

# The Rankin File

## A LETTER FROM OUR CEO, KAREN STERK

Greetings Friends –

Thank You for continuing to partner with us to deliver the mission of *empowering women through education*.

With the onset of the pandemic, we started monthly Scholar Calls to share resources and provide support for JRF Scholars. What I see when we do the Scholar Calls is their amazing resilience, grace under pressure and **persistence**. JRF Scholars are dealing with the breakneck speed of switching to totally online learning for both themselves and their children. They often are challenged by lack of technology for everyone's needs and bandwidth – both literal and figurative. And we have a staggering number of Scholars that either have a disability or a child/children with disabilities. Put that all together and it could be a recipe for disaster. But, JRF Scholars continue to persist.

Please take a moment to view this video from our last Scholar Call. Scholars shared with us what they did with their scholarship check. **YOU made this happen.**



- **Elena** used her check to pay for childcare, without it, she would not have been able to attend her in person practicums to complete her nursing degree.



- **Jeanette** used her scholarship check to replace two tires that were down to the wires.



- **Valerie** lost everything in a fire, so used her check to get a desk, bookcase and chair so she has a dedicated place to study.



- And **Linda** brought me to tears when she said, *It is really cool to know that there are these people that look at us and our lives and are not judging us, instead wanting to help us. They see that strength instead of everything that ever happened to us as the result of a bad decision.*

Goodness knows how many bad decisions I've made in my life. And I am forever grateful to the people who backed me up, picked me up and encouraged me to keep going.

### Know that YOU are that person for our JRF Scholars.

Thank You for continuing to support and cheerlead for their success.

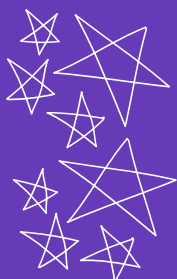
Yours For Women and Education,



Karen Sterk, CEO



Click here to watch our latest Scholar Check-In!



STAR Party Raffle Items  
CLICK HERE TO LEARN MORE



## Jeannette Rankin Scholarship Scholars 2020-2021

Adeena B.	Jenny H.
Alane Z.	Jenifer C.
Amanda H.	Jessica D.
Amy B.	Judit T.
Andrea M.	Julie W.
Angela T.	Kelly C.
Angel C.	Kimberly R.
Angie L.	Lanisha L.
Angie P.	Laura R.
Barbara W.	Lelah B.
Brandi S.	Linda W.
Brooke W.	Linnea B.
Cat L.	Lisa K.
Catherine D.	Lynnae W.
Cristiane E.	Margaret H.
Crystal H.	Miranda A.
Crystal R.	N'neka G.
Danielle G.	Naomi B.
Davidyne D.	Natalie M.
Dawn S.	Nichole C.
Deborah M.	Olga Á.
Debra S.	Patricia B.
Delphine S.	Rebecca W.
Donna N.	Regina H.
Doyin C.	Sarah W.
Elena R.	Sophia R.
Elizabeth B.	Stacey S.
Elizabeth L.	Stacie M.
Elizabeth M.	Surah R.
Erin K.	Theresa C.
Erin M.	Tiesha A.
Hannah S.	Tiffany B.
Harita O.	Tiphonie G.
Irene P.	Toni-Marie S.
Jana J.	Tonia H.
Jeanette T.	Valerie P.
Jeannie F.	Veronica S.
Jennifer B.	

## Emerge Scholarship Scholars 2020-2021

Latonya Y.	Tara Lynn B.
Cristie Lyn W.	Halaveshia H.
Tanisha W.	Harita O.
Renee C.	Sarah W.

## Featured Donor



### Juniper Ford

In 2011, Juniper dedicated an endowed scholarship to her mother, Dr. Sherrie Ford. This scholarship has given to nine Scholars over the years, and this year it supports Elizabeth. Read Elizabeth's bio below! Thank you so much Juniper and Sherrie for the incredible way in which you support our Scholars!

Dr. Sherrie Ford was born in 1946 in Meridian, Mississippi to Charlie May Womble Ford and Otto Theodore Ford. Her father's military career took her and her family to distant locales from Libya to Germany. She spoke fluent French and developed a love

for traveling. Dr. Ford's background was in literary scholarship, completing her Masters with a degree in Creative Writing at the University of Southern Mississippi in 1973. She taught French and English at Emanuel County Junior College in Swainsboro (now known as East Georgia College) before she earned her PhD in English from the University of Georgia in 1982. She went on to join the faculty at Athens Technical College where her interest in manufacturing grew.

She was a prominent consultant in the field of work culture change and lean manufacturing. She was the head of one of the largest women-owned businesses in the United States. She changed the lives of workers in plants throughout the country and practiced what she preached in her own manufacturing facility in Athens, Georgia. Ford pioneered a unique process of work culture transformation that engaged not just management, but the entire hourly workforce she had experienced firsthand in the facilities she had worked. She encouraged manufacturers to embrace world-class manufacturing techniques and lean production principles. Her writing on these topics was widely published and she spoke and consulted extensively in South Africa, Australia, Canada, and the Netherlands.



Her refinement and gentility were often out of place in the overtly masculine atmosphere of the plants in which she worked she once had to walk a half mile to even find a ladies' washroom in one facility—but when she spoke to hourly employees and their bosses, she won minds and turned around their deeply-instilled workplace behaviors. She was a leader and advocate for better treatment for women in the workplace. Therefore, the Sherrie Ford Fund was made in memory of the legacy she left behind by her daughter, Juniper Ford.



