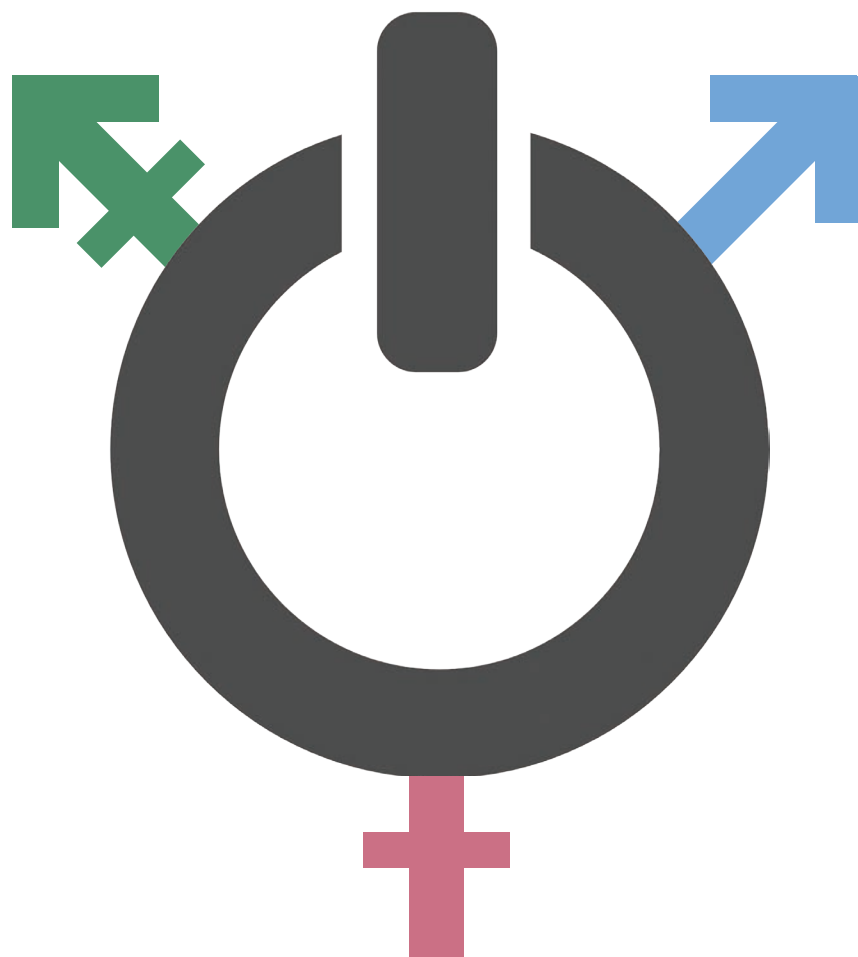


A Loyola Student Social Justice Publication

MOSAIC

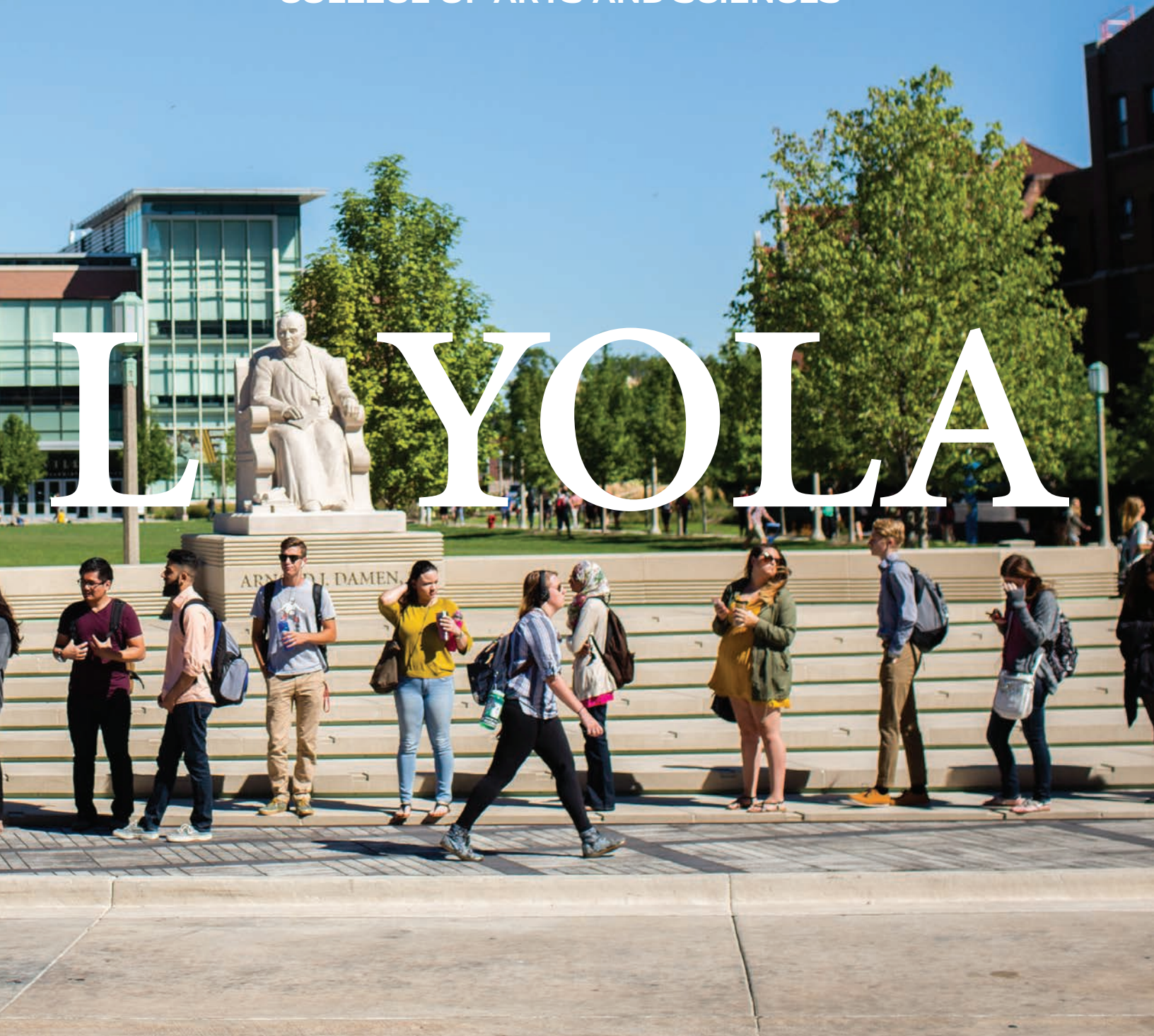
Magazine: Vol. 16, 2019



The gender
and power issue.

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2019
MOSAIC

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TWO COURSES, TWO SEMESTERS

Mosaic magazine is produced by undergraduate students over fall and spring semesters. The former group reports the stories and the latter designs the magazine in time for publication in April.

MOSAIC

Dear Readers,

When allegations of sexual assault surfaced against film producer Harvey Weinstein in October 2017, it quickly became the impetus for a larger cultural movement. Powerful figures were toppled off their pedestals, but there was still a glaring issue remaining: how to address social injustices embedded in our culture. The imbalance of gender and power has long been an issue, and solutions still need to be found.

The reporting class for Mosaic examined how gender and power intersects in so many facets of everyday life. Some of us took on large-scale topics including Title IX, online dating and shifting values in the beauty industry. Some of us looked at gender and power with a local lens profiling Chicago businesses supporting feminist values and the LGBT community. We all dedicated a semester to reporting and delving into important and sometimes difficult topics.

Our reporting also goes beyond the magazine. Look online at mosaicloyola.com and you'll see a variety of multimedia reporting from photo essays to videos to podcasts. These elements add to what's in these pages and give further insight into this year's topic.

The Mosaic staff had discussions which a lot of us wouldn't have had in any other class. We had candid — and sometimes provocative — conversations about the ways gender and power are present in our own lives. We also had hard discussions and disagreements, which challenged each other's perspective on some issues.

I encourage everyone reading our work to approach it with an open mind, and Mosaic welcomes any feedback.

I want to give a huge thanks to Jessica Brown who led both the reporting and design staff this year and to everyone who shared their insight and stories with us.

Thank you,

Carly Behm



EDITORIAL

Allyhood, more than a hashtag

#YesAllWomen. #BlackLives-Matter. #ShoutYourAbortion. #NoDAPL. #MeToo. #TakeAKnee. #WhyIDidntReport. #WhyIStayed.

These hashtags have appeared on Twitter, Facebook, Instagram and more for the last few years. While they have sparked social movements and made changes in society, this type of activism can lose some of its action.

For some, hashtags can be used to profess themselves as allies for marginalized groups. Allyhood has presented itself in a number of ways throughout history. It's a way for people with some type of privilege, whether it's their race, gender or social class, to speak up and use that privilege to support marginalized groups. However, allies who don't act on what they profess mean nothing to the groups they say they support.

Hashtags are a way to grow social movements exponentially and show solidarity. They become national news and household names. They've allowed these movements to gain traction in a way they never would have without the internet.

The Black Lives Matter and Me Too movements would have never gained the notoriety they did without the internet. Real people, not celebrities or individuals in positions of power, were able to provide personal accounts and experiences as black individuals and women in America and beyond. These aren't the experiences mainstream media reports on, but social media gives people a platform to address their own instances with injustice.

However, some hashtag activism becomes a problem when people post about these hashtags but do

not actually engage in anything to help the movement. Examples of this type of activism, often known as "slacktivism," include signing petitions, posting on social media and joining Facebook, or other, social groups.

There's more to a successful movement than a hashtag trending on Twitter or gaining a large following online. Impact occurs when action is taken to help a community through protests or demonstrations, calling legislature, volunteering at shelters, schools or with organizations and by engaging with the people in a community.

This is action-based activism. While hashtag activism is enough to get the name out there, we need this action if we actually want to see a change within these communities.

A clear instance is the Ice Bucket Challenge which gained traction in 2014. The trend prompted participants to endure the cold rush of being drenched by a large bucket of ice water, donating to the ALS Association and naming another person to take the challenge. This nationwide viral movement raised \$115 million to the ALS Association, which focuses on research towards Lou Gehrig's disease, according to the ASLA website.

Being an ally is more than including a hashtag in one's Instagram bio. Allyhood isn't an identity or a way to define oneself — which is why some people have a difficult time grasping its purpose.

It's also difficult to define oneself as an ally; the individuals within marginalized groups get to choose whether or not to recognize someone as an ally.

Allyhood takes continuous



education. It involves learning and re-learning the social structures and hierarchies that have been taught within institutions, such as school, religion and government, for centuries.

So, next time there's a mass shooting, an anti-abortion bill or a sexual assault allegation, do more than retweet the hashtag. These actions take seconds and give the feeling of a good deed, but it isn't the high-risk activism which creates change. Seek out that community. Donate money. Call your legislatures. Volunteer your time with survivors or members of that community. That's what it means to be an ally. ■

Elyssa Fahndrich
via Unsplash



For more OpEds visit
mosaicloyola.com
or scan here.

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DON'T FIX WHAT'S NOT BROKEN

Despite any changes made to Title IX guidelines, Loyola vows to keep the best interest of its students in mind

By **ARIANA ALLEN**

United States Secretary of Education Betsy DeVos is changing how colleges and universities define sexual assault. No matter the effects of these changes, Loyola University Chicago vowed to uphold its commitment to doing whatever it can to sustain the integrity of its students.

Title IX is a part of the Education Amendments Act of 1972, which states it's illegal for students to be subjected to discrimination based on sex in any federally funded educational program. These laws apply to public and private educational institutions that receive funding. Most private institutions, including Loyola University Chicago, offer government-funded scholarships in the form of Perkins loans and Pell grants.

After Title IX laws were put in place, sexual assault on campuses remained prevalent. The Obama administration, in 2011, stepped in to reform Title IX policies by issuing a set of guidelines in the form of a letter titled 'Dear Colleague.' The Obama administration continued its commitment to end sexual violence on college campuses by starting a campaign called 'It's on us,' which encouraged everyone to be engaged in the conversation to end sexual violence, according to the website.

The Obama era policies contained a series of guidelines urging colleges and universities which receive federal funding to more closely examine the handling of Title IX related incidents. The letter also proposed colleges and universities begin to use the lowest possible standard of truth in sexual assault cases and allow accusers to appeal non-guilty findings.

Current Secretary of Education Betsy DeVos announced her plans to alter the Obama-era guidelines for Title IX in 2016. DeVos said the current guidelines have created a system that lacked basic elements of due process and failed to ensure fundamental fairness, according to the Department of Education website.

"The Obama administration did not issue regulations, instead they issued guidance documents which tell universities that they have obligations such as Title IX that they need to uphold that are subject to interpretation," Loyola University Chicago associate dean of students and interim Title IX deputy coordinator Tim Love said.

The Obama-era documents skipped the notice and comment process and the guidelines went into effect after they were released. Love also stated that the lack of a notice and comment period was done with intentionality.

"As guidelines, they acted as a document with strong suggestions and had a strong persuasive effect urging institutions to follow them and increase awareness of gender-based violence on campuses," according to Love.

