

## Ninth Annual Feist-Tea Fundraiser Honors Three Feisty WCC Members



### Tips for a Green Holiday

- ◆ Most mass-produced wrapping paper is NOT recyclable due to shiny coatings, foils and color.
- ◆ Get creative and use scarves or bandanas that add to the gift. Or reuse bags and tins.
- ◆ Give an experience as a gift. Less wrapping needed and fun to spend more time with friends and loved ones.
- ◆ Many of us have too much STUFF. Charity may be just the perfect gift item. Or donate to a green cause or an animal rights group.
- ◆ Add natural and local items to your list to decrease our carbon footprint. Or donate to a green cause or an animal rights group.
- ◆ Make a New Year's resolution to add more green to your life.

~ Mary Gerson



On Sunday, December 2, the Woman's City Club honored three of its feistiest — **Cathy Bailey, Dr. Jill Bley and Michael Maloney** (above).

**Susan Noonan** introduced **Cathy Bailey** (below), who is director of the Greater Cincinnati Water Works. Noonan noted that Bailey's main influence is her mother, who "taught Carla [her sister] and Cathy that if you put your mind to something, have a support system (and family is usually the best), you should count on them, use your own resources — and you can do it!"



Bailey has zip-lined over Old Las Vegas and ridden in a helicopter, but her heart is in public service, not stunts. As the first female and first African American director of the Water Works, she has started a blog called **FIERCE** (Females in

Environmental Careers Everywhere). And, she is proud to share the fact that Cincinnati water is some of the cleanest in the country, meeting or exceeding all state and federal standards. No need for bottled water here!



**Dr. Jill Bley** (above), supported by several generations of family members in the audience, was introduced by **Ruth Cronenberg**. Cronenberg noted Bley's innovations in women's rights and personal safety. Bley started Women Helping Women; changed the way hospitals, prosecutors, and law enforcement handled rape cases; and wrote a column for *The Downtowner* called "Speaking of Sex."

At age 40, Bley earned her PhD in clinical psychology. Her heartfelt speech acknowledged the difficulty of being both a parent and graduate student.



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**Michael Maloney** (*previous page*) was introduced by **Rina Saperstein**. Saperstein praised Maloney's decades of organizing across the city, particularly for the Appalachian population. He is active in the Urban Appalachian Community Coalition that provides advocacy, education and resources, and has taught Appalachian studies, planning, and philosophy at several area colleges and universities.

Saperstein praised Maloney's longtime involvement in the labor movement. She also thanked him for teaching her about our "community's unique cultural complexity."

**Maloney** has worked for equal opportunity for all in housing, employment, and other areas of life. His family cheered him on as he shared highlights of his long career. His daughter Alanna Maloney joined WCC at the Feist-Tea, no doubt influenced by her feisty father.

Where would the WCC be without its feisty constituents? We are so pleased to honor them every year!



**Ruth Cronenberg**



**Michael Maloney and Jeff Dey**



**Sister Judy's food was enjoyed by people of all ages! Thanks to PIP for another great shared meal.**



**Candie Simmons**



**New member Toni Miller**



**Jill Bley and her grandson**



**Cathy Bailey and family**



**Jill Bley and family**



**Michael Maloney and Joy Haupt**



### Greatness Personified

As I write this month's column, I am watching the state funeral of President George H. W. Bush and remembering the Feist-Tea we celebrated on Sunday, December 2, to honor three of Woman's City Club's feisty members.

I did not share Bush's politics or vote for him, but I deeply respect this man who enlisted in the Navy at age 18, earned the Distinguished Flying Cross at age 20, and then went on to become a beloved husband and father who started a successful business, served his country in many roles, achieved bipartisan support for important initiatives such as the Americans with Disabilities Act, valued family above all else, and was always recognized as a man determined to hold to strong values and high character. Noted for his willingness to collaborate, the kind notes he famously wrote, and always putting country before self, he was a loyal friend to many, including President Bill Clinton who defeated him and followed him in office — and got one of those kind notes, despite the brutal campaigns they each had waged.

