



WOMEN'S EQUALITY DAY · 50 YEARS · 1976 →  
2026 · EMAGAZINE

## Look Back *to Propel Forward*

The 50th Anniversary broadcast — every  
speaker, every quote, and the anthem it  
inspired.



Wednesday · August 26, 2026 · Dr. Laura Banks-Reed Center  
for Gender and Racial Equity · Tap or press → to turn the page

## WELCOME

# The night at a glance

Fifty years after a small group of Tucson women drafted an ordinance and wore 59-cent buttons on their coats, the Pima County/Tucson Women's Commission filled the YWCA's Dr. Laura Banks-Reed Center for Gender and Racial Equity on Women's Equality Day. Chair Kimberly Fitch opened with a land acknowledgment and the full Commission on its feet; a surprise appearance by Congresswoman Gabby Giffords set the tone — “*I'm not losing my voice.*” Supervisor Jen Allen and Mayor Regina Romero read a joint City–County proclamation, three Tucson City of Gastronomy chef ambassadors spoke about food as heritage and politics, County Administrator Jan Leshar looked back to 1984, Commissioner Stephanie Noriega answered “how are the women of this county actually doing?” with data, Coach Lucy ran trivia and introduced the 2026 Arizona Women's Hall of Fame class, Daisy Jenkins delivered a warning that progress is not permanent, and 86-year-old founding Executive Director Alison Hughes closed the keynote with Shirley Chisholm's folding chair. Treasurer Molly Ring made the ask. Kim Fitch named the superpower: *you vote.*

 The broadcast and this recap were produced as an in-kind gift from The Force for Health® Network — where My Girl Power Club, launched at this Commission, still lives.

## RUN OF SHOW

### Kimberly Fitch

Chair, Pima County/Tucson Women's Commission

### Gabby Giffords

Former U.S. Congresswoman

### Jen Allen

Chair, Pima County Board of Supervisors (District 3)

### Regina Romero

Mayor of Tucson

### Angela Garcia

Private chef

### Susan Fulton

The Gourmet Girls

### Mary Stiger

The Gourmet Girls

### Shuka Parker

Chef

### Jan Leshar

Pima County Administrator

### Stephanie Noriega

Commissioner (Ward 5)

### Lucy Howell

Commissioner

### Melanie Sturgeon

Board Chair, Arizona Women's Hall of Fame (watching live from Gilbert)

### Paula Cullison

2026 Arizona Women's Hall of Fame Inductee (joining from Phoenix)

### Daisy Jenkins

Retired Raytheon executive

### Alison Hughes

Founding Executive Director (1976)

### “I Am an Ambitious Woman”

Words by Alison Hughes

### Molly Ring

Treasurer, Pima County/Tucson Women's Commission

WELCOME

# The night in photographs

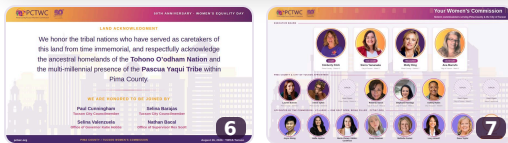




HOST

## Kimberly Fitch

Chair, Pima County/Tucson Women's Commission · Host



Slides 5-7  
open the deck

Chair Kim Fitch opened with a land acknowledgment of the Tohono O'odham Nation and the Pascua Yaqui Tribe, recognized the elected officials and staff in the room, and called the full Commission to its feet by name — then asked every former commissioner in the room to stand. She closed the night by naming the superpower.