No matter what the outcome is of the changes to Title IX regulation by DeVos, the university will continue to look to its mission for



PHOTO BY ILMA SEPEROVIC

All Loyola Chicago University faculty and staff are required to notify the Title IX office about gender-based violence.

guidance on how to proceed, according to Love.

Upon acceptance to the university, each student must sign an agreement to follow the student promise throughout their duration at Loyola. The student promise is a three-part statement, incorporating the university's mission and Jesuit values guiding students to live justly on campus.

The mission incorporates care for others, care for self and care for community. In the portion of the student promise referring to community, there is a reminder for students to be respectful of others despite differences identities.

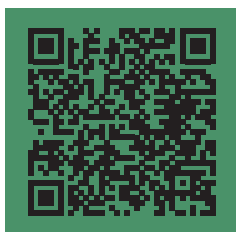
The document states, "I promise to recognize that each individual person is valuable and has a unique perspective that contributes to the growth and development of all. I will respect the individuality of others regardless of appearance, ethnicity, faith, gender, ability, sexual orientation, or social standing."

The university that issues this statement, also holds themes same values when it comes to dealing with matters related to title IX, according to Love.

"[Title IX regulations proposed by the Department of Education] set the floor, the bare minimum that a university has to do and there's nothing preventing us from doing more than that, not because the law requires it but because our mission tells us to, Love said.

Loyola has taken these values into consideration when discussing how they'll move forward in response to changes in Title IX regulations. According to Love, the university will uphold its commitment to due process for those involved in sexual assault cases on campus, and they pledge to continue a neutral investigation process to uphold the integrity of all parties involved.

"Because Loyola has always taken seriously the need to support the due process right of the respondent, I don't think that we're going to have to change very much," Love said. ■



Scan the code for more on
Loyola's Title IX guidelines



Embracing The Real Me

A GLIMPSE INTO
THE LIFE OF A TRANSGENDER PHD STUDENT

By ARIANA ALLEN

Students pursuing a doctoral degree often have an idea of their preferred career paths, but, for some, these plans can change as they work toward embracing their identity.

Loyola University Chicago doctoral student and teacher June Coyne balances exploring her gender identity and pursuing a higher education. As a transgender woman, Coyne had to navigate the realm of academia while simultaneously changing gender. She recalled how her intersecting identities as a student, teacher and transgender woman helped her view the academic world from a broader perspective.

Coyne, 32, grew up in a small rural town in Texas and excelled as student. After graduating from Carnegie Mellon with a bachelor's degree in computer science and working in the field for a few years, Coyne went back to school for her master's and is currently pursuing a Ph.D. in American history. She said she became comfortable in the classroom, as a student and teacher, and aims to help her colleagues feel the same.

"I like being able to be in a room with people and having the communication with the students," Coyne said. "Teaching really involves finding a way that meshes how you see the world and how you can get others to see the world."

Coyne said her experiences as a transgender individual helped her realize marginalized groups face injustices in academia. She also said most injustices or biases against people because of their gender are from males who identify with their assigned gender at birth, who, in society, often hold the most valued opinion and greatest power.

She said she grew in her understanding of the injustices toward those with marginalized identities when she attended a workshop for teachers. The workshop touched on what to do if a teacher referred to a student as the wrong gender — known as misgendering.

When asked how they would respond to this situation, some educators at the workshop said they would move on after apologizing to the student; others said they could have the students give their preferred pronouns on the first day of class. Coyne's own experiences allowed her to notice flaws in this approach.

"It's college and a lot of people are, for the first time, working out their identities," Coyne said. "[With this solution] you're potentially asking someone to either, out them-

selves to you and the entire class without knowing if it's safe, or [to] tell you to misgender them for the rest of the semester."

Those with more widely accepted gender identities, such as those who kept the gender they were assigned at birth, often look at students, who are open and comfortable with how they identify, as a spokesperson for their entire community, which Coyne admits can be exhausting.

In today's society, there's a growing movement to make oppositions to the gender binary less of a taboo subject and to push for gender identity awareness within the classroom, according to a 2016 article from Vanderbilt University.

At Loyola, having a commitment to diversity is a part of the university's mission and school officials almost always bring it up.

The university website offers a multitude of statistics pertaining to the diverse population of the student body. However, the university website doesn't have data available about the diversity in gender unrelated to the gender binary among the student population. This lapse in representation points to a larger overall disparity of non-binary student representation on campus.

Coyne said there are some ways in which the university can be more vigilant about making transgender students more comfortable, such as acknowledging the importance of identity to a transgender individual and making it easier for those individuals to choose which name they would like to officially use.

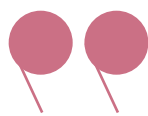
"The university doesn't allow a name change in any official place until an individual gets their name legally changed which requires lots of paperwork," Coyne said.

Coyne also mentioned how this policy is also discriminatory against non-trans people who prefer to professionally go by a different name than they do outside of work.

"It's disappointing to not be able to have a preferred name," Coyne said.

Although there have been some setbacks, Coyne said her experience transitioning while teaching and going to school at Loyola has been mostly positive.

"Chicago is a pretty supportive place and the History Department has been very supportive as well ... I feel pretty lucky in that transitioning has been not that big of a deal in terms of causing problems," Coyne said. ■

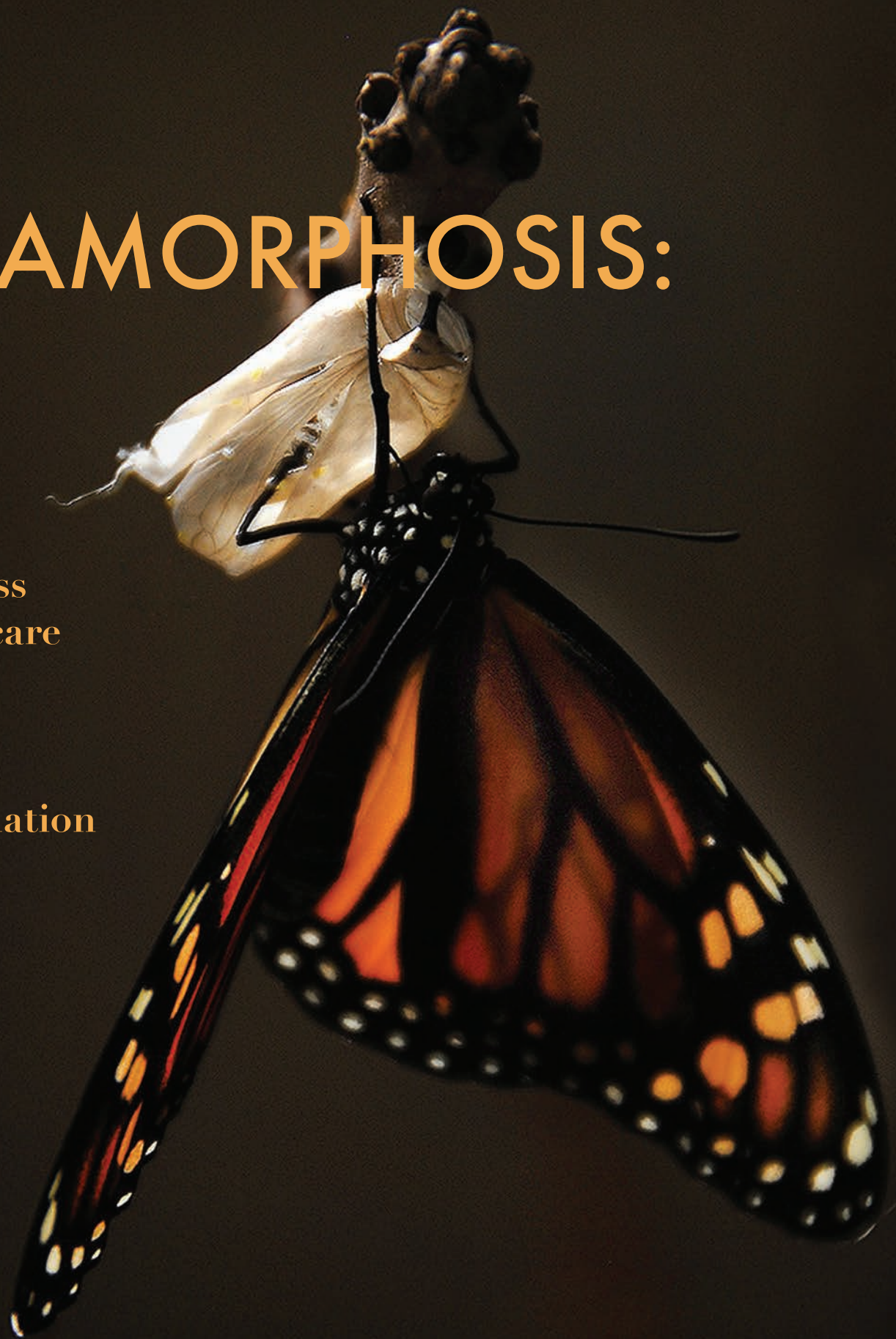


It's college and a lot of people are, for the first time, working out their identities."

— JUNE COYNE, DOCTORAL STUDENT

METAMORPHOSIS:

How access
to healthcare
made one
person's
gender
transformation
easier



By CARLY BEHM

Disclaimer: One interviewee asked to use a pseudonym for privacy.

A complicated health care system can stand in the way for many people in the transgender community who want to transition.

A transgender, or non-binary, person don't identify with the gender they were assigned at birth, but either identifies as the opposite gender (trans women and trans men), or are non-binary and don't identify with the binary genders. Transitioning is the process in which a transgender person begins to live as another gender, according to the Human Rights Campaign, an LGBTQ advocacy group.

Transitioning involves many facets. For some, medical interventions such as hormone therapy and surgery help this process, but isn't a part of all trans stories.

Alex, 27, is a non-binary person in Rogers Park who recently had top surgery. It was covered by their (Alex's preferred pronouns are they/them/their) health insurance, but Alex said it wasn't without worry.

"My primary concern was that insurance would even cover it at all," they said.

Alex said they did research to make sure their policy with United Health Gr wasn't trans-exclusionary.

Top surgery, or a double mastectomy, makes the chest appear flatter and costs between \$3,000 to \$10,000, according to Healthline. Before health insurance, Alex said they would have had to pay \$7,300 out of pocket. Additional costs tied to the hospital stay and the surgery were almost \$30,000.

With health insurance, Alex paid the \$1,000 deductible for the surgery.

Alex said they didn't think they would have been able to get top surgery as soon as they did without health insurance.

"I was worried about saving up \$1,000 in the nine months or so that I was trying to get this all together," they said.

Alex said they recognized their privilege

to have access to healthcare and the resources to get coverage.

"I was really lucky in that I know other people who I was able to ask [questions] like 'Who's a good surgeon?' they said. "[I] didn't have to go out of state; I could go to someone here in Chicago ... I'm also lucky to work full-time and have a decent health insurance plan and be able to afford that."

To get the surgery covered by their provider, Alex said they had to have a letter from a therapist saying they were being treated for gender dysphoria and were in good mental health.

Gender dysphoria is defined as a conflict between someone's assigned gender and their identity, according to the American Psychiatric Association.

UnitedHealth's policy on covering treatments for gender dysphoria states patients who want surgery must meet several criteria. Someone who wants top surgery must be at least 18 years old, be able to give informed consent, have persistent and well-documented gender dysphoria and have any medical or mental health issues reasonably controlled. Someone who wants genital surgery also must have lived as their desired gender and completed hormone therapy for at least a year.

These criteria require time, money and access to other health services such as therapy to get a written diagnosis of gender dysphoria.

UnitedHealthcare doesn't cover are cosmetic surgeries — such as breast augmentation, voice modification or facial feminization. UnitedHealthcare also doesn't cover fertility treatments.

Other major health insurance providers including Aetna and Cigna have similar policies for covering medical transition.

A growing number of medical associations are voicing their support for transgender patients.

The American Medical Association (AMA) adjusted its policies in 2016 advo-



I was really lucky in that I know other people who

I was able to ask [questions] like 'Who's a good surgeon?' [I] didn't have to go out of state; I could go to someone here in Chicago ... I'm also lucky to work full-time and have a decent health insurance plan and be able to afford that."

— Alex, DOUBLE MASECTOMY PATIENT

cating for coverage of surgeries to treat gender dysphoria. Additionally, the American Academy of Pediatrics released a statement urging doctor's support for transgender children in 2018.

Despite this, access to healthcare for the transgender community remains fraught. Thirty one percent of the transgender community in America said they don't have consistent access to health care, according to a 2017 poll. The same poll found 22 percent of transgender Americans said they've avoided health care over fear of discrimination.

Nathalie Tirado is a program coordinator at Trans Chicago, an off campus community partner with Loyola's Department of Student Diversity and Multicultural Affairs. The organization, based in Humboldt Park, provides medical referrals and services to the transgender community.

Tirado said while more people in the medical field are being educated about transgender healthcare, they still need to have one important trait.

"My ultimate answer will always be the compassion that any individual that comes to work into this field has," she said. ■



MARCHING ON?



