

# DEIJB Tackle Box

Michigan Chapter of AFS DEIJ Committee

March 2024

INTERNATIONAL  
**WOMEN'S  
DAY**  
#InspireInclusion

Banner



## INTERNATIONAL WOMEN'S DAY

On Friday March 8<sup>th</sup> join the global celebration of the contribution women have had and continue to have on history, politics, academics, and culture. Although considerable advances have been made to improve gender equality, there is still a long road ahead. Globally, gender equality and the well-being of women is more critical than ever as it has direct impacts on human rights and ending poverty. This year a variety of organizations are holding events to celebrate International Women's Day here in Michigan, below is a list of some of the events being held.

### University Events

- [Grand Valley State University](#)
- [Lake Superior State University](#)
- [Michigan Technological University](#)
- [University of Michigan](#)
- [Wayne State University](#)

### Community Events

- [Eventbrite](#) – Search your city to find local events
- [Michigan International Women's Day](#)
- [Detroit](#)
  - [Detroit Regional Chamber and Wellness Works Charitable Fundraiser](#)
  - [Role Model Celebration](#) – The Henry Ford museum
  - [8<sup>th</sup> Annual Women of Influence Summit](#)
  - [Slalom's: Get ready to #InspireInclusion!](#)
  - [Rebel Nell – International Women's Day 2024](#)
- [Grand Rapids](#)
  - [International Women's Day Celebration](#)
- [Online Experiences](#)
  - [Together We Thrive: InternationalWomen'sDay.org](#)

## MIAFS DEIJB Annual Meeting Travel Award

This award is intended to cover meeting related expenses for individual(s) who may not otherwise be able to attend. **[Apply here](#) before March 11th.**

## A Step in the Right Direction

Included in the 2023-2024 Michigan state budget is \$10 million earmarked to help reduce health care discrepancies experienced by some 400,000+ LGBTQ+ residents<sup>1</sup>. The disparities, which are worse for bisexual+ individuals, are due to the interaction of complex factors including: discrimination by health care providers; limited access to certain services; low utilization of services; patients feeling uncomfortable/unsafe disclosing to providers; limited access to health insurance; and a lack of medical research focused on LGBTQ+ patients<sup>1-3</sup>. The money provided in this year's budget will hopefully begin to address some of the disparities in health care experienced by approximately 25% of Michigan residents. March is both Bisexual Health Awareness month and includes the 22nd National LGBTQ+ Health Awareness Week (18<sup>th</sup>-22<sup>nd</sup>), and in support of these events we wanted to share a few of the health resources available to LGBTQ+ Michiganders.

### Resources

- [Corktown Health](#)
- [Ruth Ellis Center](#)
- [Henry Ford Health](#) – Medical
- [Detroit Wayne Integrated Health Network](#) – Mental Health Counseling
- [LGBTQ+ Healthcare Directory](#)
- [The OutList LGBTQ+ Affirming Provider Directory & Resources](#)
- [University of Michigan Health](#)
- [Transgender Michigan](#)

### References

1. [Michigan addresses LGBTQ+ health disparities with historic \\$10 million budget allotment \(secondwavemedia.com\)](#), *Second Wave* (2023).
2. [National LGBTQ Health Awareness Week – HealthLGBTQ](#), *Natioanl Coalition of LGBTQ Health*(2024).
3. [Bi+ Health Awareness Month](#), *Bisexual Resource Center* (2023).

## WOMEN'S HISTORY MONTH



As with many efforts to gain acknowledgement for a social justice movement *Women's History Month* had simple beginnings in Santa Rosa, California, 1980. This celebratory month is dedicated to highlighting the contributions that women have and will continue to make on American history and culture. It is difficult to think of a pivotal period of American history that women have not played an important role in. Women have stood for American values during times of [war](#) (Mary Ludwig Hays aka Molly Pitcher, Clara Barton, and those that served as Women Airforce Service Pilots) and periods of [social change](#) (Sojourner Truth, Susan B. Anthony, and [Septima Clark](#)). This year the theme chosen by the [National Women's History Alliance](#) is "*Women Who Advocate for Equity, Diversity and Inclusion*". This theme serves to remind us that women not only need to continue to advocate for themselves, but also need to act as allies for other marginalized groups. It is only through mutual respect and support that we can create a society that provides equal opportunities and where everyone feels comfortable to express their true self.