**Takeaway →** The Commission is at nearly full strength, on its feet, and the Chair's closing line is the whole campaign: *you vote — that's your superpower.*

“We're surrounded by commissioners who are dedicated, diverse, talented, fierce, and so impressive. I am in awe of them.” [▶ Play](#)

“We look forward to shaping the next fifty years. And remember what your superpower is. You vote. That's your superpower.” [▶ Play](#)

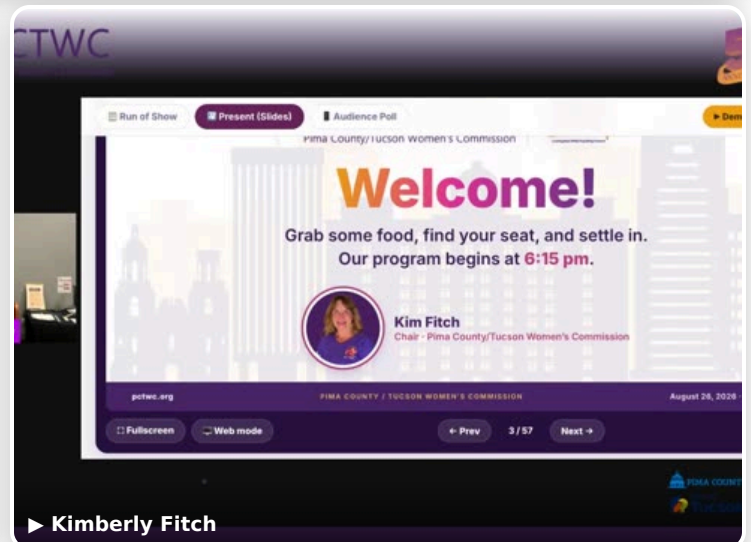
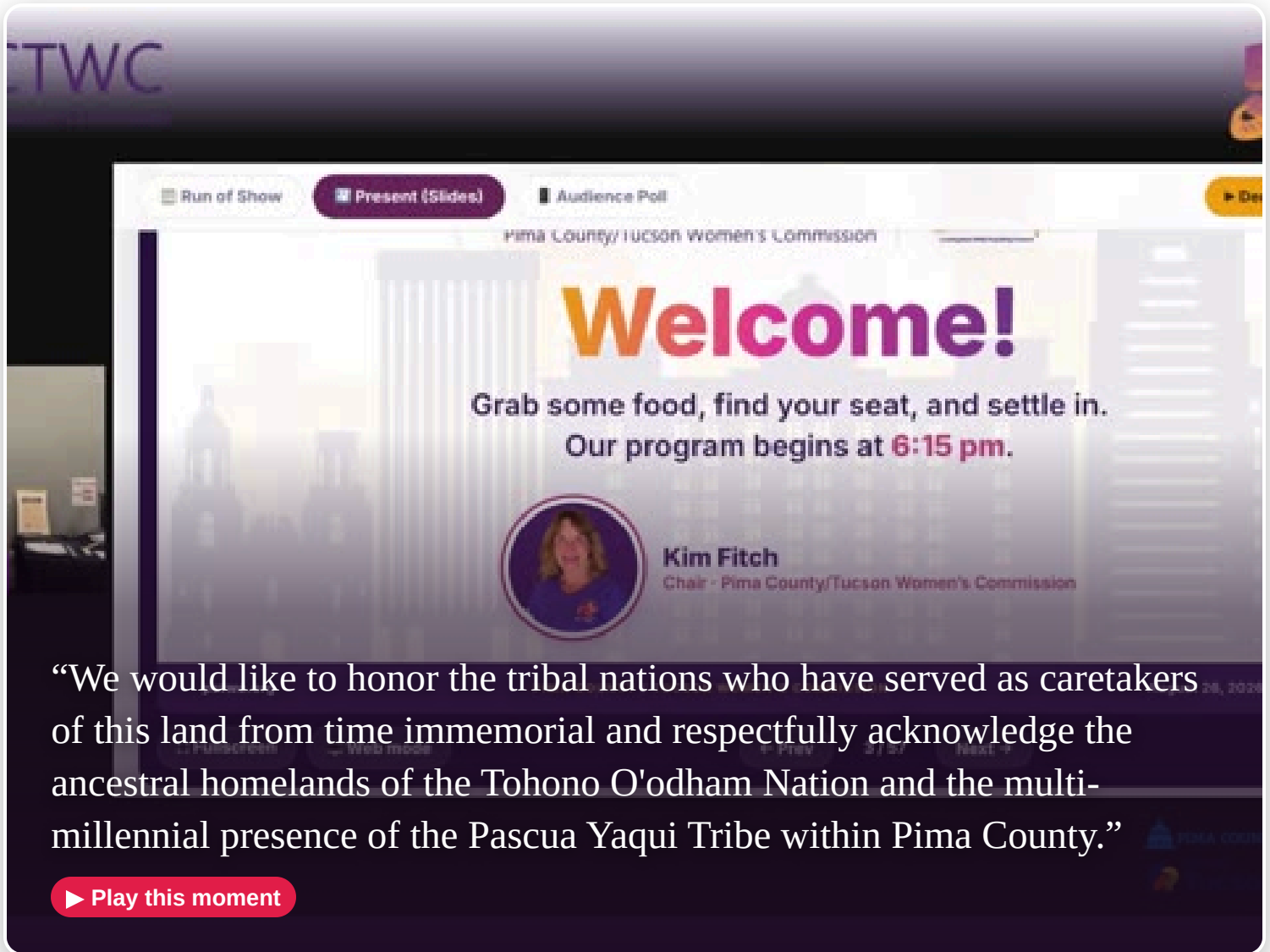
[▶ Watch this segment](#)