With tensions in the political sphere, the future of women's marches is uncertain

STORY AND PHOTOS BY ANNIE RAGLOW

Political protesting is typically practiced by political outsiders. However, since the Saturday following President Donald Trump's inauguration, hundreds of thousands of women have protested in women's marches across the nation.

"Maybe to a certain extent we can consider women as a broad group to be feeling like political outsiders," Twyla Blackmond Larnell, assistant professor with a specialty in American politics at Loyola University Chicago, said. She focuses on the interaction of identity and politics.

Larnell said the Me Too movement, the rhetoric of Donald Trump and Hillary Clinton's arguable victory in the popular vote but ultimate loss in the 2016 presidential election, are what spurred a women's movement.

Larnell said the women's march sheds light on what it means to be a feminist but with other identities attached; this is known as intersectionality. Intersectionality is the overlap of different forms of discrimination that intertwine race, gender, socioeconomic status, etc.

"When I think of intersectionality, I think of myself," Eman Hassaballa Aly, organizer for Women's March Chicago (WMC), said. "I'm the child of Egyptian immigrants. I'm a woman. I'm a muslim. I'm American. I'm a Chicagoan. I'm a survivor of abuse. I have all these identities. Where all those places intersect is where I am."

Women's marches nationally received quite backlash initially for their lack of intersectionality.

"The majority of the woman who turned out for the women's marches all over the nation were largely white, liberal women," Larnell said. "Many [other women's groups] felt that Hillary in and of herself didn't exactly represent their interests."

Women in marginalized groups might not prioritize the main issues of the women's march. For example, Larnell said a black woman might care more about police reform than some of the core issues of the march, such as harassment in the workplace.

Aly said she remembers hearing about the criticism before she was a board member, and said WMC has tried to remedy it by being purposeful in choosing leadership and planning to cover all their bases and make sure everyone is represented.

"I have a lot of respect for the founders of the Chicago March for their openness and willingness to hear the criticism and to really act on it," Aly said. "I am proud to be part of an organization that is that open to feedback."

The stance of the march was largely anti-Trump — the mascot of

the Grant Park rally October 2018 was a 20-foot baby Trump balloon. Since 53 percent of white women voted for President Trump, many marchers didn't appreciate the presence of white, conservative women at the march.

"How do we engage the right to make sure that they feel like they are welcome and welcome to participate," Aly said. "I think it's something that actually is a lot harder said than done and it needs to happen at a very grassroots level. It has to start with relationships."

Donald Trump, the Me Too movement, the confirmation of Supreme Court Justice Brett Kavanaugh and other topics in the national conversation have polarized women's issues and caused outrage.

There have been two women's marches nationally with which WMC took part. WMC organized their own "March to the Polls 2018" to lead up to the Nov. 6 Midterm Elections.

"I'm a woman. I'm a mother. I'm legally blind and I'm mad," Deb Quantock McCarey, volunteer marshal at the third march, said.

The crowd was about a third of that of the previous two marches, but the diverse crowd in attendance was fired up and hoping to mobilize for the upcoming elections.

"I was sexually assaulted while working for the City of Chicago," a woman named Michelle, who declined to provide her last name, said. She volunteered at the march with Chicago Votes. "Women almost never win if they stand up or not, but you want to stand up, because at least you have your pride, your dignity, and at least you know you did nothing wrong."

Schism within the women's movement caused a halt before the third anniversary of President Trump's inauguration.

While Aly said WMC had not planned on having another march in 2019, it appeared as though Chicago got caught up in the national turmoil. It seems identity politics can only go so far when one identifies as a "woman" first. Identity politics, essentially, exist to categorize, and do not allow for the nuance that being a woman has.

Many have debated if the women's movement is for all women. Now they seem to be debating if there is a women's movement at all.

Reports of anti-Semitism between founders of the national Women's March caused almost immediate disruption, and the Women's March is no longer united. Marchers still appeared across the country in January 2019, even in Chicago, but numbers were lower than they had been thus far.

The future of the women's movement is uncertain. ■

On Oct. 13 Marchers at the "March to the Polls 2018" began their walk in Grant Park, Chicago downtown to rally against injustices. WMC canceled its January 2019 rally, but some did turn out at the Federal Plaza for a smaller protest.

JOURNALISM

Loyola's Multimedia Journalism Program wants to acknowledge the hard work of our journalism students, and commitment to knowledge, truth, and social justice represented in these pages. Our program exemplifies a distinctive practice, system, and philosophy of reporting with integrity coupled with using the latest technological advances to tell stories that people need to know about.

CONGRATULATIONS TO THE MOSAIC STAFF!



BECAUSE YOUR RIGHTS DEPEND ON IT



POLITICIANS BY THE POL...
SOME...
VOTE

NO!

I CARE AND VOTE

SHOW ME EARTH DOES NOT BELONG TO US BELONG TO THE EARTH

ANGRY? TAKE ACTION

TOLD WHITE GUY: ↑
MY TIME IS UP

We're ONLY GOING TO GET BROWNER AND QUEERER AND WITCHIER AND LOUDER AND STRONGER

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The founder of Bye Felipe is exposing the men who harass women on dating apps, one screenshot at a time

By BETH GILLETTE

In a world where social media is paramount, not everyone is sharing selfies or pictures of their dog. There are accounts working to disrupt the status quo and bring about change within our culture. Bye Felipe is one of them.

Alexandra Tweten was an eCommerce Operations Coordinator at LiveNation when she created Bye Felipe, an Instagram account with more than 400,000 followers geared toward “calling out dudes who turn hostile when rejected or ignored,” according to the Instagram page.

A 2016 Consumers’ Research survey stated 57 percent of women and 21 percent of men had experienced harassment on a dating app. Tweten began online dating in 2010 and had a range of experiences.

“I had a lot of great experiences, but I also had a handful of bad/scary experiences,” Tweten said. “I don’t think the bad outweighed the good though. I met someone on OkCupid and even had a two-and-a-half-year relationship. I’ve met a lot of great guys and friends online, but I saw that women are more often exposed to dangerous situations in the context of online dating, and I wanted to address that.”

Tweten noticed men occasionally made sexist or misogynistic comments on dating apps, from the simple “you’re ugly” when a woman doesn’t respond to racist, sexist or homophobic remarks directed at her. She started discussing it with her friends and as she spoke about her experiences, she became angry and frustrated with the harassment she and her friends were experiencing.

“We were talking about ridiculous and hilarious messages we’d received on dating sites, and we all had examples of the common pattern of men becoming hostile when they’re rejected,” Tweten said.

She initially made the page to collect all the examples she and her friends had to make light of the issue. However, since the beginning of Bye Felipe, she’s received over 4,000 submissions from women who have also experienced harassment on dating apps.

In August, Tweten released “Bye Felipe: Disses, Dick Pics, and Other Delights of Modern Dating,” a book describing how to handle online harassment. She includes quizzes and graphics showing women what the experience of online dating is like, but she also offers an intersectional approach, discussing experiences of LGBTQ individuals and people of color.

“I realized harassment on dating apps was a widespread problem after the Instagram started gaining a lot of followers,” Tweten said. “I never thought other people would get the concept or care.”

She said this harassment exists because of toxic masculinity, which The Good Men Project defines as a dismissal of femininity, the perceived opposite of masculinity.

“We live in a society where we teach men that it’s not ok to express the full range of their emotions or talk about their feelings unless they’re “manly,” like anger and violence,” Tweten said. “Often other emotions are suppressed, and hostility is one of the only outlets they have. Men live their lives in fear of being called gay or girly. Women

nowadays are able to do things that are ‘for guys,’ but a lot of men aren’t able to enjoy things that are labeled ‘feminine.’”

Tweten said this form of harassment is a societal issue; it was socially acceptable to disrespect women for centuries.

“Some men see it as socially acceptable to say heinous things to women,” Tweten said. “Something in their lives has taught them to be entitled. It’s a problem with society more than an app problem.”

Tweten said she thinks allowing men to freely express themselves and their emotions without confining them to strict gender roles could help reduce or even eliminate online harassment.

“Teaching them from a young age to respect women and see them as human beings instead of objects,” Tweten said. “Condemning the entitled behavior, we see on ByeFelipe. This includes not allowing men in positions of power . . . to get away with exhibiting destructive and dehumanizing rhetoric.”

Along with Bye Felipe, Tweten is the co-host of the V Single Podcast with VICE writer, Alison Stevenson. The podcast discusses being single in a dating app obsessed world. The two invite guests and discuss topics such as sexuality and dating strategies.

She has created a community for women to share funny and serious moments they’ve experienced on dating apps, and this brings awareness to these larger societal issues.

A lot of women say they feel less alone when they see other peoples’ experiences and know they aren’t the only ones dealing with harassment,” she said. ■

Over half of the women on dating apps in 2016 experienced sexual or verbal harassment from men

By BETH GILLETTE

Zoe wanted to try something new after her long-term relationship ended, so she downloaded Tinder, an online dating application.

“[Tinder] was interesting, but [I] thought nothing more of it than somewhere to meet people,” Zoe said. “I was definitely not looking for hookups, and I indicated that in my bio.”

Then, Zoe met Drew. His name has been changed to protect his privacy. Drew went to the same university as Zoe which made her feel more comfortable talking to him. His messages were casual. ‘What are you doing?’ ‘What type of music do you like?’ However, they quickly turned to personal questions about what turns her on and what she enjoys sexually.

As he asked her these questions, Zoe said he began to provide his own answers, going into detail about his sexual preferences. She felt uncomfortable. She stopped responding to him.

He lashed out.

Zoe said he called her names, such as “dumb bitch” and “stupid” because she wasn’t interested in him enough. She was offended and unmatched his profile.

“Now I wish that I had called him out on what he was doing,” Zoe said. “I hate to think his behavior is perpetuating with other women.”

Dating apps such as Tinder, Bumble, Hinge, OkCupid and more have become the main way younger people meet each other, either for dates, sex or friendship. In an April 2017 study, 36 percent of women and 55 percent of men were either on dating

apps currently or had used them in the past. Bumble reports it has over 26 million users worldwide in more than 150 countries. Zoe experienced harassment on a dating app, and this isn’t uncommon. In a Consumer’s Research survey in 2016, 57 percent of women reported experiences of harassment on dating apps and sites, whereas 21 percent of men reported the same experiences.

Harassment can present itself in a myriad of ways, from unwanted sexualized comments, unsolicited genital photographs or misogynistic language when the person feels rejected.

Dr. Elizabeth Lozano, program director of the communication studies department at Loyola University Chicago, has studied gender, communication and violence. She explained what harassment on dating apps means to her.

“[It is] a form of backlash . . . when my privilege is taken away from me, it feels like unfairness,” Lozano said.

Lozano has been active on dating apps herself and has experience with this type of harassment. She described why she believes it occurs.

“It is very possible that [abusive men are] going to become even more aggressive because now people don’t bow before [them],” Lozano said. “Somehow, girls say no, and [these men] need to respect that, and that seems like bullshit. You put all that together, and you add a technological medium where [men] do not have to pretend to hold to an etiquette, and you get [online harassment].”

This type of harassment aligns with the abuse women face on the street, referred to as catcalling. Lozano said she believes toxic

masculinity is to blame for some of this.

“Women are just as capable [of] violence and aggression as men, but the issue is, what are the preferred ways in which we express this violence?” Lozano said. “If I had been raised in such a manner that controlling others [was] a symbol of my masculinity, I [would] try to control others and consider that normal. It is beyond being a jerk and is more about the social structures and institutional clues that we give some people to act one way.”

In a case of harassment on the street, law enforcement can take action against the perpetrator. With online harassment however, there isn’t a way to regulate this behavior from police, Chicago Police Department said in response to a FOIA request.

This problem has become so widespread the dating apps are beginning to take notice. Last summer, a Bumble user posted screenshots on Twitter of a conversation she had with another user, Dylan.

Dylan made a sexual comment toward her which made her uncomfortable. She chose not to respond. Once she started standing up for herself, he became angry and sent her racist messages. Bumble saw her tweets and wrote an open letter to Dylan, stating it was blocking him as a user. Since then, Bumble has taken a stand against other users who acted hostile or abusive toward women.

