

# Resources from International Women's Day 2022

Event Recording: <https://www.youtube.com/watch?v=ZeC-Fm-Ehn4>

IWD slides from cohosts:

[https://docs.google.com/presentation/d/1cKJdvplEYL\\_t9T3f6ZOiUzk-xl0dUGWc/edit?usp=sharing&ouid=110723295219255933541&rtpof=true&sd=true](https://docs.google.com/presentation/d/1cKJdvplEYL_t9T3f6ZOiUzk-xl0dUGWc/edit?usp=sharing&ouid=110723295219255933541&rtpof=true&sd=true)

Nicole Slides are here:

[https://docs.google.com/presentation/d/1NoC\\_Fizd84kJp1YsjSG\\_Imp9BcufJK8\\_/edit#slide=id.p1](https://docs.google.com/presentation/d/1NoC_Fizd84kJp1YsjSG_Imp9BcufJK8_/edit#slide=id.p1)

Caesare Assad slides are here:

<https://docs.google.com/presentation/d/1OqFM-tsrLr1VNBu6Bk9YaDIOAcD8jNN1vKUSwCTtYOQ/edit>

## **Actions You Can Take NOW:**

### **From Nicole's talk:**

Here is info. re: the conference Nicole is facilitating this June and the survey our team has created:

To prepare for a co-creative workshop at the [Environmental Design Research Association](#) annual conference, "Health in All Places" our team ([B. Sanborn](#), [Penny Cole](#), [Nicole DeNamur](#)) is soliciting input via an all-questions-optional survey regarding ungendered restrooms. ***We'd like to hear from designers, architects, engineers, interior designers, sustainability champs, and researchers in professional practice... anyone who works on projects for the built environment that might include ungendered restrooms as an option.*** The goal is to get a sense of the challenges and opportunities, in order to advocate for more inclusive outcomes. The survey also includes an option to leave your contact information if you'd like to see the after-action report from the workshop. Input from all practitioners is welcome, and we are especially seeking input from people practicing outside the United States to hear about different regulatory environments. The survey will remain open until March 13th. Please follow [this link](#) to access the survey.

**Pledge to take and/or SHARE** the 2022 US Trans survey at [this link](#)

**Join** Lisa in participating in [Leonie Smith's](#) Necessary Trouble Collective's 40 days of Giving Up [#Racism](#) for Lent program (in 2022) <https://www.necessarytroublecollective.org/>

### **Special Note from 2021 Speaker Flory Wilson regarding Gender Ideal.**

In honor of Women's History Month, we are launching a call-to-action asking all businesses to make a commitment to advancing their gender equity practices. This call-to-action, called the IDEAL12 campaign, is launching in partnership with [The Boardlist](#), [High Water Women](#), [Next Up](#), [Company Ventures](#), [The American Marketing Association's New York Chapter](#) and [Working for Women](#).

Our Simple Ask:

- Take the [IDEAL12](#) on behalf of your organization (best completed by someone is an HR/People role; takes 5-10 minutes.) Upon submission, you'll receive a score out of 12 points and access to a benchmark report to understand your performance.
- Commit to action by implementing one of the 12 topics covered in the [IDEAL12](#) and become an #IDEAL12Commitmentmaker. Gender IDEAL will share resources - expert interviews, articles, reach and case studies - to support your organization in achieving its goal.

The [IDEAL12](#) is a free, publicly available tool. Our goal is to engage workplaces during Women's History Month to take action toward becoming more gender equitable.

Link to the [additional stats doc](#) that Lisa discussed regarding Working Women data points 2020-2022

## Podcasts

- Nicole Denamur featured on The Ethical Evolution Podcast. Topic: Ethical Healthy Buildings: <https://www.theethicalevolutionpodcast.com/episode/ethical-healthy-buildings-with-nicole-denamur>
- Getting Real with Gabrielle Union: <https://podcasts.apple.com/us/podcast/code-switch/id1112190608?i=1000549341619>
- MS Magazine On the Issue with Michelle Goodwin: <https://msmagazine.com/podcast/>
- Unlocking Us with Brené Brown: <https://open.spotify.com/show/4P86ZzHf7EOIRG7do9LkKZ>
- Road to Repair, A business podcast about building a reparative and regenerative economy: <https://www.theroadtorepair.com/>