[Read the full remarks](#)

[Open the slide](#)

FROM THE NIGHT

# Kimberly Fitch IN THE ROOM





SPECIAL

# Gabby Giffords

Former U.S. Congresswoman · Gun-safety advocate · 2025 Arizona Women's Hall of Fame

The surprise guest. Congresswoman Giffords — who represented Arizona's 8th District and now leads a national gun-safety movement — spoke for two minutes about recovery, voice, and the choice in front of the country. The room stood before she said a word and stood again when she finished.

**Takeaway** → Voice is not the same as speech. She fights to find the words and still uses them — so can we.

“We are at a crossroads. We can protect our families, the future. We can vote. We can be on the right side of history. Please join us in this fight.” [▶ Play](#)

[▶ Watch this segment](#)

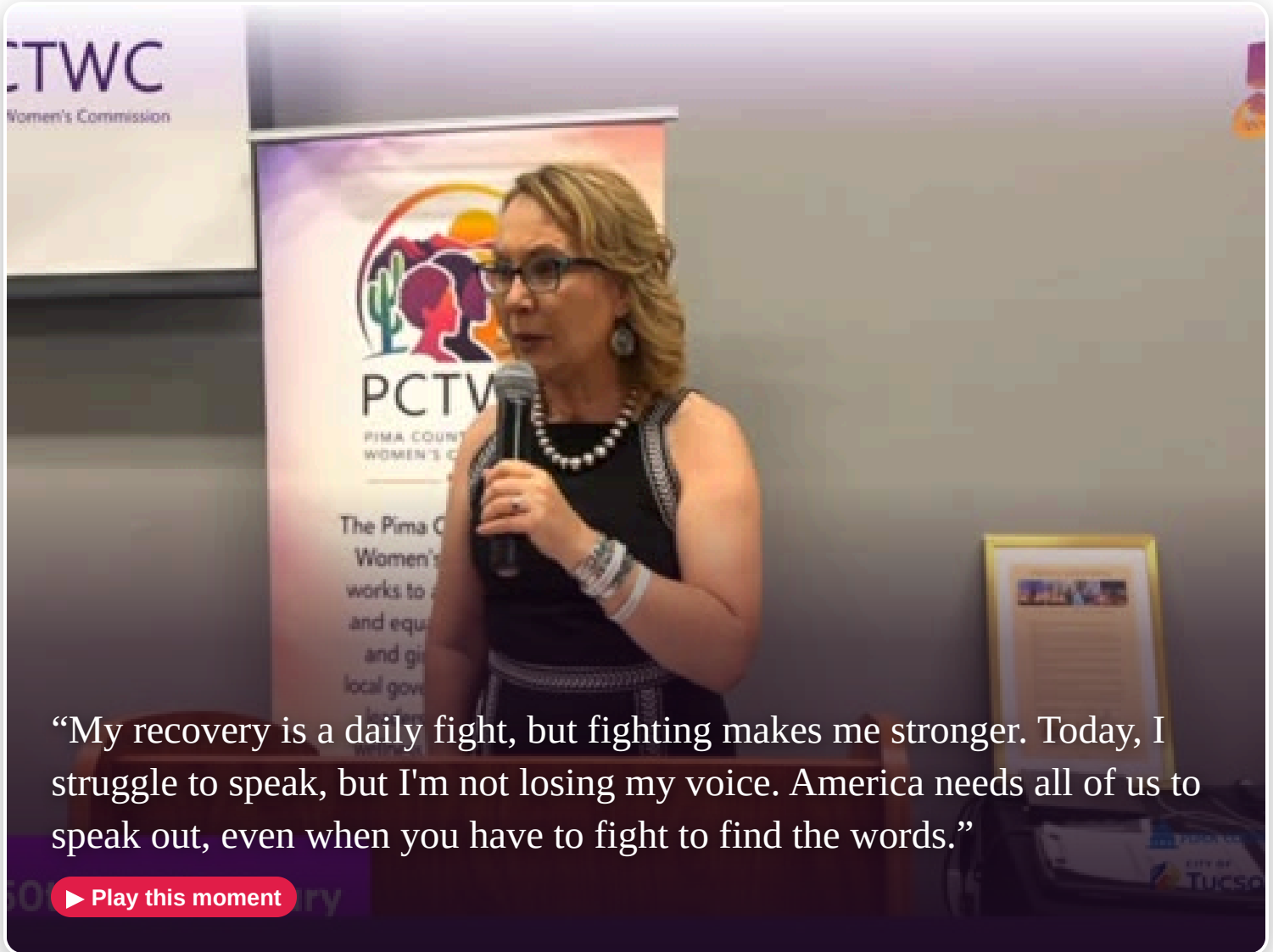
[Read the full remarks](#)

[Open the slide](#)

FROM THE NIGHT

# Gabby Giffords

IN THE ROOM





ELECTED

## Jen Allen

Chair, Pima County Board of Supervisors (District 3)



Slides 9-10  
open the deck

The only woman currently on the Board of Supervisors reminded the room that the 19th Amendment was not handed to women — it was organized, marched and hunger-struck for — then laid out the pay-equity math: 85 cents on the dollar on average, 65 for Black women, 58 for Latinas and Native American women, and \$42.7 billion in wages lost by Black women in 2023 alone. She closed with Ruth Bader Ginsburg and Dolly Parton.

**Takeaway** → Rights are not given and progress is not inevitable. Find the place you care about and become a decision-maker there.

“Today, women earn on average about 85 cents for every dollar earned by men. But averages can hide the full story. For Black women, that drops to 65 cents. For Latinas and Native American women, it falls even further — to 58 cents.” [▶ Play](#)

“Every one of us should find the place we care about and become a decision maker. Run for office, serve on boards, join a commission, lead an organization, speak up, step forward, vote.” [▶ Play](#)

[▶ Watch this segment](#)