On a morning news program today, the feisty and brilliant Condoleezza Rice — who served from 1989 -91 in the National Security Council and as Special Assistant for National Security Affairs for the man who liked to call himself 41 and then as

National Security Advisor and Secretary of State to his son, President George W. Bush — described George H. W. Bush as a person who lived “a life of consequence.”

Rice's words also apply to the three members we honored at our 9<sup>th</sup> annual Feist-Tea — Cathy Bailey, Dr. Jill Bley, and Michael Maloney — and the 34 members who previously earned this award, who all have chosen to live a directed, purposeful life of consequence, working for the common good.

At the Feist-Tea I shared these words from *Lighting the Way*, Andrea Tuttle Kornbluh's book about WCC's early history: “The presidents, committee heads, and members did not concern themselves with promoting their organization or popularizing their accomplishments. . . they put their time and efforts into work about which they cared so passionately.”

When I read this sentence, I hear “passionate” as another word for feisty — keeping in mind that feisty doesn't have to mean brash or confrontational. Our members in general and our Feist-Tea honorees in particular, present and past — and all great leaders who accomplish great deeds — are of many temperaments, including quiet, genteel, considerate, civil. But they all share a tireless dedication to service and a passion to live



strongly into their principles, in whatever way they express themselves, in whatever careers they choose: water works director, psychologist, community activist and organizer, even president of the United States.

The words “end of an era” have been said frequently in the past few days. Rather than the end of an era, may President Bush's passing be a call for us all to hold firmly to our own values and character, to find strength in collaboration, and most of all to return to civility, dedication, and genuine kindness in all levels of government and our daily lives. What a feisty and wonderful world that would be.

~Janet Buening

Never underestimate  
the power of dreams  
and the influence  
of the human spirit.  
We are all the same  
in this notion:  
The potential  
for greatness  
lives within  
each of us.

~Wilma Rudolph



## UC GENDER EQUITY RESEARCH SHARED AT NOVEMBER FORUM

### From Research to Reality: Gender Equity in Cincinnati Employment

### Findings of the City of Cincinnati Gender Equality Task Force

November's WCC program on Cities to Eliminate Discrimination Against Women (CEDAW) was packed with more than 70 people attending to hear the exciting report on the City's Gender Equality Task Force.

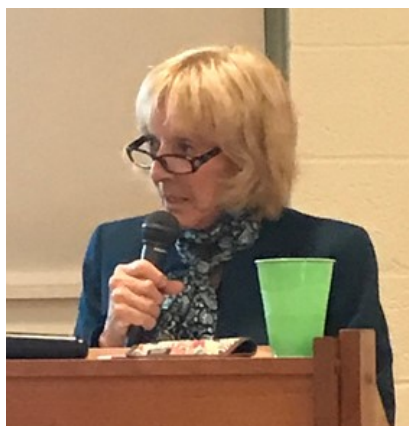


CEDAW was originally a treaty of the United Nations in 1979, designed to eliminate all forms of discrimination against women and girls. Because the United States did not ratify the treaty, the United Nations Commission for Status of Women and the US Conference of Mayors launched "Cities for CEDAW." In May of 2017, Cincinnati became just the seventh city in the U.S. to pass two CEDAW Ordinances: one designating funds for a gender analysis of all City departments, boards, and commissions, and the second the mayor's appointed Gender Equality Task

Force. The task force's charge is to monitor, review, and make recommendations and budget priorities to City Council and the mayor using the results of the gender analysis being conducted by the University of Cincinnati.

The UC Gender Equity Research team presented findings of year one of the two-year study. Overall, the City models equity within job titles, but problems remain with demographic representation, vertical segregation by gender and race, and fostering a sense of inclusion among diverse personnel and the diverse publics they serve. The study did an in-depth analysis of five city departments: Health, Police, Fire, Community & Economic Development, and Planning. Pay disparities seem to be a function of women and non-whites not being placed in higher-paying jobs. Across these departments, non-whites feel less respected than their colleagues and perceive that their departments are insufficiently inclusive.

