



- Research
- Analysis
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City of Toledo Gender Equity Analysis

In 2024, the City of Toledo engaged Keen Independent Research to examine the City's workforce policies and practices through a gender equity lens and to assess the current state of equity within the City. The City will use study results to determine best practices, promote accountability using effective tools and metrics, and to develop solutions to remedy inequities if they are identified in the research.

Keen Independent will gather input from City employees and other stakeholders through:

- In-depth interviews and small group discussions;
- Virtual workshops with employees and employee climate survey; and
- Other means.

Study Team

Keen Independent Research is a national equity consulting firm. Janine Kyritsis, Chief Listening Officer, is leading this assignment. Keen Independent has extensive experience conducting market research, program development and implementation as well as making recommendations regarding methods to embed equitable practices in public agencies.

The firm's portfolio includes equity studies for Arizona Department of Education (ADE) in Arizona, the City of Milwaukie, Oregon, and the City of Tacoma in Washington. Subconsultant, S&A Consulting of Toledo, Ohio, is assisting with stakeholder engagement.

Schedule

The study will be completed in 2025.

How to Get Involved

- Telephone hotline: 602-837-5799
- Email: Toledogenderequity2024@keenindependent.com
- Website: <https://www.keenindependent.com/studies/CityofToledoGenderEquity>
- Mail: Janine Kyritsis, Chief Listening Officer
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- Other contact: Benita Robinson, LLMSW, City of Toledo Gender Equity Manager
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