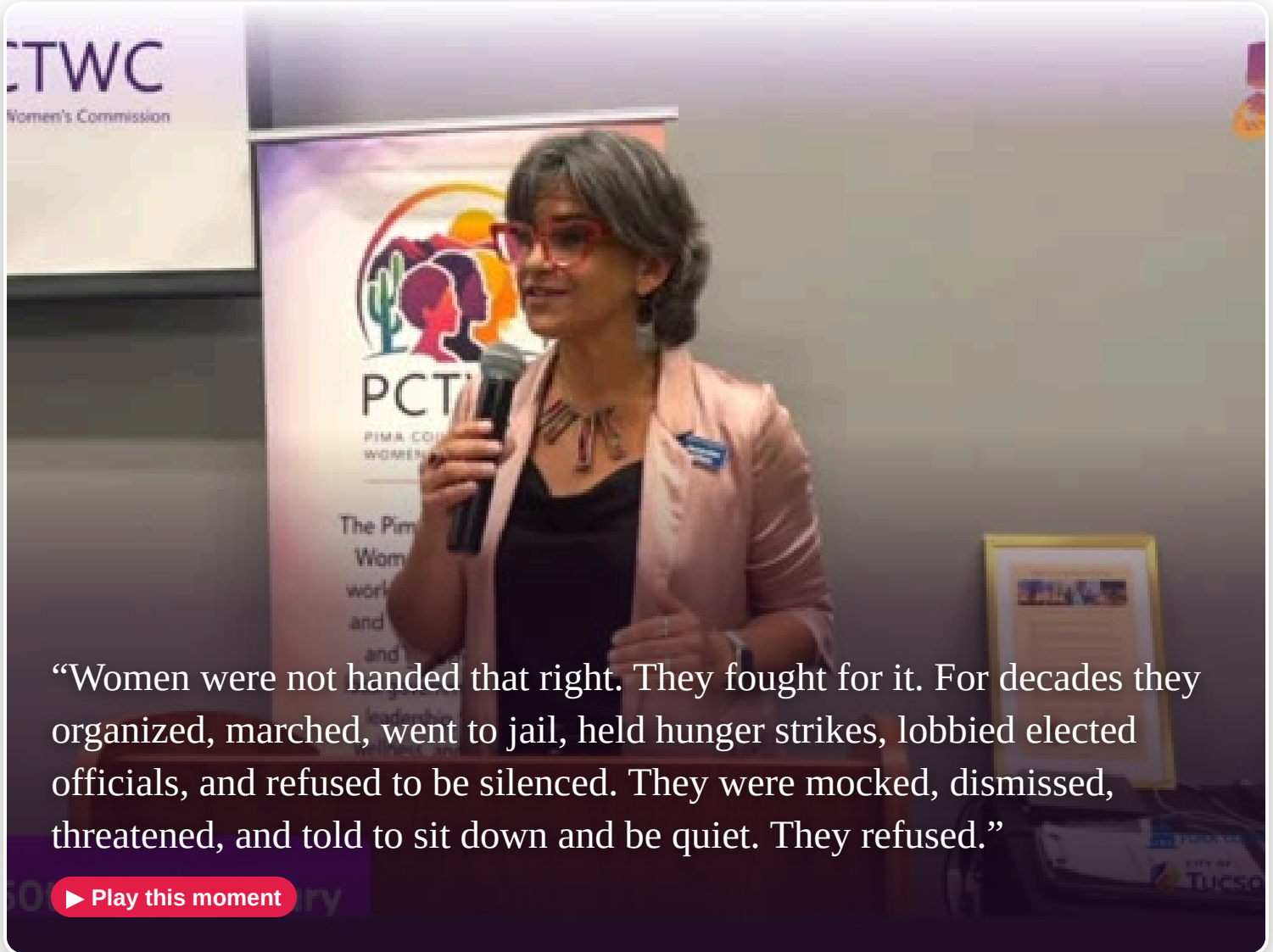
[Read the full remarks](#)

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FROM THE NIGHT

# Jen Allen

IN THE ROOM

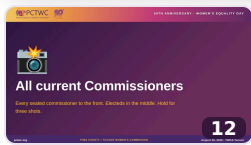




ELECTED

## Regina Romero

Mayor of Tucson · First woman and first Latina mayor



Slides 11-12  
open the deck

Mayor Romero called the commissioners to the stage and read the joint City of Tucson–Pima County proclamation recognizing August 26, 2026 as Women's Equality Day and celebrating the Commission's 50th. In her remarks she thanked the women who opened the door for her, then made the case for why commissions matter — they bring residents into policymaking — and connected the Commission's work to the Prosperity Initiative: 1,200 new affordable units, KIDCO after-school care, violence-interruption sites, and small-business navigators reaching women left out of traditional systems.