The report has many other interesting findings. If you are interested in the Executive Summary and Preliminary Survey report, contact the WCC office to request a copy. The second-year analysis will include more qualitative data.



#### Speakers:

**Susan Noonan**, *below*, Woman's City Club, on the history of CEDAW and how Cincinnati became one of only seven cities in the United States to pass an ordinance

**Meghan Cummings**, Women's Fund of Greater Cincinnati Foundation, on the role of the mayor's Gender Equality Task Force

**Anne Runyan** and **Jack Mewhirter**, *above*, UC Political Science Department, presenting the results of surveys of City departments

**Alexis Rogers**, *left*, Cincinnati Fire Department, on her experience as a woman firefighter

*Many thanks to local partners of the Cincinnati Gender Equality Task Force: UC Departments of Political Science and Women's Gender & Sexuality Studies, the Provost's Office, DAAP School of Planning, Taft Research Center, Cincinnati Project of Arts & Sciences, the Women's Fund, Zonta Club of Cincinnati, Tri-State Freethinkers, YWCA, League of Women Voters and Woman's City Club.*

~ Susan Noonan

## EMILY THOBE



Emily Thobe came to the Woman's City Club through Act One. "I joined through the Act One program five years ago through encouragement from a friend who was doing the same, she said. "I decided to formally join as a paid member after witnessing the educational and other civic and social engagement opportunities the organization provided."

A native of Celina, Ohio, she has a BS from the University of Dayton, with a double major in marketing and international business and a political science minor, and an MBA from Xavier University with concentration in international business. She speaks three languages – English, Japanese and Spanish.

"I moved to Cincinnati following graduation from UD for employment at GE Aviation," she said. She describes her 14.5-years GE employment as being in varying roles in operations, sales, and management. She's been Title Global Materials execution manager since April 2017. Before GE she worked as a political campaign intern for eight months.

"I haven't yet jumped into significant WCC committee or board work but plan to eventually do so when my schedule allows," Thobe said. "For now, I enjoy attending events when I am able. Most specifically, the National Speaker Forum and actions around CEDAW and Thriving Cincinnati initiatives are of interest, as well as engagement with local political and civic leaders."

Thobe serves on the boards of Junior Achievement and FUEL Cincinnati (a non-profit incubator within Give Back Cincinnati) and has been on the League of Women Voters board. She chairs major gifts for the Junior League of Cincinnati and serves on the State Junior League public affairs committee. "I volunteer as a mentor at Aiken High School with a fantastic group of Juniors I have been with for years. I also tutor reading at Chase Elementary. Each year I spend at least a week in service abroad with a group of friends from Give Back Beyond Cincinnati." This year she volunteered in Puerto Rico and Chalkida, Greece.

Thobe's greatest joy is in "learning new things and gaining deeper understanding about the world around me. Movement. Action. Connection with others, especially those which I would consider abnormal exposures outside my normal family, work, and social circles." Her hobbies, besides volunteering, include boxing and weight training – "for both physical and mental health!"

Thobe encourages WCC to continue to embrace initiatives to promote inclusion and diversity in the region, providing opportunities to learn and engage a broader spectrum for our membership. She reminds us, "Don't forget to be inclusive even within our own ranks."

~ Jo-Ann Huff Albers

### Volunteer Opportunity

Our favorite eating spot – Venice on Vine – is in need of volunteer help. If you have any time you can spare, here are some of the areas in which they would love your help:

- ◆ Interviewing skills
- ◆ Resume help
- ◆ Life planning
- ◆ Grant writing
- ◆ Help in kitchen: bakery, shoppers, drivers to catering spots



As you know, Sister Judy and Mark Shannon are our longtime friends and food providers! WCC uses them for National Speaker, Feast-Tea and any other times we need good homemade food.

