Thank you for joining CFW to Talk It Out. By participating in Talk It Out, you are a partner in The 100% Project and are helping CFW get closer to our goal of ending gender bias in our region by 2030.

**Fast Facts:**

**Talk It Out** is a region-wide, weeklong conversation series.

Over 100 hosts signed up to receive a Talk It Out 2017 toolkit.

They came from a variety of backgrounds:

- Nonprofits
- Health care and hospitals
- Theatre and performing arts
- Universities and colleges
- Corporations
- Small business

During the last week of March, groups across Chicago sat down to talk about gender bias: how it impacts their daily lives at home and work, how they navigate gendered expectations, and how we can all play a role in ending gender bias. This is what we learned:

67% Said **Talk It Out** changed the way they think about day-to-day experiences:

“[Talk It Out] made me more conscious of the gender biases that are exhibited at work and home.”

“It helped me to see sometimes when I’m being biased and don’t even know it.”

72% Said **Talk It Out** changed the actions they will take at home and work:

“As a single parent of a teenage son and daughter, I will try to be more conscious of when I’m exhibiting gender bias in how I treat them, as well as what responsibilities I assign them.”

“[Talk It Out] encouraged the Leadership Team at my organization to support and foster similar kinds of activities/events to interact with colleagues in this way. It was a deeper and more meaningful way to connect with colleagues and learn from each other than the normal day-to-day interactions.”
89% Said they have, or plan to, share what they learned or host additional conversations.

WHAT CAN CFW DO TO HELP?
We asked what CFW can do to help make ending gender bias a priority for more individuals and organizations.

RESOURCES

To Read
- Borderlands / La Frontera: The New Mestiza, Gloria Anzaldúa
- Women, Race, and Class, Angela Davis
- Nickeled and Dimed, Barbara Ehrenreich
- Sister Citizen: Shame, Stereotypes, and Black Women in America, Melissa Harris-Perry
- Feminism is for Everybody, bell hooks
- Sister Outsider: Essays and Speeches, Audre Lorde
- White Privilege: Unpacking the Invisible Backpack, Peggy McIntosh
- Redefining Realness, Janet Mock
- The South Side, Natalie Y. Moore
- Justice Doesn’t Trickle Down: How Racialized and Gendered Rules are Holding Women Back, Andrea Flynn, Ms. Foundation & Roosevelt Institute

To Watch
- Miss Representation
  Explores how mainstream media and culture contribute to the under-representation of women in positions of power and influence.
- The Mask You Live In
  Boys and young men struggle to navigate narrow definitions of masculinity.

WHAT DID PEOPLE DISCUSS?
Survey respondents and participants expressed a strong interest in having more nuanced conversations about women’s intersecting identities around race, ethnicity, gender identity and socioeconomic status. We learned that everyone comes to Talk It Out with different levels of knowledge. Many participants asked for additional information and resources. We put together a short list of books and films that provide an introduction to intersectionality and diverse perspectives on women’s lived experiences.

More Information: 62%
Networking: 58%
Events on equity: 58%
Thank you for being part of Talk It Out 2017! Chicago Foundation for Women is proud to be part of a community committed to developing creative solutions to end gender bias.

Thanks to your feedback, we are already working to make Talk It Out 2018 even better, with more in-depth resources for hosts and participants.

In the meantime, for updates, information and resources for ending gender bias and getting to gender equity, sign up for CFW’s monthly newsletter, GoWomen, at www.cfw.org/contact.

WHAT’S NEXT?

Chicago Tonight: Talking Out Gender Equity, Biases Across Chicago
Chicago Tonight sat in on an early morning Talk It Out.

Chicago Woman Magazine: What Does Gender Bias Look Like?
Chicago Woman readers and supporters share what gender bias looks like in their lives.

DON’T FORGET!

Mark your calendars: CFW’s 32nd Annual Luncheon & Symposium is Thursday, October 19. We’ll be welcoming Dolores Huerta and Alicia Garza for a conversation about how diverse communities can unite to achieve equal opportunities for all women and girls. #100PercentCHI