## Articles, Info., Resources for creating a more equitable Workplace:

- Blog post by Nicole Denamur, We need to talk about restrooms. [Medium blog](#)
- [Surviving Pandemic Motherhood](#) report by Kuli Kuli. New 2022 Report Reveals 5 Key Findings On The State Of Working Mothers As The Pandemic Continues.
- Vista Global article from Feb 28th, 2022, "[What Can Stop the Great Resignation? Answer: Focus on women-friendly practices and purpose](#)"
- Evolution Marketing article from 2021, "[How Forward-Thinking Businesses Can Address Systemic Inequalities Through Adoption of the SDGs](#)"
- Articles, Blogs written by Madison Butler and her company [Blue Hair Unicorn](#)
  - Unicorn Nuggets by Madi B : <https://www.linkedin.com/newsletters/unicorn-nuggets-with-madi-b-6843301145394384896/>
  - [Newly formed Black Speakers Collective](#)
  - [Podcast Bye Bye Binary](#)

## Recommended Books:

- BOOK: [Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings of Plants](#) By [Robin Wall Kimmerer](#)

Drawing on her life as an indigenous scientist, and as a woman, Kimmerer shows how other living beings—asters and goldenrod, strawberries and squash, salamanders, algae, and sweetgrass—offer us gifts and lessons, even if we've forgotten how to hear their voices. In reflections that range from the creation of Turtle Island to the forces that threaten its flourishing today, she circles toward a central argument: that the awakening of ecological consciousness requires the acknowledgment and celebration of our reciprocal relationship with the rest of the living world. For only when we can hear the languages of other beings will we be capable of understanding the generosity of the earth, and learn to give our own gifts in return.

- BOOK: [My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies](#) By Resmaa Menakem

My Grandmother's Hands is a call to action for all of us to recognize that racism is not only about the head, but about the body, and introduces an alternative view of what we can do to grow beyond our entrenched racialized divide. Paves the way for a new, body-centered understanding of white supremacy how it is literally in our blood and our nervous system. Offers a step-by-step healing process based on the latest neuroscience and somatic healing methods, in addition to incisive social commentary. Resmaa Menakem, MSW, LICSW, is a therapist with decades of experience currently in private practice in Minneapolis, MN, specializing in trauma, body-centered psychotherapy, and violence prevention.

- BOOK: [Emergent Strategies](#), By Adrienne Marie Brown

Emergence is the way complex systems and patterns arise out of a multiplicity of relatively simple interactions. In the framework of emergence, the whole is a mirror of the parts. Existence is fractal - the health of the cell is the health of the species and the planet. Change is constant. This book is about how we can shape the changes we experience to match our intentions using strategic methods that are as adaptive, resilient, decentralized, and interdependent as the patterns of flocking birds or differentiating cells. A secular spirituality based equally on science and science fiction.

- BOOK: [Nice White Ladies: The Truth about White Supremacy, Our Role in It, and How We Can Help Dismantle It](#), by Jessie Daniels

In a nation deeply divided by race, the “Karens” of the world are easy to villainize. But in *Nice White Ladies*, Jessie Daniels addresses the unintended complicity of even well-meaning white women. She reveals how their everyday choices harm communities of color. White mothers, still expected to be the primary parents, too often uncritically choose to send their kids to the “best” schools, collectively leading to a return to segregation. She addresses a feminism that

pushes women of color aside, and a wellness industry that insulates white women in a bubble of their own privilege.

Daniels then charts a better path forward. She looks to the white women who fight neo-Nazis online and in the streets, and who challenge all-white spaces from workplaces to schools to neighborhoods. In the end, she shows how her fellow white women can work toward true equality for all.