If you can help at all – please do!! Contact restaurant manager Sarah Wagner at 513-221-7020.



## SAVE THE DATE

Woman's City Club of Greater Cincinnati  
is pleased to announce

**Helen Thorpe**

as the featured speaker at  
our 26<sup>th</sup> National Speaker Forum and Fundraiser

**SEARCHING FOR REFUGE, FRIENDSHIP, AND HOPE:  
PERSPECTIVES ON IMMIGRATION —  
WHAT DOES IT MEAN TO “BE AMERICAN” TODAY?**

**Wednesday, April 3, 2019, 7:00 pm**

**Memorial Hall, 1225 Elm St., Over-the-Rhine Cincinnati**

Helen Thorpe is an award-winning immersive journalist and author known for the profound insights of her books and articles. In her talk she will explore what it means to “be American” as she presents her perspectives on the issues of immigration, multiculturalism, and America’s role on the global stage.

Her work has appeared in multiple periodicals. She has authored three acclaimed works of narrative nonfiction that document in a human and intimate way the lives of immigrants, refugees, and veterans of foreign conflicts. Her first book, *Just Like Us: The True Story of Four Mexican Girls Coming of Age in America* (2009), is an account of high school students, two with legal documentation, two without, and what happens to them as a result. *Soldier Girls: The Battles of Three Women at Home and at War* (2014) tracks three women in a brilliant tableau of their overlapping lives for 12 years as they do multiple tours in Afghanistan and Iraq and readjust to civilian life.

*The Newcomers: Finding Refuge, Friendship, and Hope in an American Classroom* (2017) follows the lives of 22 teenage refugees from around the world during their first school year in Denver, in an English Language Acquisition class. Many arrive directly from refugee camps, some after having lost one or both parents; collectively, their class represents a microcosm of the global refugee crisis.



Journalist and author Helen Thorpe

Tickets now on sale

Lecture only - \$40

Lecture and reception - \$140

Underwriter - \$280+

<https://www.memorialhallotr.com/cincinnati-shows/womans-city-club-helen-thorpe/>

Opportunities to co-sponsor this event are available at \$300.

For more details, contact Sarah.Gideonse@fuse.net or the WCC office: 513-751-0100

*The Woman's City Club is a leading civic organization in Cincinnati, celebrating its 104th year. The Club promotes justice, civic reform, and citizen engagement through education, advocacy, and service. More information about WCC can be found at [www.womanscityclub.org](http://www.womanscityclub.org).*

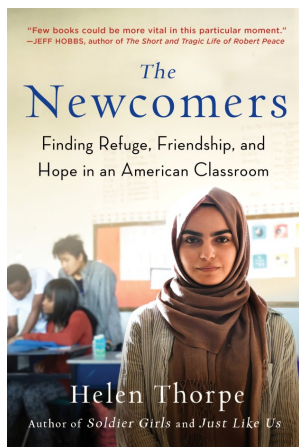
# WOMAN'S CITY CLUB ANNOUNCES ENDOWMENT FUND

As we move into our second century, Woman's City Club of Greater Cincinnati has initiated an endowment fund designed to grow and maintain funding to sustain our club into the future. This board-designated endowment fund is seeded with the appreciated proceeds of an historic gift of \$30,000 originally referred to as the Seasongood Fund. We will continue to grow our endowment fund through planned giving, bequests, grants, donations, and investment proceeds.

Woman's City Club may use up to 5% of the fund annually by board vote toward operating expenses. This maintains the principal as a growing endowment.

For information about gifts to the Woman's City Club Endowment Fund, please contact WCC treasurer Alice Schneider.