### References:

- [Women's History Month](#). National Women's History Museum. (2024).
- [Why March is National Women's History Month - National Women's History Alliance](#) (2024).

## Ethnic Equality Month: Unique but Equal

March has been chosen as the month to recognize and celebrate the incredible diversity in cultures, backgrounds, and traditions that exist within the United States. In addition to highlighting our incredible diversity, *Ethnic Equality Month* can help to bring awareness to and create discussion of how to continue to address harassment and discrimination in the United States.

Rather than focusing on the contribution of as single ethnicity this month-long celebration encourages us to get out and learn about different communities, while spreading appreciation and acceptance. Through exposure to different ethnicities, we can open ourselves to new experiences, which in turn can help to erode misunderstanding and promote inclusivity. So please take the time to celebrate Michigan's ethnic diversity in your community by supporting local organizations and businesses.



### References:

- Ethnic Equality Month – February 2024. *National Today*, [ETHNIC EQUALITY MONTH \(nationaltoday.com\)](#) (2024).
- Ethnic Equality Month, *Holiday Calendar*, [Ethnic Equality Month - February 1, 2024 \(holidaycalendar.io\)](#) (2024).



# Women That “Waded the Waters” for Future Women in Natural Resources

As we Celebrate both *International Women’s Day* (March 8th) and *National Women’s Month* let’s look at a few of the many women that laid the first paving stones of the road women had/have travel to join a male dominated field of natural resources. These women all played a role for all women today to join a work field that they love in the natural resources.



**Dr. Emmeline Moore** (1872 – 1963, left) led one of the most extensive fish and aquatic community survey ever conducted, during a time when such work was in its infancy. Interspersed during the early 1900’s, her schooling and early career included earning a Ph. D. at Cornell and teaching at Vassar College. While originally interested in botany, her area of study changed to focus on linking plants and fish production. Over the course of her career, working for state and federal organizations, she would study the relationship between fish and plants in both hatchery and natural environments. She was also dedicated to communicating effectively with the nonscientific community, both writing for and speaking to the public. Dr. Moore was heavily involved in AFS, and was elected the first female president in 1927, which was only 7 years after women won the right to vote. The **Emmeline Moore Prize** is a career achievement award developed to recognize individuals that promote demographic diversity in the society and are committed to ensuring equal opportunity access to higher education and/or professional development in fisheries.

**Dr. J Frances Allen** (1916 - 2011, right) and sister **Lochie Jo Allen** (left) love for nature came from their mother. During a time when few women were active in the sciences, Dr. Allen earned Ph. Ds. from the University of Maryland, where she would become an assistant professor. Throughout her career, she was active in the scientific community, working closely with colleagues and supporting numerous students. This included AFS, where she was the second woman to attend an annual meeting. While she was the editor for AFS’s retirees newsletter, *Homopiscis rusticus*, her sister, Lochie Jo, helped found the *Fisheries* magazine, acting as it’s managing editor for 7 years. The **J Frances Allen Scholarship**, founded in 1987, honors Dr. Allen’s contribution to fisheries science by supporting aspiring women Ph. D. students.



**Rosa Mabel Lee** (1884 – 1976, left) was a woman of firsts, not only was she the first woman to earn a mathematics degree from Bangor University, but also was the first female scientist ever employed by the **Marine Biological Association of the United Kingdom**. Despite setbacks and limitations, due to outdated social norms and laws (i.e., the **marriage bar**), Rosa Lee left a permanent mark on fisheries science. Her research on age and growth led to the realization that size-selective gear removed faster-growing fish at higher rates than slower-growing individuals, thus these populations tend to be dominated by slower-growing fish. Due to the relevancy to fisheries management her work has become known as the *Rosa Lee phenomenon* and her **publications** remain cited to this day.