### Resources from Nicole's Talk:

- Click to download the Designing a Neurodiverse Workplace : <https://www.hok.com/ideas/publications/hok-designing-a-neurodiverse-workplace/>
- Findings from the 2015 US Trans Survey <https://www.ustranssurvey.org/>
- This is the REFUGE app that Nicole mentioned in her talk, this is the website, the app you have to download: <https://www.refugerestrooms.org/>
- Article that Nicole wrote about BioSphere 2: <https://arcadenw.org/journal/recognizing-our-environmental-arrogance-what-an-artificial-earth-taught-me-about-failure>

### Anti-Racists Resources:

- Excellent list of Anti-racism books for kids: <https://www.theguardian.com/books/2020/jun/04/no-reader-is-too-young-to-start-anti-racist-books-for-all-children-and-teens>
- [Leonie Smith](#)'s Necessary Trouble Collective's 40 days of Giving Up [#Racism](#) for Lent program (in 2022) <https://www.necessarytroublecollective.org/>
- Coming to Terms With Racism's Inertia: Ancestral Accountability, TED Talk by Rachel Cargle <https://youtu.be/VgufOtRq488>
- "Women of Color Get Less Support at Work. Here's How Managers Can Change That". by [Zuhairah Washington](#) and [Laura Morgan Roberts](#) In Harvard Business Review : <https://hbr.org/2019/03/women-of-color-get-less-support-at-work-heres-how-managers-can-change-that>
- The LeanIn.Org website contains an extensive list of articles, books and podcast to review showcasing a variety of different anti-racism resources. [Click here](#) to view.
- [Click this link](#) to find a number of resources related to anti-racism. We're living in a time where no life matters, unless Black Lives Matter. This page was created by the Washington Areas Women's Foundation team.
- [Click here for "Ways to Take Action"](#) (i.e. A collection of professional resources on guiding teams, providing individual support, and centering equity and justice in company practices curated by B Lab US & Canada).
- Learn more about B Lab US & Canada's actions by reading [B Lab's statement on anti-racism](#) by Dr. Ellonda L. Williams, B Lab's Director of Equity, Diversity & Inclusion.

### Non-profit - donation links:

- USGBC <https://www.usgbc.org/give-center/donation>
- WSBC Women in Sustainability <https://www.wisconsinsustainability.com/wis>

### Upcoming Events:

- Women in Sustainability Circles - Sign Up by **March 18th, 2022** at this link: [https://wmepsurvey.co1.qualtrics.com/jfe/form/SV\\_9XHnG8fb6DT9930](https://wmepsurvey.co1.qualtrics.com/jfe/form/SV_9XHnG8fb6DT9930)
- June event info - Save the Date!
- WSBC Events:

### Free Host Resources:

- Evolution Marketing Resources Website: <https://greenmktng.com/resources>
- USGBC Report - Women in the Workplace report finds pandemic-related challenges <https://www.usgbc.org/articles/women-workplace-report-finds-pandemic-related-challenges>
- (WI) Women in Sustainability Google Group [https://groups.google.com/forum/#!forum/women-in\\_sustainability](https://groups.google.com/forum/#!forum/women-in_sustainability)

### Resources from 2021 IWD Program

#### Books Referenced:

- [Empowering Differences](#) by Ashley T Brundage
- Turn This World Inside Out: The Emergence of Nurturance Culture by Nora Samaran
- Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance by Edgar Villanueva
- Radical Transformational Leadership: Strategic Action for Change Agents by Monica Sharma

#### Other Resources Mentioned

- Gender Ideal <https://gender-ideal.org/>
- Sustainable Development Goals <https://sdgs.un.org/goals>
- B Corporations <https://bcorporation.net/>
- Freedom Inc. <https://freedom-inc.org/>

#### Videos:

- Laura Bates, Everyday Sexism (16 minutes) <https://www.youtube.com/watch?v=LhjsRjC6B8U>
- Maureen Fitzgerald, Implicit Bias - How We Hold Women Back (18 minutes) <https://www.youtube.com/watch?v=YM1MBSczyI>
- Roxanne Gay, Confessions of a Bad Feminist (11 minutes) [https://www.ted.com/talks/roxane\\_gay\\_confessions\\_of\\_a\\_bad\\_feminist?language=en#t-670714](https://www.ted.com/talks/roxane_gay_confessions_of_a_bad_feminist?language=en#t-670714)

- Always #LikeAGirl Campaign (3 minutes) <https://www.youtube.com/watch?v=XjJQBjWYDTs>
- Dr. Paula Stone Williams <https://paulastonewilliams.com/tedxmilehigh-video/>