**Takeaway** → Representation matters, and the issues women face don't stop at jurisdictional lines — which is exactly why a joint City–County commission exists.

“Women know how to get things done. We don't need permission. We see a need, we organize, we advocate, and we find a way forward. For fifty years, this commission has turned advocacy into action.”

▶ Play

“Having women at the table matters. Representation matters.”

▶ Play

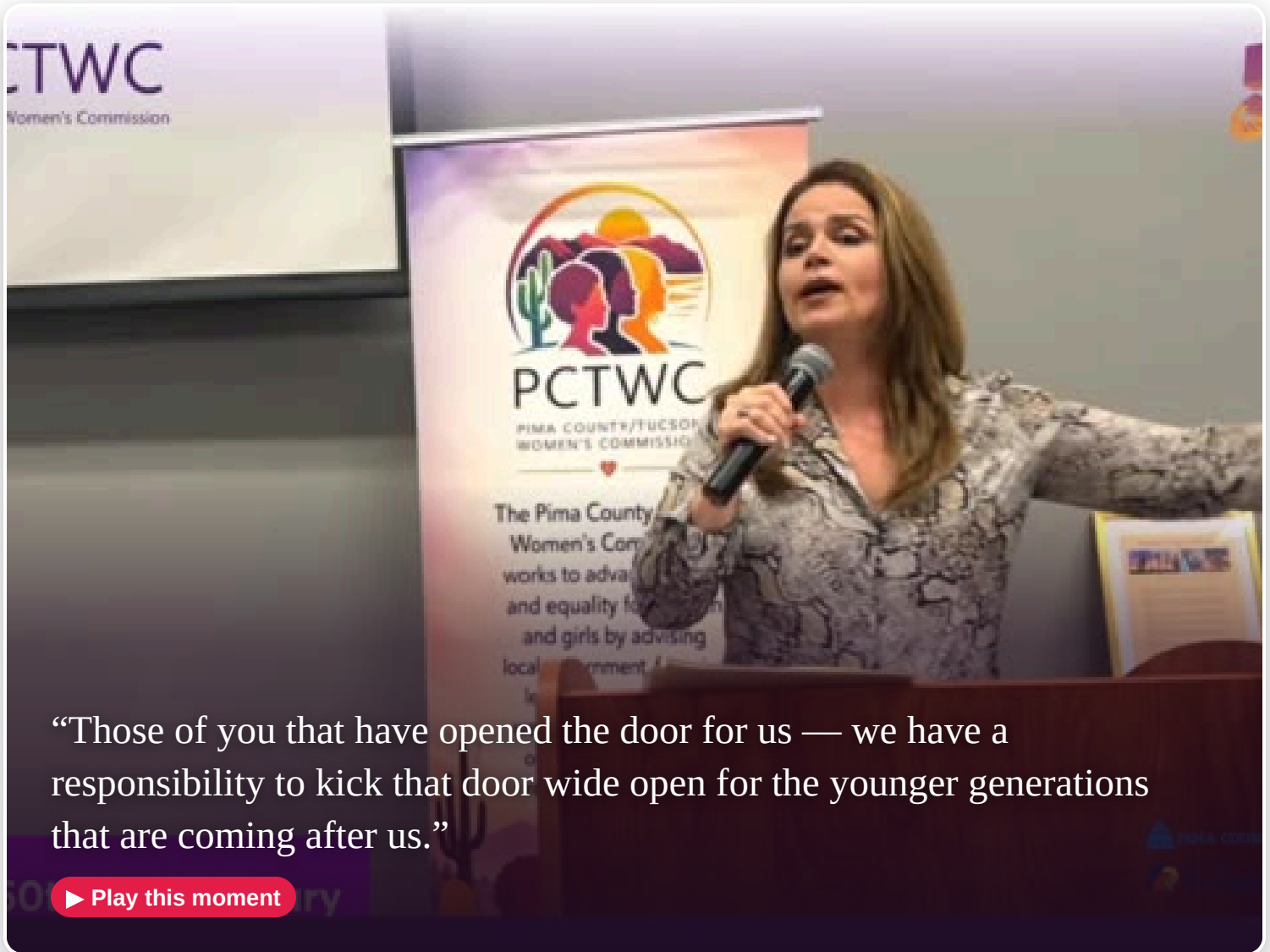
▶ Watch this segment

Read the full remarks

Open the slide

FROM THE NIGHT

# Regina Romero IN THE ROOM



THE CHEF AMBASSADORS

# Tucson City of Gastronomy Chef Ambassador



50TH ANNIVERSARY · WOMEN'S EQUALITY DAY



TUCSON CITY OF GASTRONOMY · CHEF AMBASSADORS



**Angela Garcia**

Chef Ambassador



**Shuka Parker**

Chef Ambassador



**Gourmet Girls**

Susan Fulton & Mary Steiger

Slide 13 · Chef Ambassadors

PIMA COUNTY / TUCSON WOMEN'S COMMISSION

August 26, 2026 · YWCA Tucson



**Angela Garcia**

Private chef · Tucson City of Gastronomy Chef Ambassador

"I am a first-generation Chicana, woman-owned business. I also believe food is political. So we fight the same fight through our food. Everything that I do is a reflection of where I come from." [▶ Play](#)