# Gender Equality Month: Help Women Help All of Us

From a rather inauspicious start in Elizabeth Cady Stanton's tearoom on July 13<sup>th</sup>, 1849, the Women's Right Movement has taken hold globally<sup>1,2</sup>. From the beginning the Women's Right Movement was founded on achieving gender equality. We celebrate *Gender Equality Month*, in March, to not only observe the social, political, cultural and academic achievements of women, but to also highlight where discrepancies still exist<sup>2,3</sup>. Even though women and girls have asserted themselves as global change makers, gender discrepancies still exist<sup>3</sup>. Perhaps the most disturbing is that women and girls experience dramatically higher levels of harassment and sexual violence compared to men and boys<sup>2-4</sup>. Furthermore, globally women only make 81 cents for every dollar made by men<sup>4</sup>, while both contributing more to unpaid work and providing a greater proportion of childcare<sup>2</sup>. Women also have less access to education, especially at higher levels, and health care, with these issues only worsening when individuals are from low income and minority groups<sup>1,3</sup>. Fortunately, efforts, ranging from local grassroots to multinational, are being made to address these discrepancies.

*Gender Equality Month* is simple to celebrate. It can include setting goals to address personal biases, volunteering with a local organization that supports gender equality; backing women owned businesses and those that implement equitable practices; or simply valuing and respecting the women in your life. It's important to consider bias, both at the societal and personal level, as mitigating prejudice will greatly improve the implementation of gender equality initiatives. *Gender Equality Month* was founded to bring awareness to the issues and limitations faced by women, but perhaps needs to be expanded as the social conversation about gender identity evolves<sup>5</sup>. Gender, which differs from sex in that it is a cultural expression rather than founded on biological markers, and the individual expression of it has been receiving greater societal attention<sup>6</sup>. Through these conversations it has come to light that often transgender or non-binary individuals are experiencing many of the same issues women face<sup>5,6</sup>. There is space within *Gender Equality Month* to celebrate everyone and equality of gender will only make society stronger and better able to address challenges.

## References

1. Bourgeois, C. Each March, HIPRC celebrates and raises awareness to Gender Equality. *Harborview Injury Prevention & Research Center* [Gender Equality Month - Harborview Injury Prevention & Research Center \(hiprc.org\)](#) (2023).
2. Gender Equality Month – March 2024. *National Today* [GENDER EQUALITY MONTH \(nationaltoday.com\)](#) (2024).
3. Gender Equality: Equal Rights and Opportunities for Girls and Boys Help All Children Fulfill Their Potential. *UNICEF* [Gender equality | UNICEF](#) (2024).
4. Gender Equality Month. *Holiday Calendar* [Gender Equality Month - March 1, 2024 \(holidaycalendar.io\)](#) (2024).
5. Mullins, C. Gender Equality for All Genders. *Advocates for LGBTQ Equality* [Gender Equality Month is for Everyone — Advocates for LGBTQ Equality](#).
6. Reeve-Parker, N. Communicating respectfully with people of all gender expressions. *The Whole: University of Washington* [Communicating respectfully with people of all gender expressions - The Whole U \(uw.edu\)](#) (2023).



## Lili Elbe

Lili Ilse Elvenes, better known as Lili Elbe, was a Danish painter born in 1882. She painted under both her adopted and birth (Einar Wegener) names and is known for her Post-

Impressionistic landscapes. She was the first person to have gender confirmation surgery, as well as to have her gender identity considered separate from her sexual orientation. Her story has been enormously influential for individuals contemplating transitioning and is the basis of the movie *The Danish Girl*. We honor her and all trans people on March 31 as part of *International Transgender Day of Visibility*.

