card by Institute for Women's Policy Research</p> <p>Women's Research Network Meeting</p> <p>Town Meetings - Southwest Ohio and Southeast/Appalachia Ohio</p>	<p>ASC Honors Women in STEMS</p> <p>Formal Announcement of Institute</p> <p>Online directory of faculty experts and research introduced</p> <p>CIRIT Gender and Ethnicity Symposium</p> <p>Women's Research Network Meeting</p> <p>Town Meetings - Northwest Ohio, Northeast Ohio</p>	<p>Leadership Institute</p>
Fall 2007 through Spring 2008	<p>Fall 2007</p> <p>Release of First Biannual Report on the Status of Women in Ohio</p> <p>Statewide Meeting on Biannual Report on the Status of Women and Girls in Ohio</p> <p>Anniversary Celebration - Critical Difference for Women Program (Women's Place)</p> <p>Fergus Leadership Lecture (Glenn School)</p> <p>Women's Research Network Meeting</p>	<p>Winter 2008</p> <p>Participation in Legislative Day Sponsored by the Women's Funds of Ohio</p> <p>Faculty Research Symposium</p> <p>International Women's Day Event</p> <p>Women's Research Network Meeting</p>	<p>Spring 2008</p> <p>State of the Institute Report</p> <p>CIRIT Gender and Ethnicity Symposium</p> <p>Women's Research Network Meeting</p>	<p>Summer 2008</p> <p>Leadership Institute</p>

* **Bold: Institute sponsored event or program**

** Regular: Institute is co-sponsor, supporter or assisting with promotion