Since Zoe’s last encounter with Drew, she has deleted Tinder and has not been on the app. She hopes that more people gain insight so that it will show people this behavior is unacceptable. ■

Harassment Toward Women vs. Men on Dating Apps

A Consumers' Research study from 2009 reports that the majority of women on dating apps experience harassment, whereas less than 25 percent of men experience the same. This study also stated that these responses ranged from experiencing harassment "once or twice" to "always."



percent of women reported harassment on online dating sites or apps



percent of men reported harassment on online dating sites or apps

SWIPE LEFT

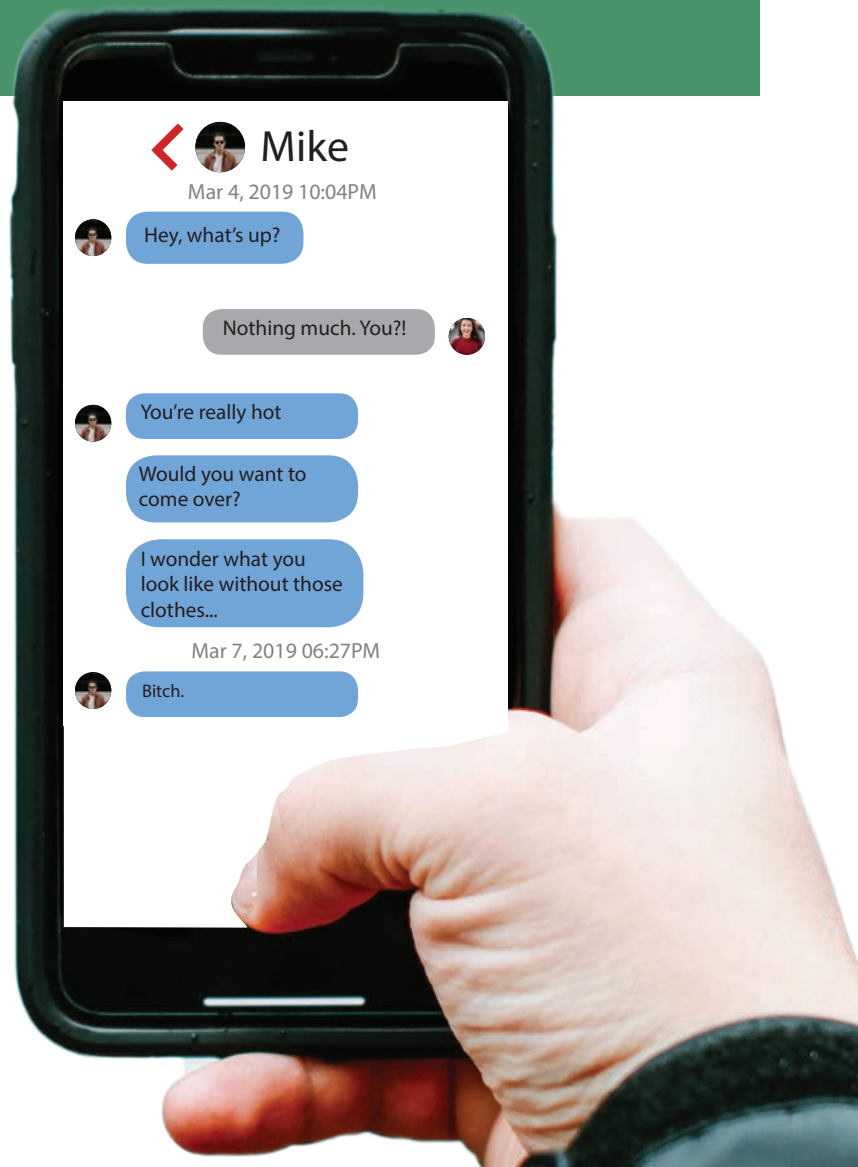


PHOTO ILLUSTRATION
BY BETH GILLETTE



Empowering Reads

Bookstore Focuses on Inclusive Content and Feminist Mission

STORY AND PHOTO By CARLY BEHM

Andersonville's Women and Children First at 5233 N. Clark St. stands out among other bookstores.

Located in the heart of Andersonville, a popular LGBTQ-friendly neighborhood in Chicago, it's one of the largest feminist bookstores in the country. The store stocks more than 30,000 books along with stationary and gift items, according to its website. Along with books, the store hosts events including author readings and book groups.

Customers who walk into Women and Children First are welcomed with a bright, spacious interior with tall shelves and table displays of books. Toward the front, there's a safe space policy posted which lists guidelines to make the store as welcoming as possible. Along some shelves are index cards with handwritten descriptions and recommendations for books. These motifs invite customers to take a closer look and discover new reads.

Women and Children First was founded by Ann Christophersen and Linda Bubon in 1979, according to its website. In 2014, Christophersen and Bubon sold the business to former staffers Sarah Hollenbeck and Lynn Mooney, the website said.

Feminist bookstores are rare. Hollenbeck said the exact number is hard to pin down, but she estimated about 10 are left in North America. A few notable feminist bookstores in the U.S. are In Other Words in Portland, Oregon, Bluestockings in New York, Antigone Books in Tuscon, Arizona and People Called Women in Toledo, Ohio.

Feminist bookstores sell content that promotes inclusive, feminist values and authors. Titles on the shelves at Women and Children First include Alison Bechdel's "Fun Home," Margaret Atwood's "The Handmaid's Tale" and Roxane Gay's "Hunger."

The store also includes categories which might not hit the shelves of a traditional bookstore, such as LGBTQ history.

Women and Children First restricts which authors and titles are carried to reflect the store's political stances. It doesn't hold texts by authors who are abusive toward women, according to its website.

Hollenbeck, 34, said while she and Mooney are the co-owners, decisions about books are handled as discussions where all the staff's voices are heard. Some decisions are clear-cut — conservative pundits such as Bill O'Reilly aren't on shelves, Hollenbeck said.

Other times, the decision to pull an author off the shelves can be difficult, Hollenbeck said. After sexual misconduct allegations arose against author Junot Díaz, the staff had long discussions about what to do with his works, Hollenbeck said.

Ultimately, they decided to take his books off the shelves. Hollenbeck said.

This meticulous curation helped make Women and Children First a safe place for customers who share the store's political values. People flocked to Women and Children First the day after the 2016 election of President Donald Trump, Hollenbeck said.

"It was a really emotional day in the store and we had people come in off the street and just strangers hugging one another, everyone crying," Hollenbeck said.

It was also one of the shop's most profitable days, Hollenbeck said. "We sold a ton of books that day," she said. "It was like a holiday."

Although recent events including the Charlottesville rally, the Pittsburgh shooting and the Me Too movement have revealed extreme hatred and discrimination in the country, Women and Children First was mostly unaffected.

Hollenbeck said people have come into the store to say hateful things to them. In one instance, someone came in when the store had a Black Lives Matter display in their window and made assertions to try to anger the staff, Hollenbeck said; however, incidents like these are rare.

The store has also received some harassment over the phone, Hollenbeck said.

"People call us and call us horrible names on the phone and then hang up and that's whatever," Hollenbeck said. "That's cowardice."

Instances of phone harassment are also rare, and Hollenbeck said she credits this to the sense of community the store creates. Hollenbeck said she thinks the store will continue to stand strong because of its feminist mission and values.

"Our customers, when they shop here and attend an event here, they feel like they're doing a good thing," Hollenbeck said. "They feel proud to have supported a feminist space that reflects their values. So, it's more than buying a book or attending an event it's part of a larger cause." ■

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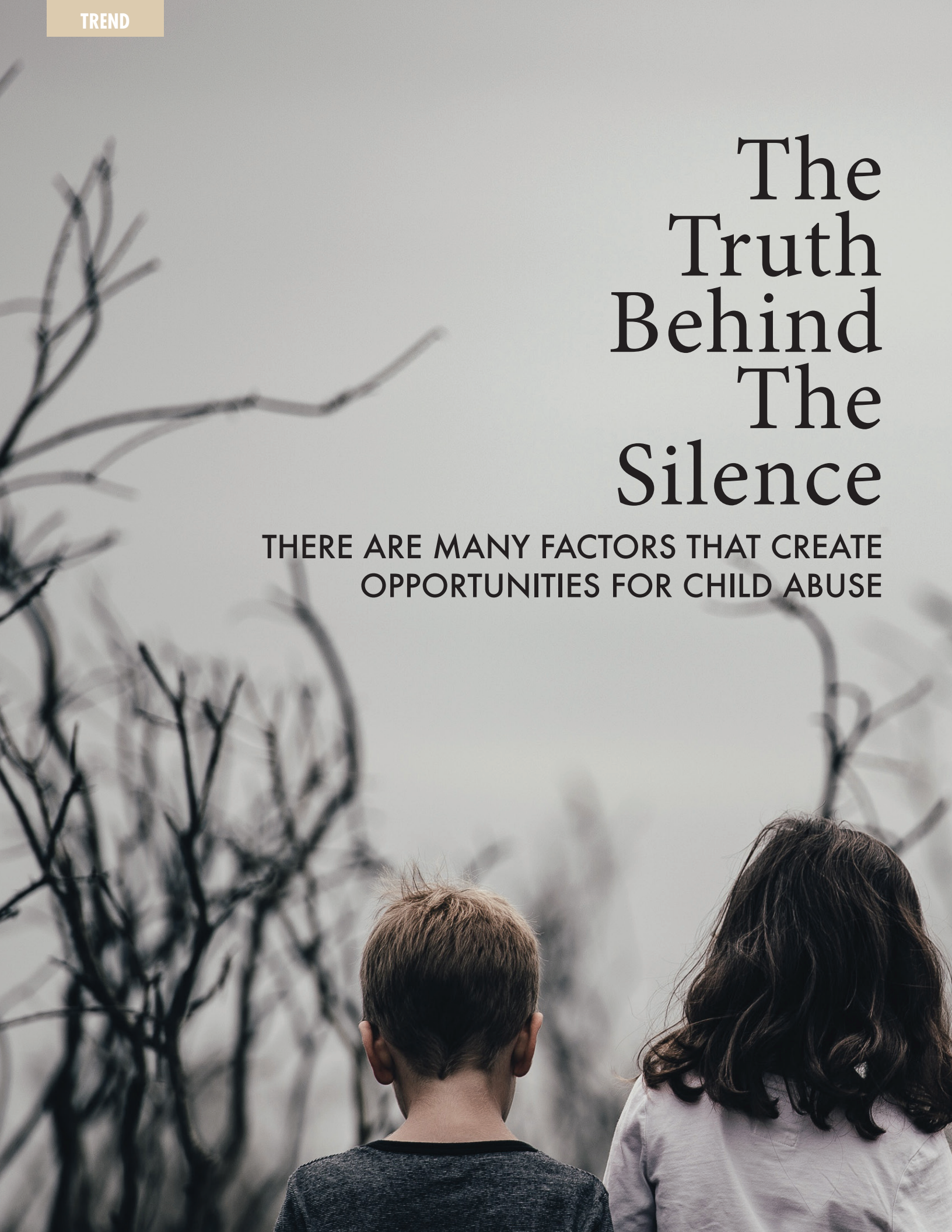
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The Truth Behind The Silence

THERE ARE MANY FACTORS THAT CREATE
OPPORTUNITIES FOR CHILD ABUSE



By KYLE CONWAY

Due to the near simultaneous release of a Pennsylvania grand jury report uncovering an extensive network of abuse, revelations of Chicago Public Schools suffering from a similar scandal and a harrowing BuzzFeed News report on the horrific abuse of children in a Vermont orphanage, the second half of 2018 has made it impossible to deny American culture is sick with abuse.

In the wake of re-opening of old wounds, and scoring of new ones, it has become more important now than ever before to begin asking questions of why, and how.

One common factor in many of these cases abuse, wherever it might be happening, is an economic one, so said Thomas Holmes, a veteran of some 20 years in the Illinois child welfare system, mostly at Jewish Children's Bureau of Chicago.

"The biggest problem with a lot of these places is a lack of funding," Holmes said. "It leads to low wages, low training,

ual abuse and the other physical," Holmes said. "In my opinion, the most important factor is whether they are being put in a position of trust- that is to say, left without supervision."

It seems as though the Archdiocese of Chicago has realized the need to bring these issues to light under supervision that is communal and external to church structures. They have publicly co-operated with the Illinois attorney general's investigation of linkages to the Pennsylvania Grand Jury report, and as of November 2018, updated a publicly-accessible document detailing substantiated abuse allegations against priests throughout the state.

Mary Jane Doerr of the archdiocese's Office for the Protection of Children and Youth spoke highly of how the archdiocese has adapted historically.

"Chicago really started changing in '92," Doer said. "In the wake of the Boston scandal the changes that were adopted everywhere were really pioneered here. They basically started doing what we already were."



It's not just men or just women, or one gender does sexual abuse and the other physical."

— THOMAS HOLMES, CASE WORKER

difficulty replacing people, and so you get skeleton crews. At a child-care facility this means single coverage, and single coverage leads to under-reporting"

Holmes also stressed economics isn't a catch-all explanation, but whether through tight budgets or too-trusting superiors, having supervision left to a single person led to abuse.

"It creates situations where it's one person's word versus the other. When this occurs, it is often to the abuser's advantage because the victim is a child, or they often have professional inertia — exacerbated by economic factors — and they often seek out positions of trust. They will look for a job not unlike a teacher or coach, ingrain themselves over a short period, and then begin abusing once they believe others are inclined to look the other way," Holmes said.

As for the character of abusers, Holmes said it's hard to tell through categories of identity who might be likely to be one. While many in the wake of the Pennsylvania grand jury report took to social media to suggest it is time female priests were ordained in hopes of curbing this type of scandal, Holmes said that in his experience this type of solution is somewhat misguided.

"It's not just men or just women, or one gender does sex-

Of those changes made, many addressed the structural issues that Holmes spoke of.

The Office for the Protection of Children and Youth was formed to take decisions out of the hands of individuals, and all parties potentially affected were to be notified.