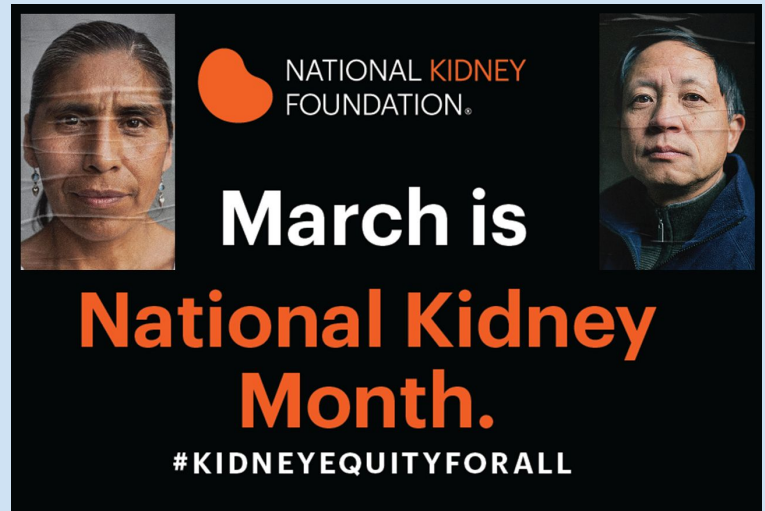
## Resources

- [Lili Elbe | Legacy Project Chicago](#)
- [Lili Elbe | Artnet](#)



# Awareness Month & Days

- [Bisexual+ Health Awareness Month](#)
- [National Multiple Sclerosis Awareness & Education Month](#)
- [Developmental Disabilities Awareness Month](#)
- Ethnic Equality Month ([see above](#))
- Gender Equality Month ([see above](#))
- [Greek American Heritage Month](#)
  - [Nine Greek Traditions to celebrate for Greek American Heritage Month](#)
- [Irish American Heritage Month](#)
- National Women's History Month ([see above](#))
- [National Colon Cancer Awareness Month](#)
- [National Kidney Month - Kidney Equity for All](#)
- [International Women's Day](#) - March 8
- [Equal Pay Day](#) - March 14
- [National LGBTQ Health Awareness Week](#) - 21 - 25
- [World Down Syndrome Day](#) - March 21
- [International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade](#) - March 25
- [International Transgender Day of Visibility](#) - March 31



## Resources

### In Honor of Gender Equality Month

- [Why Gender Equality Matters in Fisheries and Aquaculture](#)
- [Advancing Towards Gender Equality in Fisheries and Aquaculture](#)
- [Podcast - Seas the Day: Fishing for Gender Equity with Dr. Hillary Smith](#)
- [The Fisheries Podcast: Fishy Feminist: Talking Feminism and Fisheries with Dr. Christine](#)

### Other

- [Communicating respectfully with people of all gender expressions - The Whole U \(uw.edu\)](#)
- [Michigan Disability Resources and Advocacy Organizations - Olmstead Rights](#)
- [Disability Resources - Michigan Developmental Disabilities Institute - Wayne State University](#)



**We hope that our monthly “Tackle Box” shows that we are committed to tackling complex issues by sharing information that helps to spread awareness, improve understanding and support for others that may be facing struggles, inequality, and discrimination.** To this end, the MIAFS Diversity, Equity, Inclusion, Justice and Belonging Committee will continue “to cultivate a chapter culture that ensures all members feel welcome and respected; recruits and retains members with underrepresented identities and backgrounds; and works with the Executive Committee to create and advocate for policies and procedures that promote diversity, equity, and inclusion at the chapter, regional, and international levels”.

As always, please contact us if you would like to become involved with the DEIJB committee or if you come across items that you would like to have shared. You can reach us at [miafsdeij@gmail.com](mailto:miafsdeij@gmail.com) (or you may contact us [anonymously](#)).

Warm Wishes -

Kyle Brumm (he/him), Dana Castle (she/her), Lydia Doerr (she/her), Tracy Galarowicz (she/her), Kynzie House (she/her)