### Scholar Elizabeth

Elizabeth is a New JRF Scholar pursuing a Bachelor in Social Work at the University of Texas. She hopes to continue her education and complete her MSW degree and pursue her ultimate career desire: becoming a Licensed Clinical Social Worker for a non-profit organization that provides services to disenfranchised populations of homeless, incarcerated and addiction recovery. This passion stems from Elizabeth's own history with addiction that caused her life to spiral out of control until her incarceration at the age of 40. After participating in and completing an intensive 12-month transitional program post

incarceration, Scholar Elizabeth has been dedicated to turning her life around since her release in 2017. She has been restoring relationships within her family by living a clean, sober, and successful life while pursuing her college degree.

"There is a level of stigmatization surrounding those with a history of incarceration and addiction. I have experienced stigmatization first-hand. Many employers view someone with a criminal history negatively and pick other candidates based on the "yes or no" felon box on an application. Property management companies and landlords are able to deny safe and stable housing to someone with a criminal history. I understand now that I am in a unique position to help others who suffer from addiction and have been subject to incarceration. I can honestly tell someone I understand their situation and give them hope for a new beginning."

# It's Time to Talk: Forming on Race



"Be willing to stand up, and put logs on your fire. Stay passionate. For those of you that have been fighting this fight for decades, sometimes you burn out. Sometimes you feel tired. Sometimes you feel like we're moving backwards... but find those things that give you passion and put logs on your fire, so that you can continue to be an advocate and ally for making the changes in our society for your children and for their children."

**Dr. Julian Vasquez Heilig, University of Kentucky College of Education Dean**

"The question I want to leave you with in my closing is, 'Is this who we are?' And if it's not who we are, we have the opportunity to write history. We can decide what history will say about us, because it is my sincere desire that fifty years from now, we're not still having these same conversations."

**JoAnne Hill, Piedmont Healthcare Executive Director of Diversity and Inclusion**



## CALL TO ACTION

### BELOVED COMMUNITY DIALOGUE

**Martin Luther King envisioned The Beloved Community. In the Beloved Community, caring and compassion drive political policies that support the worldwide elimination of poverty and hunger and all forms of bigotry and violence. The Beloved Community is a state of heart and mind, a spirit of hope and good will that transcends all boundaries and barriers.**

Continue the discussion on advancing equity and create a vibrant and meaningful dialogue with the potential to change the trajectory of the Athens, GA Community.

**Saturday, Nov. 14 @ 1 PM - 2:30PM (EST)  
Click here to RSVP for FREE!**

Thank you to our IT&T Sponsors!



**LORRAINE HART**



**CAROL & PAUL KURTZ**  
The University of Georgia  
**TERRY COLLEGE OF BUSINESS**

**JINX & GORDON PATEL LAURA BIEREMA**  
**KAREN STERK & RON WARREN**



**LIZ DEMARCO PEGGY GALIS**

# IT2T at-home activity

What can you do to create the Beloved Community?

Do you know the businesses and restaurants that are owned by people of color in Athens? When was the last time you patronized them? Google it - the Red and Black has them listed.

Do you have influence over hiring where you work? What are you doing to attract great candidates of color? Are you making sure that you source candidates of color whenever a position opens? Do you have an internship program to give young people of color an opportunity to learn and be mentored? And create a pipeline for talent of color?

Do you have people of color on your board of directors?

And finally, what influence do you have on public policy here in Athens, statewide or nationally to advocate for equity on the institutional level? The very elemental thing you can do is to make sure you VOTE in the upcoming election.

Currently there are 13 social justice organizations working together here in Athens to make use of Athens Regional Library grant funding to advance the work of social/racial justice. Stay tuned.

We have a trip planned to Montgomery AL to visit the National Memorial for Peace and Justice also known as the Lynching Memorial. The trip was originally planned for March of this year, but the pandemic stopped that. We have rescheduled the trip for September of 2021, so fingers crossed we will be able to bring a group of students and adults to experience this critical part of our history.

*We challenge you to work with us so together we can build Dr King's vision of a Beloved Community right here in Athens.*



## Scholar Halaveshia

Halaveshia is a New Emerge Scholar pursuing a Bachelors degree in Organizational and Professional Communication at Kennesaw State University. After graduation she plans to further her career within her current job at The Home Depot. While she started working at The Home Depot as an entry level Call Center Agent as a means to support her three children, she went on to build relationships with her managers and HR partners. She

quickly advanced within the company being promoted several times from a Call Center Agent to, most recently, an HR Coordinator. Those connections opened her eyes to endless possibilities. Once Halaveshia secures her degree, she will move forward with her HR career path seeking an end result of a HR Sr. Director.

"I currently hold quarterly women seminars in my home town and the Atlanta area to teach women ways to become better, to break generational curses and to flee abusive situations. I partner with community leaders and other professionals to provide resources for the women that attend that range from housing assistance to job referrals. My education will add another level to the experiences I present to the women as I will stand as an example to them that no matter what your past looked like it's not how you started but most definitely how you finish!"



# STAR Party is coming!

This year's STAR Party is a little different! We're combining the Athens and Atlanta parties for one big, virtual evening of fun. We will play the Academic Game of Life, meet Scholars, and enjoy an evening about the Jeannette Rankin Women's Scholarship Fund!

We are SOLD OUT on tickets, but our virtual raffle will be open to anyone across the country who wants to join! Visit [rankinfoundation.org/star-party](http://rankinfoundation.org/star-party) for more info.







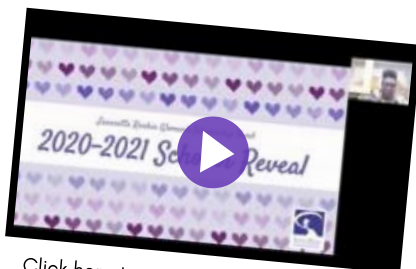
Check out our Raffle by clicking [here!](#)

## Thank you to our STAR Party Sponsors



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Click here to watch our Scholar Reveal!



Click here to watch our Suffrage Celebration!