Tom Tharayil, director of the Office of Assistance Ministry for the arch-diocese, has personally led groups for survivors of abuse as well as listening sessions with the larger community, and believes the changes have been effective.

"The biggest change that we've seen in the wake of the grand jury report, has been more requests for listening sessions from the community," Tharayil said. "Which I think reflects this new awareness, and sensitivity to the issue culturally. More people want to talk."

"As someone who has been there personally with survivors, it almost pains me to say this- but there's a joy in seeing people come forward now," Tharayil said. And seeing that it is mostly older people now coming forward and being able to finally talk about abuse that happened decades ago. It means that we are doing better now, and healing those wounds, but also that those changes we made in the 90s here, and later around the nation, made a difference and were effective in stopping this." ■

On THE MEND

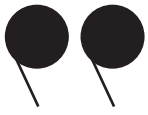
MEGAN HALICEK TALKS TRIGGERS AND HEALING
AFTER SUFFERING ABUSE AT THE HANDS
OF LARRY NASSAR

STORY PAGE 30 >>



Megan Halicek is finding joy thanks to therapy and the support of loved ones.

PHOTO COURTESY
MEGAN HALICEK



I didn't have necessarily the vocabulary to understand that it was sexual abuse," Halicek said. "I did know very clearly that something was wrong."

— MEGAN HALICEK, GYMNAST

By ANNIE RAGLOW

A year of abuse from former gymnastics doctor, Larry Nassar, has left Megan Halicek facing constant triggers everywhere she goes.

Halicek, 27, still faces depression, paranoia, Post Traumatic Stress Syndrome, panic attacks and intimacy challenges.

She was among the first wave of women to file a police report against Michigan State University's athletics doctor Larry Nassar. In late 2016, seeing a news report of allegations against the famous doctor led her to report the year of sexual abuse she endured from Nassar when she was a teenage gymnast.

She was devoted to the sport since she started mommy-and-me classes. She eventually made it to level nine gymnastics and was training for level 10, close to Olympic-level, when she suffered stress fractures in her spine. She was 15 or 16 at the time. She recalled trying to perfect her release move from the parallel bars when she injured herself.

"In gymnastics, you're mentally and emotionally just taught and conditioned not to speak up, and if something hurts just grit down and bear it," Halicek said.

She even said she would never put her future children in such a sport. No other doctor could identify her injury. Nassar could.

"At that point he was like my savior," she said of the famous doctor with a decades-long career. "He could see what was wrong with me when no other doctor could and my sport was on the line. I'd given up everything for gymnastics."

Halicek knew something was wrong during these visits. Her body would shake, she would shut her eyes and hold her breath and sweat, and when she finally got home she would run her vagina under the shower faucet.

Triggers are everywhere for Halicek. She said the controversial confirmation of Supreme Court Justice Brett Kavanaugh was extremely infuriating, and it's difficult to see USA Gymnastics plastered all over the news again because of "extreme corruption."

"Having a therapist through healing is essential, it's a non-negotiable thing," Halicek said.

Halicek hasn't seen her "healing team" in months ever since the Michigan State Healing Fund was cut. Halicek and many of her sister survivors can't afford the care they were receiving through the fund, and, for many, it halted the healing process.

"Someone committed fraud with the funds so they shut it down,"

Halicek said. "And I haven't gone to therapy since then because finances have been really tight."

Halicek said she's grateful for the healing she received before it was taken away. The biggest obstacle for Halicek is dealing with depression. She said the intimacy challenges come in second place.

"Everybody is triggered by sex," Halicek said. "It's okay to ask your partner to stop."

Halicek found solace in anger. It became her way of channeling her depression into action and finding energy and motivation.

"Sentencing and being in court and addressing it was so beautiful because I got to like move through it in a way that allowed me to be angry," Halicek said. "And any therapist will tell you it's way better to be angry and take action than it is to be sad or just depressed."

She said it took her months to write her victim impact statement, and she considered remaining anonymous until she decided to go fully public. Ultimately, she said she felt very empowered through the sentencing.

"It took me a year to get angry about this, by the way, like it was hard work," she said, "because I really loved Larry Nassar like I love, love, loved him."

Halicek doesn't believe society is well-equipped to handle victims of sexual assault. She spoke about victim-blaming internet comments she would see in the news and said a friend of hers would research what to say to her before texting or calling.

Throughout this process, Halicek did most of her healing apart from her family because she said they were abused secondhand, and they did not feel like a safe haven for her.

"They were manipulated too. They didn't understand what was happening either, they thought he was a standout guy," she said. "They were a little too reactive to me, it was just so shocking that they just didn't know what to do."

Originally from Perrysburg, Ohio, Halicek lives in Los Angeles where she works for a small management consulting company.

Halicek couldn't have made it through this healing process without the right therapist, her "sister survivors" or her boyfriend, who she said was "like an angel."

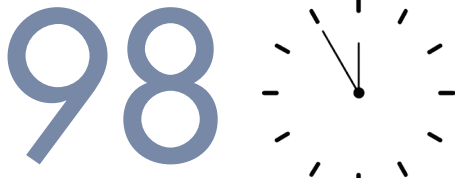
"I am so protective of my energy," Halicek said. "I've really curated who I spend my time with and what my life looks like and who I put up with."

The sentencing is over. USA Gymnastics is still making headlines. Megan Halicek's name can be found with a simple Google search. Her healing process continues with its own struggles and uncertainty, but she is committed to using her notoriety and her voice to help others struggling with the effects of abuse. ■

SEXUAL ASSAULT: BY THE NUMBERS

Many people go through the days without a second thought of heros, ideals, peers or even strangers, however, that is not the case for some people. Here are the national statistics on sexual assault across the country, as well as some key facts from the Larry Nassar case.

Every



seconds an American is sexually assaulted



percent of perpetrators of sexual violence who will not do jail time



percent of assaulted women will suffer from Post Traumatic Stress Syndrome

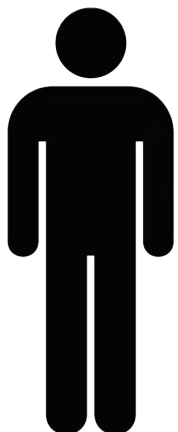


percent of assaults go unreported



percent of women

and



percent of men

are or will be victims of sexual assault in their lifetime

the Nassar case



of women who testified against him in court with their victim impact statement.

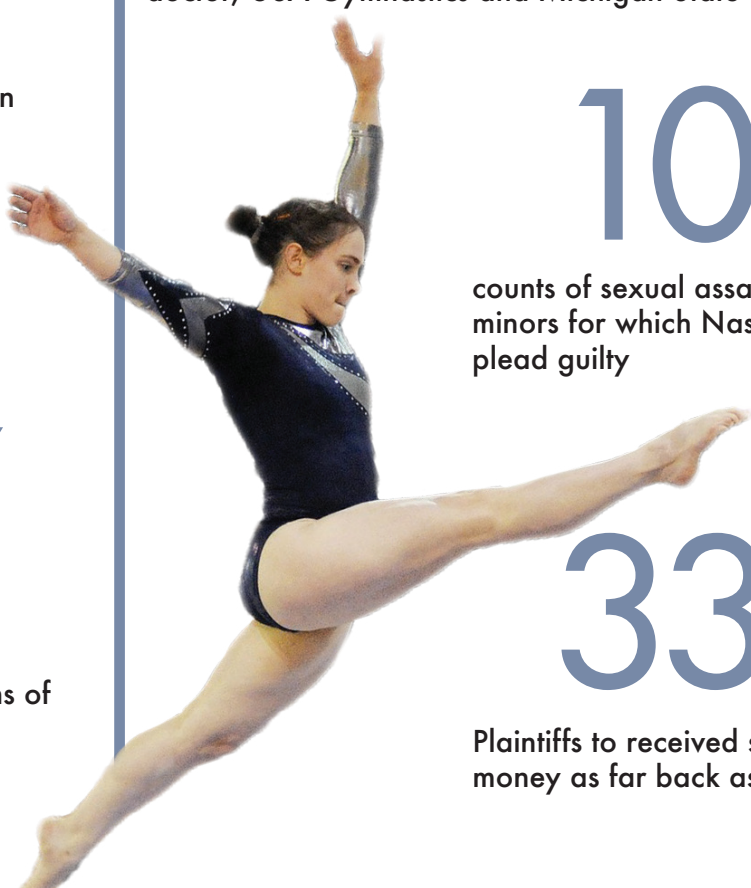
Eventually, 125 women filed criminal complaints with police, and more than 300 people – including victims, spouses and parents – have filed civil suits against the doctor, USA Gymnastics and Michigan State University.



counts of sexual assault against minors for which Nassar plead guilty



Plaintiffs to received settlement money as far back as 1997



AMARA ENYIA

LEGACY CHICAGO
DEVELOPMENT
ADVOCACY PUBLIC
PEOPLE ACTIVISM
FAMILY WOMAN
ECONOMY VISION
POLICIES FORWARD
STRENGTH CHANGE
ISSUES



How a history of advocacy shaped a leader for the future

By ALEX LEVITT

Amara Enyia is a woman of many talents. At 35, the urban public policy and community development consultant has competed in two Ironman competitions and several triathlons, but with a relatively short political career, she's aimed high: Chicago's mayoral chair.

Enyia comes from a family with a strong foundation in activism and advocacy. Her great grandmother was a leader in Nigeria's Women's War in the 1920s and her father was the president of the Nigerian National Alliance in Chicago. He directed attention to injustices taking place in Nigeria in the 1990s. Enyia said she is proud to carry on the role her family had assumed in the past.

"I've worked as an advocate and worked in government always on issues that are across policy areas but always advocating for people," Enyia said. "The nature of my work has always extended from a legacy of activism which goes back to not just my parents but my great-grandparents too."

Enyia immersed herself into activism and politics as an undergraduate at the University of Illinois at Urbana Champaign. She organized on-campus events, protests and programs based around the widespread police misconduct against people of color and other various educational issues at the university. Enyia saw politics as an opportunity to make changes and as a way to take these issues into her own hands.

"I was doing all this work and we were running into barriers because there is a philosophical difference between the people who do the work and those who actually make things happen," Enyia said. "It became clear that in order to get things done, we had to change the people who are in those positions to make things happen."

As a woman who ran for mayor for the second time, Enyia found it disheartening that many voters, without realizing it, often had expectations of a male political leader.

"There is a certain assumed legitimacy that is accorded to men not women," Enyia said. "When you add race to that, it's even more of a factor. For me, because I am a woman, there is a much higher thresh-

old that I have to cross if I were to run against someone of the same age and same race."

Enyia ran for mayor of Chicago in 2015 to facilitate change. In that election, Enyia focused on issues including public corruption, policing strategies, taxation and population loss.

In the final week of August 2018, Enyia announced her decision to run for mayor for the second time, doubling down on the ideas she set forward before while emphasizing the re-framing of various economic structures in Chicago.

"What is necessary is we actually have to be willing to implement some more bold, transformative economic policies that would actually grow our economy and that would generate revenue," Enyia said.

Enyia didn't let a bias toward male leaders stop her. In the 2019 race, she placed significant emphasis on a centralized public bank for the city and an economy based on local, shared ownership.

"I've put [the bank] on the table because having a bank whose only allegiance is to growing the economy is a game-changer," Enyia said. "Right now we pay millions in fees to private banks. With a public bank we don't pay those because it's city-owned. This allows us to pay for infrastructure projects with much lower interest rates."

In addition to re-structuring economic policies in Chicago with a public bank, Enyia also believes spurring small business owners investment in more challenged corridors of the city is paramount.

"Investment requires intentionality," Enyia said. "It means that we need to be targeting these key commercial areas and not using a one-size-fits-all plan for economic development. A lot of the tools we have are that way and they don't work."

Of all the issues that need to be addressed in Chicago, Enyia cares about the problems which affect all Chicago residents' welfare. She said she's willing to propose new ways of problem solving to make Chicago a greater place. Advocacy and activism have strong roots in Enyia's past, and that legacy is pushing her vision of the future forward, a vision for a better Chicago. ■

ELECTION RESULTS

Amara Enyia received 8 percent of the vote in February's mayoral election, with 44,589 voters casting their ballot for her, according to the Chicago Board of Elections.

PHOTO BY AARON CYNIC | FLICKR

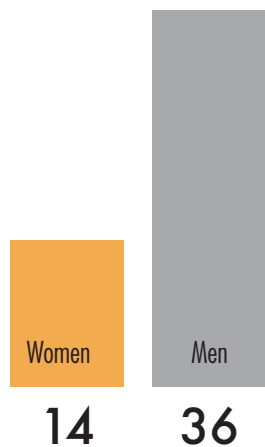
Amara Enyia, one of the candidates for the mayor of Chicago, saw great opportunity for development in the ignored corridors of Chicago.

LOCAL POLITICS: BY THE NUMBERS

The city of Chicago is home to 50 wards, or electoral districts. Each of these wards is represented by an alderman or alderwoman who sits on the City Council. These political figures address community issues, which can range from filling in potholes to businesses operation and licensing. But, like many governmental institutions, most wards are represented by men. As of publication, only 28 percent of ward bosses were women. Here's a look at how women are represented in Chicago politics:

Ward bosses

Out of the 50 current Chicago aldermen, 14 wards are run by women and the remaining 36 are represented by men.

