

Session 1C: Empowering Women and Communities to Promote Equity

Friday 2:00 PM Riviera

Session Chair: Shah Mehrabi. Montgomery College

**Exploring the Role of Queen Mothers in Empowering Women Entrepreneurs in the North Dayi District, Volta Region of Ghana**

Rejoice A. Addae, Arkansas State University-Jonesboro,

Queen Mothers have traditionally played a variety of roles in various Ghanaian communities, including ancestral heads equal to the chiefs, respected persons in their communities with responsibilities for carrying out various traditional rituals and rites. Over the years, the decision-making role of some Queen of the Mothers have decreased and become more ceremonial, but they are still a “formidable force to reckon with in Ghanaian society.” The purpose of this paper is to explore the roles of Queen Mothers in a rural area in the Volta Region to identify their strengths, resources, areas of collaboration and challenges in empowering women entrepreneurs. Social workers have the knowledge and skills as community change agents to collaborate with the Queen Mothers and other levels of society in contributing to a sustainable development by empowering rural women entrepreneurs.

Key words: Queen Mothers, rural women, entrepreneurs, empowerment, collaboration, social workers.

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## **Centering Women-Composed Music to Address Gender Inequities in Classical Music**

**Elizabeth A. Fisher**

***University of Alabama at Birmingham, Birmingham, AL, USA***

The Sustainable Development Goals (SDGs) provide a roadmap to more inclusive, equal, and sustainable world. The field of music is in a unique position to raise public awareness of and promote action on the SDGs because of its ability to reach broad audiences and across cultural boundaries (Shapiro, 2021). Referring to the SDGs' predecessor, the Millennium Development Goals, music has been called "an extremely powerful tool that should be used by the United Nations, governments, and other agencies working towards the achievement of the MDGs" (Booth Cundy, n.d., p.4).

This presentation will discuss a music initiative connected to Sustainable Development Goal #5 (Gender Equality) designed to amplify and disseminate historical and contemporary music by women composers. This is of particular importance because of the disproportionate attention to and performance of music composed by men compared to women. For example, a 2021 study of 100 orchestras worldwide reported that an abysmally low rate (5%) of programmed works across these orchestras were from women composers (di Laccio, 2021). The presenter will discuss Music By Women (MBW) Publishing and its mission as a platform to highlight and publish music composed by women, share current compositions and future plans for the MBW organization, and offer ideas for other performers and music scholars related to this platform. Recommendations for development of other initiatives to support gender equity in the classical music world will also be discussed.

*Confidential, proprietary information*

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## **People & Places: Exploring the Complexities of Unsheltered Homelessness in a Local Community**

***Jennifer. M. Frank, D. M. Watson, R. Preibisch***

***Millersville University***

Unsheltered homelessness in the United States represents a trifecta of social, economic, and environmental injustice that connects with several Sustainable Development Goals such as *#1 No Poverty* and *#11 Sustainable Cities & Communities*. The United States has not codified the right to adequate housing despite signing the Universal Declaration of Human Rights, which states that: “Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care” (United Nations, 1948).

In the United States, 580,466 individuals were homeless>Disease, violence, and weather disproportionately affect the homeless (Larkin et al., 2019). For example, prior to the vaccine, a Covid-19 infection carried a 30% higher risk of death for a person experiencing homelessness compared to the overall population (Leifheit et al., 2021). The unsheltered homelessness often lack access to water and sanitation (Capone et al., 2018), healthcare, (Franco et al., 2021), are at increased risk substance abuse and mental health disorders (Larkin et al., 2019). These factors directly connect unsheltered homelessness with *SDG #3 Good Health & Wellbeing*.

This presentation will share the results of a community-based research study about unsheltered homelessness developed and implemented through collaboration with the local homelessness coalition. This presentation will discuss research findings, implications for communities, and strategies for engaging the community in addressing SDGs at the local level.

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## **Ubuntu Leaders Fellows Program: Using Social Change Initiatives Aligned with the SDGs to Address Community Challenges**

***Karen. Rice, R. Osman***

***Millersville University***

The Learning Institute at Millersville University aims to promote global citizenship by fostering the realization of the United Nation's Sustainable Development Goals. The Ubuntu Leaders Fellows Program (ULFP) was created to educate undergraduate students on relevant global social issues and provide the skills and tools necessary, as leaders, to promote positive social change.

The 2022/20223 fellows' SDG projects focused on poverty, hunger, quality education, gender equality, and climate change. The SDG projects we develop draw on our knowledge and experience from our various fields of study, engagement with community members, and collaboration with our faculty mentor, combined with the advocacy and activism skills gained through the fellows program to address global issues in our community.

The Ubuntu fellows, who are undergraduate students from across disciplines, along with their faculty mentors, will share their social change projects and how they address to one or more of the Global Goals. As part of the presentation, ULFP leaders will outline the structure of the program, the intended outcomes for fellows, and the lessons learned from the project implementation.

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**USING a RECORDED PRESENTATION to ATTRACT WOMEN and MINORITIES to the INFORMATION SYSTEMS MAJOR.**

***Lakisha L. Simmons, I. Y. Addae***

***Tennessee State University***

Professors and students commonly speak about their academic discipline at on campus events to recruit students into their major. Presenting at college preview days, visiting required classes, and speaking to groups on campus are all common recruitment methods. Covid protocols have lessened the ability to perform as many face-to-face presentations. Additionally, there are more virtual and online asynchronous classes that also reduce the opportunity for in person presentations to recruit new students. This study examines the effectiveness of distributing a recorded presentation to required business courses to raise awareness and attract students, especially women, to the management information systems major.

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## **The Perception of Women Leadership Effectiveness- a Case of Higher Education in Ghana**

***Eunice. V. Akoto<sup>1</sup>, Isaac. Boateng<sup>2</sup>, E. O. Akoto<sup>1</sup>, R. B. Amanamah<sup>2</sup>, O. Boateng Newman<sup>2</sup>***

***<sup>1</sup>Henderson State University, Arkansas, USA; <sup>2</sup>Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development(AAMUSTED), Ghana***

While the world seems to be progressing on gender inequality, women still face some challenges. The issue appears to be more concerning regarding support for women aspiring to be leaders and those in leadership on the continent of Africa. This challenge is global but predominant in male-dominant professions and patriarchal cultures (Carbajal, 2018), such as in African academic settings, where women continue to be underrepresented despite many studies attesting to the effectiveness of women leaders (E.g., Al-Shuaiby, 2009; Wolfe, 2017). The campaign for women's leadership in recent decades necessitates exploring ways to ensure women receive the support needed to be leaders. Arguments regarding support for and the perceptions of women's leadership may also differ culturally, making it essential to study the Ghanaian perspective for locally driven solutions. This case study draws on the Sustainable Development Goals (SDGs)#5, which emphasizes achieving gender equality to empower women and girls to participate in leadership fully and effectively at all levels of decision-making in political, economic, and public life(UN SDGs).

We use mixed methods to assess the perceptions of women's leadership effectiveness in a Ghanaian academic institution focusing on personality, emotions, education, communication, skills, and effectiveness constructs. The qualitative aspect provides deeper contextualized insights into observations identified and empirical suggestions for resolving problems and increasing women's representation in leadership in Ghanaian universities. The study concludes that there is a need for increased awareness creation to change the cultural perception of women and recommends a mentoring policy that promotes women's leadership in Ghanaian academic institutions.