~ Rina Saperstein



## WOMAN'S CITY CLUB BOOK DISCUSSION

### *The Newcomers: Finding Refuge, Friendship, and Hope in an American Classroom*

by Helen Thorpe

Saturday, January 19, 2019, 10 am

Home of Harriet Kaufman

RSVP [wccbookclub@womanscityclub.org](mailto:wccbookclub@womanscityclub.org)

*The New York Times* described *The Newcomers* (2017) as “a delicate and heartbreaking mystery story” about 22 immigrant and refugee teenagers who learn English together in a single classroom that represents a microcosm of the global refugee crisis. Many arrive directly from camps, some after having lost one or both parents. Thorpe follows the journeys of three families in particular — from Iraq, Burma, and the Democratic Republic of Congo — to illustrate what life is like in refugee-producing parts of the world and the challenges of assimilation into a new and very different country. As *The New York Times* adds, “Thorpe’s book is a reminder that in an era of nativism, some Americans are still breaking down walls and nurturing newcomers, the seeds of the great American experiment.” The book is available in several formats and at the library.

Helen Thorpe is Woman's City Club National Speaker for this year. She will speak at Memorial Hall, Wednesday, April 3, 2019, on the topic, “Searching for Refuge, Friendship, and Hope: Perspectives on Immigration — What Does it Mean to ‘Be American’ Today?” More information at [womanscityclub.org/programs/national-speaker-forum/](http://womanscityclub.org/programs/national-speaker-forum/)

~ Sarah Gideonse

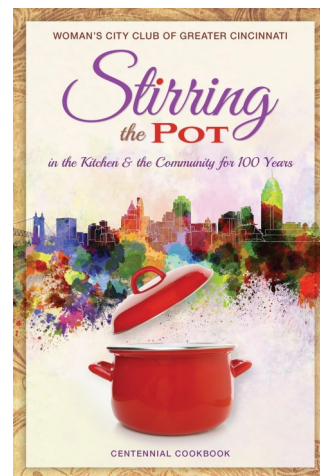
### Looking for a thoughtful and unique gift?

Consider tickets to the National Speaker Forum with Helen Thorpe on Wednesday, April 3, 2019 at 7 pm, Memorial Hall. Tickets are on sale now for \$40 each, through the Memorial Hall box office. Use the convenient link on the WCC website — [www.womanscityclub.org](http://www.womanscityclub.org) — to easily purchase tickets online.

# STIR UP SOMETHING GOOD WITH WCC'S COOKBOOK

Just in time for holiday feasts, we share with you two more recipes from our cookbook, ***Stirring the Pot in the Kitchen and the Community for 100 Years***. In honor of our newly named Feisty Members, and perfect for family or company brunches, we offer Susan Noonan's Feisty Breakfast Pizza for a Group. For an easy and awesome homemade treat to serve to guests or give as a special gift we recommend Steph Stoller's legendary Chocolate Candy, so good it doesn't need a fancy name.

And just in time for holiday giving, our cookbook is on sale: buy 3 copies at the list price of \$20 each and get a 4<sup>th</sup> book for free! Get your copies by calling our office at 513-751-0100 or online at [www.womanscityclub.org](http://www.womanscityclub.org).



## Feisty Breakfast Pizza for a Group

*Prepare the night before and just bake in the morning!*

vegetable spray  
8 slices bread, buttered  
8 eggs, well beaten  
½ cup sour cream  
1 lb. uncooked pork sausage, turkey sausage  
or crabmeat, optional  
8 oz. (2 cups) sharp Cheddar cheese, grated  
1 (4 oz.) can chopped chiles  
(or substitute ½ cup chopped spinach or broccoli,  
but then you lose the feistiness!)

Coat a 13 x 9-inch pan with vegetable spray. Place bread in pan, buttered side down. Beat eggs and sour cream together and pour over bread. Crumble sausage or crabmeat over egg mixture and bread. Mix cheese and chiles and sprinkle over sausage. Refrigerate 8 hours overnight. In the morning, bake at 350° for one hour. Cut into squares and serve.