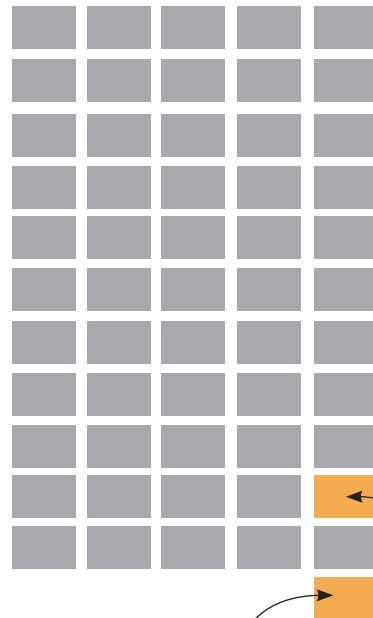


Chicago Mayors



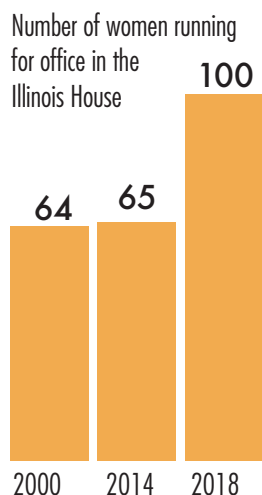
Alan Light / Wikipedia Commons

Out of the 56 mayors who have served the city, only two have been female. Jane Byrne, above, served one term from 1979-1983, and Lori Lightfoot (below), won a runoff election against Toni Preckwinkle April, 2. Lightfoot will be the first African-American and lesbian mayor of Chicago.



Illinois House

In 2000, 64 women ran for seats in the House in the Illinois primary. In 2014, that number was 65. In 2018, 100 women ran for House seats in the Illinois primary. March 20, 74 women won their primary races — many were uncontested.



Daniel X. O'Neil / Wikipedia Commons

Out there tonight a lot of little girls and boys are watching. They're watching us, and they're seeing the beginning of something ... well a little bit different. They're seeing a city reborn. A city where it doesn't matter what color you are, and where it surely doesn't matter how tall you are. Where it doesn't matter who you love, just as long as you love."

— LORI LIGHTFOOT, MAYOR-ELECT

Sources: Chicago Sun-Times & Politico



**SPEECH SHOULD
BE FREE.**



**BUT ETHICS ALWAYS
HAVE A COST.**

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Building Platforms



Women are helping women run for political office

By ALEX LEVVIT

Following President Donald Trump's election and the emergence of the Me Too movement, a record number of women have run for office across the United States.

Illinois was representative of this pattern. Illinois ranked sixth among state legislatures for the proportion of women with 35 percent of legislators being women, according to the Center for American Women and Politics at Rutgers University.

To climb to number six, Illinoisans worked hard to get women in office. Rodham Consulting was created by three women whose goal was to recruit other women to run for political office.

The group had more than 100 women volunteer and Anne Szkatulski, one of the founders, said she believes they're providing a worthwhile service.

"We've had many women come to us seeking validation, support and guidance and I think we have taken on an important role to help other women in the state run for office, one that isn't talked about enough," Szkatulski said.

Democratic Cook County Commissioner Bridget Gainer created Cause the Effect Chicago PAC in 2017, a political action committee whose goal was to raise money to support other women in Illinois. Two other committees were created for the same reason.

Abby Erwin, a Democratic finance director, created Madam Governor PAC while Liz Kersjes, a marketing expert, created She Votes PAC. Kersjes thinks these committees are paving the political road for women.

"American politics is confusing, and these committees are doing exciting work," Kerjes said. "We are providing a platform for women to feel empowered, not only in Illinois but in the U.S."

Women still faced many barriers in politics despite these political committees.

Women are more likely than men to perceive the electoral environment as highly competitive and they are less likely than men to receive suggestions to run for office, according to recent findings by the Illinois Anti-Harassment, Equality and Access Panel.

Women also found it difficult to access the same resources as men to run for office, according to the same study.

These factors have historically made it difficult for women to enter politics, but there's progress, according to a 2012 report created by Jennifer Lawless, professor of government at American University

and Richard Fox, political science professor at Loyola Marymount University.

According to the CAWP, 2,649 women won nominations for state legislatures in 2016. In 2018, 3,379 women won and secured a record number of U.S. Congressional and gubernatorial races.

There are a few women leading this paradigm shift. Alexandria Ocasio-Cortez, political activist and politician, won the Democratic primary in New York's 14th Congressional District.

Rashida Tlaib, a former Michigan state legislator, has become the country's first Muslim woman in Congress. Christine Hallquist, a Democrat, was the first openly transgender major party nominee for governor in the U.S. Hallquist won with over 40 percent of the vote in Vermont.

Ayanna Pressley made waves in Massachusetts by becoming the first black woman elected to Boston's City Council, and she became Massachusetts' first black Congresswoman.

In Georgia, Stacey Abrams was the first black woman to run a major party nomination for governor.

Chicago's mayoral race contradicted this pattern.

Out of the 18 candidates running, four were women and the two youngest candidates were men. In a historically male seat located in a city that's had one female mayor, the city saw its second female mayor following the April 2 runoff.

Jamal Green, an activist and candidate for Chicago mayor, said he believes Chicago has the capacity to be the most progressive city in the U.S. Green thinks the country's trend toward more young male and female politicians seeking office will continue.

"I see a lot of young women running for office and I'm supporting a lot of them who are running for office," Green said. "There are great young women who are running all over this country, and also in Illinois. Just look at Hadiya Afzal and Lauren Underwood."

Afzal, at just 19 years old, was a candidate for DuPage County Board District 4 while Underwood, at just 32 years old, was the Representative-elect for Illinois' 14th Congressional District. Both of these women have been defying long-standing boundaries and are two individuals on the forefront of an exciting political movement in the U.S. ■



PHOTO COURTESY LIZ KERSJES

Liz Kersjes, above, is one of the founders of She Votes, a political action committee dedicated to bringing more women into the sphere of politics.

PHOTO BY SARAH ELIZABETH LARSON

Carly Kane, 23, performs her stand-up routine at Parlour Cafe on Western and Augusta. The once timid comedian now takes the stage with pride and confidence.



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CARLY HE

By KERRY SNIDER

Carly Kane's comedy career started with the humblest of beginnings. Within one year of serving at The Comedy Bar she and "The Wheel" shared the stage for Kane's debut open mic.

At The Comedy Bar, comedians take a chance and spin a six-foot wheel to seal their stand-up fate. The wheel can land on several scenarios for the three-minute set, including free pizza or a spot on the stage.

Kane laughed as she remembered her introduction to stand up.

"I finally got the nerve to do the mic and I [spun] 'get heckled' the first time I started [doing stand up]," Kane said. "And it was the worst experience of my entire life; it re-

ally hasn't been that bad since that night."

Kane now hosts that same open mic at the age of 23 — with her experience in mind.

"When you first start off nobody talks to you, everyone just judges you," Kane said. "That's the thing with stand up, comparing it with improv. Improvisors want to laugh at improv. They're very supportive. Stand-up comedians watching other standup comedians are just very judgmental. I don't necessarily feel that way, but they don't want to laugh at your set."

This critical outlook affects anyone breaking into stand up, but Kane said her experience as a woman entering the scene added a layer of adversity.

Realizing her male peers are nothing to

be afraid of gave Kane the confidence to hone her craft and continue going to open mics. She eventually was able to produce the weekly roast battle "Afterthoughts."

With her brother and mom in the front row and fellow servers gathered at the sides of the stage, Kane performed her first half hour headlining set at The Storefront in Wicker Park last November.

When deciding which topics to tackle in her set, Kane said she thinks of her experiences and others' backgrounds. She said observing her fellow comedians and what audiences respond to helps her gain new perspectives and gives her an advantage over other comedians.

While comics in their early 20s aren't a minority, Kane finds her age can be an asset

anding UP to Gender Stereotypes

LY KANE REFUSES TO LET ANYTHING STOP R FROM CHASING HER COMEDY DREAMS

and a disservice. On the one hand, starting young gave her time to build her career, but there were also disadvantages.

“Sometimes I don’t even know my perspective on the world yet,” Kane said. “I’m still learning; sometimes it’s questioning ‘Does my voice even matter right now? Do I even have a valid perspective on the world?’ Not to invalidate anyone else, but in your twenties you’re constantly changing and growing, so it’s very interesting to be in an environment where you’re hearing so many struggles or experiences and sort of try[ing] to find out where my voice is in all of this, especially when I still don’t even know fully who I am, [is difficult].”

Kane said she noticed other women might feel the same way because open mics

predominantly feature men.

“[Male comics] sort of have this idea of, ‘of course they want to hear my opinion’ and it’s really easy for women to go ‘oh what do I have to say’ and it’s hard,” Kane said. “It’s hard when you’re taught you’re not taken seriously.”

Kane said women who think they’re funny should try stand up.

“It’s a very intimidating space to be in at first,” Kane said. “To navigate. [It’s intimidating] until you realize that you have every right to be there too, even if it doesn’t always feel like that right away.”

Performing at an open mic can be daunting for anyone regardless of age or gender, Kane said. The life of an up-and-coming comedian contains dimly lit bars, missed

nights out and low-paying full-time work.

Kane said she’s noticed more women at open mics and hopes to see more holding feature and headline positions in the future.

Kane said she recognizes the privilege and responsibility of often being the only girl in the room and having a seat at the table in Chicago’s stand up scene.

“There definitely is something liberating in being a woman [in stand up] in some senses because you are a different voice,” Kane said.

“But at the same time ... people say, ‘oh you’re only booked because you’re a woman,’ and at the end of the day, it doesn’t matter what your gender is. You will get opportunities, bottom line, as long as you’re funny.” ■

TREND

The Girls ~~Boys~~ Club

Women in comedy are no longer laughing off the injustices of a previously male dominated industry

By KERRY SNIDER

There are new vibrations in the air when women start talking about careers in comedy. Bridget Ryan, one of the captains of Loyola's improv troupe Latchkey Kid, can recall this change in the world of up and coming performers.

"When I was a freshman I didn't think I had enough power in my voice," Ryan said. "As a leader of the team, I feel perfectly fine saying 'here's what I'm not comfortable with.'"

Local performers setting a new standard for comedy have their work cut out for them. A survey conducted by USA Today, The Creative Coalition, Women in Film and Television and the National Sexual Violence Resource Center in 2017 found 94 percent of women in the entertainment industry were victims of gendered harassment or assault.

The survey also revealed only 25 percent of abused women reported their experiences, while the other 75 percent cited fear of retaliation or a tarnished reputation as reasons for not reporting. The study included producers, directors, actors, writers, editors and others.

While these numbers appear daunting, it hasn't stopped Ryan and other women in comedy, if anything, it's further encouragement to continue their careers and make it easier for the women who choose to follow in their footsteps.

Performers breaking into local comedy scenes don't have to follow the former rules of the boys club in improv and stand up. Ryan experienced this first hand during her first-year with Latch-

key Kid.

"We kicked someone off the team my freshman year, a man who had some conduct issues," Ryan said. "That changed the dynamic of the team and we all became closer afterwards."

Now that Ryan said she uses her leadership position in the club to establish boundaries during the first meeting of the semester. These boundaries include which topics are considered ok to make jokes about and which performers are comfortable with being touched on stage. Improv is heavily reliant on a strong team dynamic; Ryan said she emphasizes the importance of everyone feeling safe to create a good performance.

"The only way to perform improv is if you're comfortable with the people," Ryan said. "If we don't set that up as a precedent, we're not going to perform well."

One of the number one rules of improv is "yes and," meaning performers in a scene need to follow the premise set by a teammate and add their own jokes to make the scene work. This framework can enable teammates to make each other do things they normally wouldn't agree to or it can make them feel uncomfortable.

Members of Loyola's other improv troupe, 45 Kings, witnessed the potential danger of "yes and" while watching another team's performance. Michelle Castro remembered watching this unfold with her teammates.

"A team before us started a scene

where a guy basically made someone else give him a blow job. You could feel the discomfort in the room when the other guy was forced to mime oral sex," Castro said. "It's one of those scenes where someone who thought it would be hilarious wanted their bit played out. It's super self-satisfying which is not what improv is about. There was no making sure the other person was comfortable in the scene. And the people on the sidelines just kind of let it happen."

Like Latchkey Kid, 45 Kings decided to set up boundaries to ensure the safety of their teammates and quality of the performances.

"We always set ground rules at the beginning [of the year] so you can't put someone in a position like that," said Castro. "If your intention is to have sex with someone on stage, just don't. That's a bad move. You can do so much more that involves both people in the scene that will be fun for everyone and get laughs."

These women aren't confined to improv performers. A booking agent from a prominent Chicago comedy club said she promoted inclusivity as she chose which comedians to invite to perform.

"The overall arching goal of each show I booked was diversity," she said. "You may not know these comics, but there's always going to be a little something for everyone. I was definitely more adamant about this than [the owners]. You had to be cognizant for everyone. I used to write, 'no more white boys' on the booking document." ■

94

percent of women in the entertainment industry were victims of gendered harassment or assault in 2017.

TREND

all
made
up

PHOTO BY UNSPLASH
PHOTO COURTESY OF JONATHAN DANIEL

Makeup brands are moving toward inclusivity

By KIERA DEMPSEY

The beauty industry has a long and politicized history of being defined by gender. For decades, cosmetics have been viewed mainly as a “female-only” industry. However, before the 1800s, cosmetics were completely gender-neutral. It wasn’t until Queen Victoria I deemed makeup and femininity as “vulgar” that the cosmetic industry became seen as a purely feminine and vacuous pastime to many.

In recent years, there’s been a shift toward all-inclusive marketing within the cosmetics industry. In the past, beauty brands would create a specific vision for their target consumer. Brands like Estee Lauder catered to upper middle class, older women with poise. Brands like Urban Decay catered to mid-20s rebellious women.

Each brand had a different vision of what their ideal consumer looked like. However, they all had one thing in common — they must be women. Now, regardless of race, socioeconomic status or gender, the cosmetic industry is working toward catering to every gender.

There’s also been a shift toward gender-neutral makeup. Brands like Milk Makeup and Fluide shattered stereotypes when breaking down what it means to wear makeup, while older, more established brands like M.A.C and Maybelline are working on re-inventing their brand to cater to the new culture.

“I feel comfortable going into a store and buying makeup, recently,” said Arvin Shahsavar, a male makeup-lover. “I haven’t always felt this comfortable as a man who loves beauty.”

There is plenty of good that comes from this shift in beauty culture, according to Shahsavar.

“I feel like I can finally be myself and put myself out there the way I want to,” Shahsavar said.

With the popularity of shows like Ru-Paul’s Drag Race and the Netflix reboot of Queer Eye, the shift toward gender-neutral beauty is helping the LGBTQ community feel more freedom to express themselves through cosmetics.

However, with this culture of inclusion, some people have been left behind in the process. Many brands have become aware of the exclusion of men and gender-non-conforming people from the product range, but many makeup brands still don’t have dark enough shades for most black and Asian women. This is especially prevalent in drugstore brands.

Brands like Rimmel and Physician’s Formula only carry the

lightest shades of brown. Non-white women have been fighting for inclusion for decades and beauty brands have done little about it.

In the UK, 70 percent of non-white women feel that drugstore brands don’t cater to their beauty needs.

The fight for gender-neutral beauty is relatively new and beauty brands are jumping at the chance to rebrand.

“Sometimes I feel overlooked because there’s a big shift toward gender-neutral beauty, which is great, but some makeup brands still don’t have my shade of foundation” said Jessica Lundquist, a California-based African-American makeup-consumer.

The beauty industry has seen a boom in recent years with the rise of the “beauty guru” on YouTube. However, the salaries of popular gurus reflect this same trend. It is estimated that James Charles, beauty guru and first male CoverGirl spokesperson makes around \$246.8K-\$3.9M per year on YouTube alone. The most viewed woman of color on YouTube, Jackie Aina, is estimated to make around \$16.6K-\$266.3K annually.

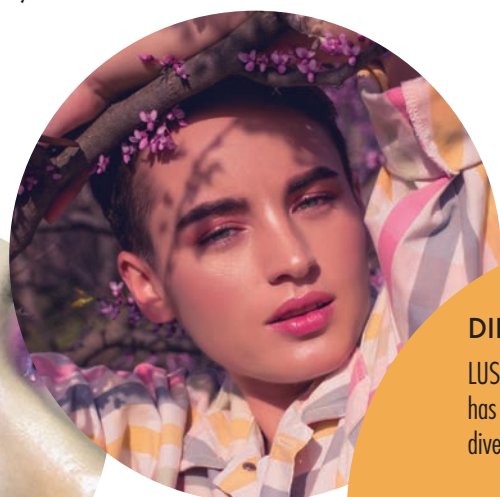
A popular gender-neutral beauty haven, LUSH, has expanded its bath and body product range to include makeup in recent years. Its Southport location at 3430 N. Southport Ave. is decorated with pride flags and they invite everybody inside the store with open arms.

LUSH’s makeup line is lacking in shade range diversity even though they pride themselves on being inclusive. Their “bronzer” comes in one shade, a light orange, not dark enough for even the lightest-skinned of black women. Their “translucent” powder is a pink-tinged white powder that would make most people with dark skin look ashy.

It’s no secret cosmetic consumers crave a diverse range of shades. Fenty Beauty, a makeup line started by Rihanna that contains 40 foundation shades is soaring in popularity, currently surpassing many popular makeup lines.

One of the models for Fenty Beauty, Nneoma Anosike, expressed her thanks to Rihanna and expressed why Fenty Beauty is so important via Instagram.

“The beauty world for people of color has welcomed yet another brand that goes into understanding that we melanins have different undertones and shades- not just 3 but multiple! We have amazing brands representing us, yes, but not enough,” Anosike said. ■



DID YOU KNOW?

LUSH in Chicago’s Southport location has expanded its selection to a more diverse audience.

Hair Matters



Logan Parlor founder and owner Jamie DiGrazia gives a haircut to a client.

Logan Parlor: Where the price of a haircut is not determined by gender

STORY and PHOTO By KIERA DEMPSEY

Walking into Logan Parlor, located on Fullerton Avenue in Logan Square, customers are greeted with a sense of familiarity. Logan Parlor may seem like your average hair salon, but it offers much more, especially to the transgender community.

The transgender community is defined by people whose identities don't correspond to their birth sex. This comes with many struggles with self-image many cisgender people, or people whose identities correspond with their birth sex, don't deal with on a daily basis.

A sense of familiarity and community at a hair salon is something that is often looked for in these spaces of self-care. It should be a relaxing experience. However, this feeling is often lost when the LGBTQ+ community, especially with those identifying as trans or non-binary, walk into a hair salon.

Besides the smiling staff waiting to greet customers behind a vintage bar and two small dogs playfully running around, there is something about the space that feels like home. The warm lights of antique chandeliers illuminate four workstations in this small and intimate space. When entering the doors of Logan Parlor, everyone is family.

There are seemingly countless stories of prejudice against the trans community at hair salons and barbershops. In 2016, a transgender man was denied a haircut at a barbershop due to "religious freedom".

Even when the transgender community is not denied service at an establishment, it can still be a traumatizing experience to simply get a haircut. If you are going through the transitioning process, it is often unclear whether you pay for a "women's" or "men's" haircut. It can be a source of anxiety that the hairstylist will make you look too masculine or feminine and that your hairstyle won't fit with your gender identity.

Located at 3251 W. Fullerton Ave., Logan Parlor seems to exude this welcoming spirit effortlessly, but this is something that Jamie

DiGrazia, level 4AA REDKEN artist, winner of the 2018 NAHA men's hairstylist of the year, founder and owner of the salon spent time and effort to carefully curate. It began as a vision of experienced career hairdressers in a space that's inclusive for everybody.

"In our salon's culture, we have three different educators on staff that work for different hair care companies that will go travel and teach classes to other salon professionals" says DiGrazia.

A transgender woman in the UK, Ria Cooper, recently opened up a hair salon because of how she was treated in cisgender-owned salons.

"I found it really intimidating as a trans woman going into normal salons. I felt judged and got really bad anxiety just walking in," Cooper told The Independent. "It was awful and really knocked my confidence and everyone deserves to be pampered".

Many people don't recognize the micro-aggressions that are inflicted on the trans community even at your local hair salon. Men's haircuts are almost always cheaper than women's haircuts. Pricing is often a confusing and stressful subject when someone identifying as transgender walks into a salon. From the start of Logan Parlor in 2014, DiGrazia made strides toward making the salon gender-neutral.

"There was no other option. We would never have gendered pricing. I just wasn't going to go backward with that" DiGrazia said.

Many salons lean toward a masculine barbershop or a glitzy feminine salon atmosphere, but Logan Parlor was designed to accommodate men, women and everything in-between.

They pride themselves in working alongside Strands for Trans, an organization aimed at bringing awareness to trans-friendly barbershops and hair salons. They train their staff to accommodate everyone who walks through the door.

"We have made our own curriculum so every person that goes on the floor goes through an apprenticeship with us. They learn to give consultations, especially for gender-queer people who might not want to identify in either direction" DiGrazia said.

DiGrazia teaches the hairstylists at her salon to modify their language to make clients feel more at-ease.

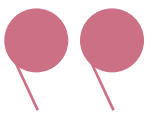
"Basically, we coach them on how to speak more neutral or how to ask the right questions and kind-of eliminate gender from the conversation," DiGrazia said. "Typically someone would say "Do you want it to look masculine or feminine?"; so instead we're like, "Do you want it to look softer or more hard?" It doesn't necessarily have to reflect gender."

Kaitlin Martin, a guest service expert at Logan Parlor, decided to join the team because of its inclusive environment.

"I wanted to work at a place that reflects my political views," Martin said. "I wanted to live my political views, not just use my vote".

Furthering the notion of being a safe haven for all, Logan Parlor can also accommodate all hair types.

"I feel like because we're a group of white females maybe people think that's the only hair we can do, but that's just not true," DiGrazia said. "We really are focusing on letting people know that we specialize in all hair types. Anyone that walks through the door with hair can get their hair done." ■



We really are focusing on letting people know that we specialize in all hair types. Anyone that walks through the door with hair can get their hair done."

— JAMIE DIGRAZIA, OWNER



In today's language, they wanted to mansplain to me why it was okay to plant drugs on a suspect, why it was okay to kill people like Laquan McDonald."

— Nicole Gonzalez Van Cleve,
AUTHOR OF CROOK COUNTY

CROOKED JUSTICE

Research criminologist and author of 'Crook County' Dr. Nicole Gonzalez Van Cleve examines the criminal justice system through the lens of a social scientist



By KYLE CONWAY

The research criminologist, Ph.D., and author of “Crook County” and “The Waiting Room” always knew she wanted to assist people affected by the justice system especially back home in Chicago. Her father’s family hailed from Little Village, while her mother’s side called the Northwest corner of the city home, near the Harlem-Irving Plaza.

This left Nicole Gonzalez Van Cleve her with a rare gift — sight of both sides of a racial divide.

So when afforded the opportunity to attend the quality schools the Northwest-Chicagoland area is known for, she ran with it. And it landed her at Northwestern University, originally with an interest in prosecution, until she realized the reality was far from what she imagined.

Rather than doling out justice to violent criminals, she realized who she was seeing every day were “non-violent criminals, drug offenses, and almost all of them people of color.”

Following was a change in interest that would become the 10-year study behind “Crook County.” She began looking at the system as a social scientist and dedicated herself to exposing the culture which created and carried out mass incarceration.

“Being a fair-skinned Latina woman, I was sort of unintentionally able to go undercover,” Gonzalez Van Cleve said.

In an “overtly hostile culture towards women,” she was able to leverage the sexism of police and prosecutors against them. There was no shortage of harassment, but those same sexist beliefs led them to underestimate, and posture for, someone who they thought posed no threat. Someone they figured could be given candid answers.

“In today’s language, they wanted to mansplain to me why it was okay to plant drugs on a suspect, why it was okay to kill people like Laquan McDonald,” Gonzalez Van Cleve said, referencing the black teenager whose death at the hands of now-convicted officer Jason Van Dyke represents the first Chicago officer to be charged with murder for an on-duty shooting in almost 50 years.

In the face of such overwhelming racism and sexism, she knew

she needed a correspondingly overwhelming amount of evidence to change people’s minds — because anything less was too easy to dismiss. And even then she knew some would always find a way to critique the findings.

“After I was recently on Rachel Maddow’s show I actually received criticism for the length of the study. That I wouldn’t have come forward sooner,” Gonzalez Van Cleve said.

But the exhaustive effort has been worth it, and has led to developments in how justice is carried out, and how the public views the justice system itself. As well as similar, glacial progress when it comes to racial and gender equality. Progress Gonzalez Van Cleve said she sees embodied in the result of the McDonald case.


Though there’s still much to say about the racism within the justice system, continued sexism cannot be downplayed either. The conviction of Van Dyke on 16 counts of aggravated battery stands in contrast to the result of the Rekia Boyd shooting. Charges against Boyd’s killer, Dante Servin, were dismissed on a technicality.

“There is always a gender dynamic,” Gonzalez Van Cleve said. “In this system black women are made to be more vulnerable in certain ways because of the intersection of blackness and womanhood in this society. When we saw the Sandra Bland case, and you see the footage of her on the road defending herself. You understand that everything that happened to her after- her real crime was advocating for herself as a woman of color.”

So she saw how women activists, naming the group Assata’s daughters, came together in the wake of the Boyd verdict to assist the historic conviction of Van Dyke. The group organized under the vow of having justice done this time.

“Hearing those 16 guilty charges read was just such an emotional moment for all of us,” Gonzalez Van Cleve said. “It was for Rekia Boyd. It was for Sandra Bland. It was for every teenager, child, and adult who didn’t get a chance or their day in court.”