*Ham, smoked sausage cut in pieces, or other meats could be used. The recipe also works well with vegetables in place of the meat or seafood.*

— Susan Noonan

## Chocolate Candy

*For an approximately 17 x 12-inch jelly roll pan or cookie sheet with sides:*

approximately 1½ sleeves saltines  
2 sticks butter, melted  
1 cup sugar  
16 oz. semi-sweet chocolate bits  
1½ cups chopped nuts  
(I use pecans)

Line the pan with foil. Place saltines on the pan, with sides touching. Combine melted butter and sugar together as thoroughly as possible. Spoon the melted mixture over the crackers. Bake at 350° for 20 minutes or until golden brown and bubbly.

Remove from oven and scatter chocolate bits on top. As the chocolate melts, spread over crackers. Sprinkle chopped nuts over all and gently press in, using the back of a spoon.

Freeze 1 hour until brittle. Break into pieces. This keeps a long time in the freezer or in refrigerator.

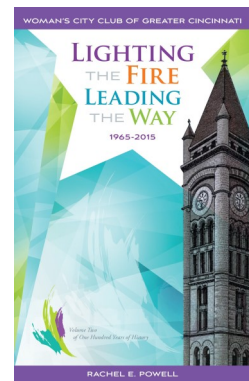
— Stephanie Stoller

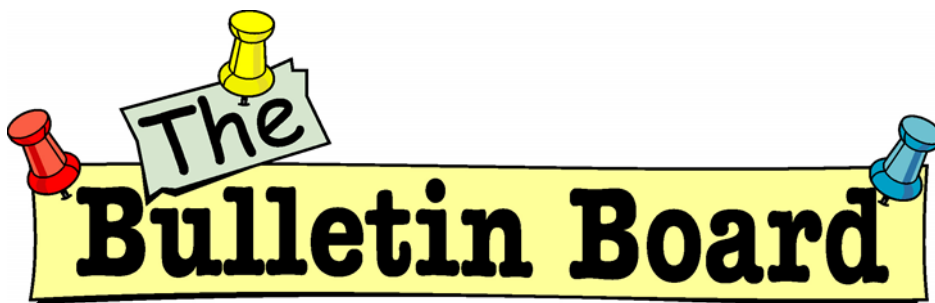


## Give History for the Holidays


Woman's City Club's second history book, ***Lighting the Fire, Leading the Way***, covers club history from 1965 to 2015. It is also on sale in this season of giving – for the first-time-ever price of \$5.00 a book!

Learn more about the members who directed our club through the tumultuous '60s and positioned WCC for growth and new initiatives in its second century in this inspiring and engaging book.





## COMMITTEE COMMUNIQUEÉS

 **Communications Committee:** Help get the word out about our wonderful Woman's City Club and what we are doing!

◇ Volunteer for our committee. Come to our meetings and share your communication ideas.

◇ Skills we can use: a passion for communicating about WCC, writing, editing, taking photos, social media and graphic design skills to design flyers for our events. Occasional or longer-term contributions are welcome! Contact **Sarah Gideonse** for more information.

◇ Facebook users: kindly repost events and other items on Facebook page of the Woman's City Club of Greater Cincinnati to your Facebook page and friends. Suggest Facebook items to **Alice Schneider**.


Recommend friends and colleagues sign up to receive the monthly Bulletin ([womanscityclub.org/media/bulletin/](http://womanscityclub.org/media/bulletin/))

~ Sarah Gideonse


 **Membership Committee**

The Membership Committee will meet on Wednesday, January 2, from 6 to 8 pm in the WCC conference room to plan future activities and ways to attract new members. Anyone who wishes to join this committee is welcome to attend. Please contact **Anne Buening**, VP for Membership, if you have any questions or ideas to share or wish to join the committee.


~ Anne Buening

 **National Speaker Committee**

The committee will meet on Monday, January 7 at 7 pm at the home of Dr. Jane Anderson. Call the WCC office at 513-751-0100 for location information. On January 4, 2019, the committee will be mailing letters to potential cosponsors; on January 11 it will mail letters to members and friends, inviting them to support our National Speaker event featuring Helen Thorpe. Help is welcome for both mailings at the WCC office, 9:30 am. We will expect the National Speaker Forum on April 3, 2019 at Memorial Hall to be a very interesting and relevant event—and encourage everyone to put it on his or her calendar.

 **Thriving Cincinnati** is planning a program for January with WCC program committee on the "Talent Pipeline Initiative, a program that provides all kinds of experiences and information for students – starting in elementary school – to find a passion to follow: a career path through technical training or further education. Date and place are pending and will be announced soon. United Way, Mardia Shands, and Sean Kelly of Partners for a Competitive Workforce, will lead the panel to describe their experiences.

~ Susan Noonan

 **Program Committee** meets Monday, December 10, in the WCC conference room.

## NEWS FROM OUR NETWORK



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### REFUGEE CONNECT AMBASSADOR TRAINING OPPORTUNITY

**When:** January 30, 2018, 6:30pm - 8:30pm

**Where:** Cincinnati Christian University, 2700 Glenway Ave., Cincinnati, OH 45204



#### About our Ambassador Volunteer Workshops:

RefugeeConnect's Ambassador Training program serves as a springboard to educate, train, and place volunteers in meaningful opportunities in a united, citywide effort to welcome Cincinnati's refugees.

Our Ambassador Volunteer Training Workshops are free, but advance registration is required. Workshop topics vary and range from employment and financial literacy, education and ESOL, to citizenship, but always include general training on welcoming refugees.

Please email [jlrefugeeconnect@gmail.com](mailto:jlrefugeeconnect@gmail.com) to register.

For other questions or concerns, please contact Emily Thobe.

**Our Mission:** Woman's City Club is committed to building a strong Greater Cincinnati community through educating, empowering and engaging all citizens to participate in promoting the common good.

**Our Vision:** We envision a just and sustainable community where all citizens are engaged as informed stakeholders in the shaping of our shared future.

**Our Values:** Collaboration -- Citizen Empowerment -- Lead Constructive Lives -- A Thriving City of the Future.

## Calendar of WCC Events

**Monday, December 24 - Sunday, January 6:**

WCC office will be closed for the holidays.

**Saturday, January 12, 6:30 pm:** Changing Co2urse: "A Year of Living Sustainably," Cincinnati's director of environment and sustainability presents monthly program to help us build a green Cincinnati. Also: "ONE STRANGE ROCK" – Episode 6: "Escape," at St. John's Unitarian Universalist Church, 320 Resor, Clifton.

**Saturday, January 19, 10 am:** Book Club meets at the home of Harriet Kaufman.

**Wednesday, April 3, 7 pm:** National Speaker Forum and Fundraiser presents Helen Thorpe, "Searching for Refuge, Friendship, and Hope: Perspectives on Immigration — What Does it Mean to 'Be American' Today?" Memorial Hall, 1225 Elm St., Cincinnati.



### WCC COMMITTEE MEETINGS

**Monday, December 10, 6 pm:** Program Committee meets in the WCC conference room.

**Tuesday, December 18, 6 pm:** Communications Committee meets at Lydia's on Ludlow.

**Wednesday, January 2, 6-8 pm:** Membership Committee meets in the WCC conference room.

**Monday, January 14, 6 pm:** Program Committee meets in the WCC conference room.

For the latest schedule of Committee Meetings, check our Website Calendar at [womanscityclub.org](http://womanscityclub.org).

### CINCINNATI CITY COUNCIL MEETINGS

For an updated list, go to the City website at [cincinnati-oh.gov/council/](http://cincinnati-oh.gov/council/).



Like Woman's City Club Cincinnati on Facebook to keep up with the latest news and commentary.



Like us on Twitter  
[@womanscityclub](https://twitter.com/womanscityclub)

The Monthly e-Bulletin keeps us connected with our membership, our network, and our community. Our next issue will appear in February. Deadline for submissions and committee reports is **Friday, January 25**. Please submit all material to the WCC office.

Managing Editor: Jeanne Nightingale. Editorial Team: Sarah Gideonse, Jo-Ann Huff Albers, Anne Skove, Janet Buening.