She continued, “And for those who think this verdict is an end, it is just the beginning.” ■



VAN CLEVE PHOTO BY JILL MCCORKELL
CHICAGO PHOTO BY MCKEEVER SPRUCK
PHOTO ILLUSTRATION BY JESSICA BROWN





a field for women

How women are influencing the environmental sciences despite traditionally sexist ideals

By MAGGIE YARNOLD

Mother Nature. Father Earth. People have admired nature for its aesthetic beauty and plentiful resources since Biblical times. And since the 1960s and '70s, when Rachel Carson introduced the threats of insecticide use and former President Nixon created pollution control laws, people are more interested in environmentalism to keep the earth, and its resources, healthy.

Something else remains coupled with environmentalism: sexism against women in the movement and sciences.

A 2005 study of 130 countries found women in government leadership positions are more likely to sign international treaties to address and act on climate change. However, women are less likely to hold positions of political power. For example, women in the U.S. occupied about 23 percent of the Senate and 20 percent of the House seats in 2018.

Dr. Reuben Keller, an environmental science professor at Loyola University Chicago, said he was mentored by strong women when he went through his higher education. He said he's positive disparities against women still exist in environmental sciences, because men have historically dominated society and academia.

"I think that because academia involves proving yourself so much to get tenure and people get tenure later and later now because they post-doc longer [it can be difficult to plan other major life events]," Keller said. "If you're a woman who wants to have children then it can be very hard to figure out when and how to do that."

In 2016, there were 107 women per 100 men in biology and agricultural science doctorate programs, making up about 52 percent of the population.

"I know for a long time the number of females finishing PhD's is higher than male, but that does not carry through for faculty, so somewhere females are dropping out or something is happening," Keller said.

According to the 2005 study, women are estimated to make up 60 to 80 percent of mainstream environmental organization membership and a larger proportion of grassroots movements. In 1977, Wangari Maathai founded the Green Belt Movement, a grassroots movement to replant Kenyan forests and bring empowerment and a steady income to rural African women who weren't given a voice in politics. The Green Belt Movement has planted over 51 million trees in Kenya and, in 2015, it trained 200 rural women who helped train 20,000 other community members,

CONTINUES pg. 50 >>

Women + Politics + Environment

A 2005 study of 130 countries found women in leadership positions more likely to sign international treaties to address and act on climate change, but women were less likely to hold political office.

23%

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environmental
organization
memberships

In 2016, women made up

52%

<< FROM pg. 49

according to the 2015 annual report.

Climate change disproportionately affects women and children, according to the Natural Resources Defense Council. Women are less likely to have the means to evacuate during a natural disaster, must travel further for water in developing nations and have experienced the negative effects of drought and pollution more than men, according to Dr. Sasha Adkins, a professor of environmental science at Loyola University Chicago.

The Gender and Society study noted women are more likely to express support for environmental protection than men, and women consider more factors, such as an increase in insect-borne diseases as water temperatures rise or how pollution reduces predatory fish populations. Women are also more likely to vote against nuclear power plants which can emit high levels of toxins and affect women's abilities to reproduce if there's a leak.

Adkins, whose pronoun is they, studies plastics and how this form of pollution can affect women — especially pregnant women. Adkins said field work is another vulnerable time for people; Adkins is transgender but identified as a cisgender lesbian during her

PhD program.

"There were uncomfortable situations with unwanted advances from senior scientists," Adkins said. "That was surprising to me. Because I thought we were all trying to save the world and we would treat people with the same respect, but it was not."

Adkins said they notice more cisgender women in the environmental sciences compared to other sciences, but they don't know any other transgender people in the field. Adkins actively works to deconstruct the dynamics of power and privilege within their work and academia. They said academia is extremely competitive and people are constantly having to say something and find something to publish, but when everyone is talking there's no one there to listen.

"I don't believe in hierarchy and I think we'd be a lot better off without them," Adkins said. "I spend about two weeks in the course deconstructing the title of our textbook which is 'The Environment and You' as if they're two separate things. I haven't been explicit about [incorporating ecofeminism] in my own writing because I'm not focusing on women per se but the overall imbalance of power and privilege." ■



PHOTO BY DIMITRI RODRIGUEZ | FLICKR

In late February 2019, Sen. Ed Markey (D-Mass.) and Rep. Alexandria Ocasio-Cortez (D-NY) introduced a Green New Deal resolution that lays out the goals of what has been called a progressive approach to dealing with climate change. Affectionately known as AOC, the freshman senator has become a vocal, and sometimes politically divisive voice in politics. She was one of 42 women who joined Congress in 2019, 38 of whom were Democrats, representing a wave of women who could bring environmental policy change to the U.S.

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**U.N. WOMEN CHICAGO HOSTS EVENTS AROUND
THE CITY TO SPREAD THE TRUTH ABOUT FEMINISM**

UNWCCHICAGOPE

STORY and PHOTO By MAGGIE YARNOLD

A rising number of people are going against the historic tide of placing he before she and joining the party at UN Women's HeForShe quarterly Empower Hours.

Empower Hour is a cocktail hour for people to discuss and learn about gender equality issues in support of HeForShe — an international UN Women campaign working for female empowerment through gender equality. These happy hours are a great way to engage with members of the general body and expand the UN Women Chicago (UNWC) network, according to Vice President of development Molly Black.

"It's not just about UN Women. We want to connect with other organizations we care about ... it's about elevating each other," Black said.

UNWC held a yoga fundraiser in late-October with the Chicago Period Project to help provide homeless or impoverished women with feminine hygiene products, according to Black. UNWC was born in 2014 from the larger international organization UN Women. Since its inception, the Chicago chapter has formed several partnerships with other groups in the city to work toward empowering women and reaching equality.

UNWC has intrinsic ties to feminism. In the 19th and 20th centuries, the first-wave of feminism sparked a movement for equal legal rights. The second-wave of feminism, around the 1960s, pushed for equal rights around sexuality and equal social rights for all. Now, intersectional feminism is on the rise; intersectionality is the connection of race, gender and class which create an overlapping system that reinforces discrimination and disadvantage, according to civil rights activist Kimberlé Crenshaw.

The UNWC board has discussed bringing non-binary people into the conversation, according to Miloney Thakrar, vice president of membership.

"I think it's challenging [to incorporate non-binary individuals into the conversation] because the use of the word women in many ways enforces binary language," Thakrar said. While it's not under our purview to change the name of the organization ... [we can] build community partnerships with those specific focuses."

UNWC has partnered with Center of Halsted, the Midwest's leading organization working to promote the LGBTQ community and secure health and safety, to hold panel discussions on what it means to be someone who identifies as non-binary.

The Chicago chapter also works toward the overall goals of the international organization. UN Women's overall mission is to: reduce feminized poverty; end violence against women; halt the spread of HIV/AIDS among women and girls; and achieve gender equality in democratic governance.

Kimberly Hayward, president of UNWC, said the organization has helped her recognize the high prevalence of discrimination against women in society, especially the workplace.

"[This discrimination is] heart breaking and it's motivating to continue this work," Hayward, 30, said. "The culture in the workplace. It's only dawned on me recently that men ... are treated as

competent ... but as women you have to keep trying to prove yourself over and over."

Thakrar works to ensure UNWC has events and goals, and she ensures its presence in Chicago is increasing. She said the board created committees to help improve the success of the organization and engage with members.

"In this political climate when people are really energized ... [engagement] is figuring out how to leverage that energy and [people's] strengths and skills to improve," Thakrar, 36, said. "I feel part of this role has involved increasing the visibility of our chapter. That involves partnering with organizations which have already established themselves in the city.

UNWC mainly works on two of UN Women's campaigns: Stop the Robbery and HeForShe. Stop the Robbery directly works to bridge the pay gap between men and women.

March 8 has been the day to honor women for 109 years. However, April 8 is equal pay day — the day in which women will make the same amount of money as a man for the same job; so, women are celebrated one month before they receive equal compensation.

Women currently make 23 percent less on the dollar compared to a man. At this rate of policy change for better parental leave, child-care and part-time work, this gap could last another 70 years, according to Stop the Robbery.

UNWC has 12 board members and Black said the current board is diverse in age, which brings more perspectives to the table.

"It's really nice there's such a diversity in ages [on the board] because we have different connections and experiences," Black, 26, said. "The more diverse the better, because then you just have a wider reach of resources, of knowledge." ■



UNWC invites everyone to join the group and work toward gender equality.



tune in!

SINCE '78

WLUW

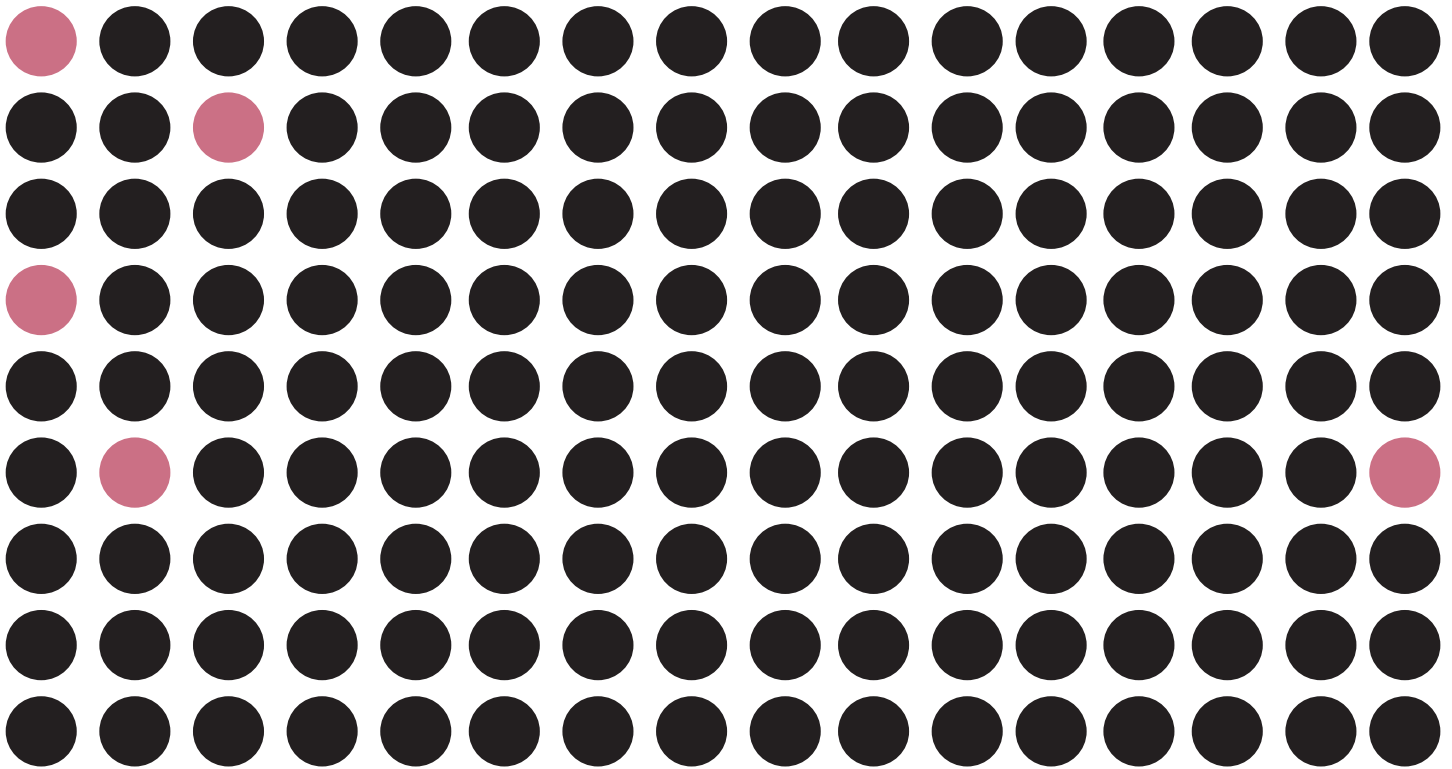
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40 years of WLUW

Closing The Gender Gap - U.S. Progress

The U.S. ranks 49 out of 144 countries in closing the gender gap between men and women as of 2017, according to the Global Gender Gap Report.



1 Educational Attainment - Educational Attainment used the literacy rates of females to males in a country and men and women's current access to primary-, secondary- and higher-level education to rank the countries.

Economic Participation and Opportunity - Economic Participation and Opportunity rank was determined using difference between men and women in labor force participation rates; the estimated ratio of female-to-male earned income and a wage equality for similar work survey; and the ratio of women to men in technical and professional fields and as legislators, senior officials and managers.

19

49 Global Index - The Global Index is the final rank of a country based on its rank in Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment compared to other countries' ranks in those areas.

Health and Survival - Health and Survival was determined using the gap between men's and women's life expectancy in good health and the sex ratio at birth. The sex ratio at birth was used because many countries still have a strong male preference.

82

96 Political Empowerment - Political Empowerment used the gap between men and women at the highest level of political decision-making through the ratios of men to women in ministerial and parliamentary positions to determine country rank. This category also looked at the ratio of years spent in office for men and women for the last 50 years.



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