A first-generation Chicana, woman-owned business. She said what the whole evening was about in one sentence: food is political, and she fights the same fight through it.



**Susan Fulton**

The Gourmet Girls · Tucson City of Gastronomy Chef Ambassador

"We just can't say how important this is — that we bring our food to the world. It is a pleasure to be part of the culinary community and to be a woman business owner and a woman chef." [▶ Play](#)

With business partner and best friend Mary Stiger, Susan spoke about carrying Tucson's heritage foods to the world as UNESCO City of Gastronomy ambassadors — and about what it means to be a woman business owner and a woman chef.



**Mary Stiger**

The Gourmet Girls · Tucson City of Gastronomy Chef Ambassador

"It's an honor to be here and to be celebrating with you. Susan said it all — I'm always the one that talks." [▶ Play](#)

Mary let Susan do the talking — 'I'm always the one that talks' — and said simply that it was an honor to celebrate 50 years with the



**Shuka Parker**

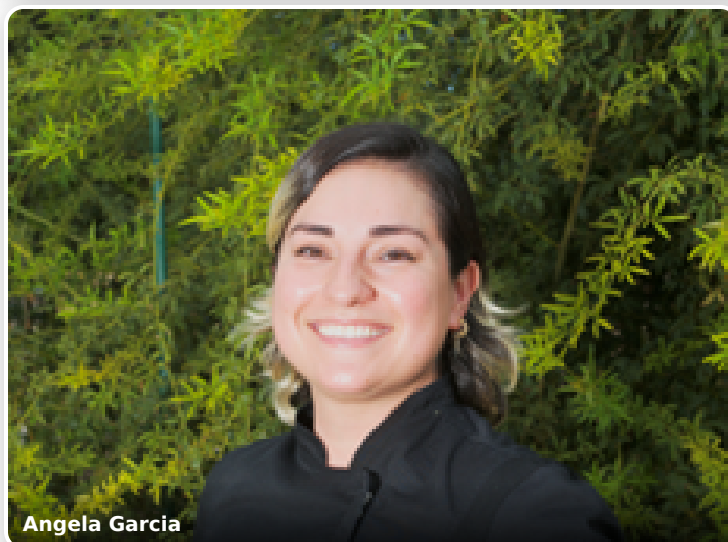
Chef · Tucson City of Gastronomy Chef Ambassador

"My name is Shuka Parker. I'm from Japan. I started my business almost three years ago. I'm so happy to be here." [▶ Play](#)

From Japan, three years into her own business in Tucson, and — in her words — "I'm so happy to be here."

FROM THE NIGHT

# The chef ambassadors IN THE ROOM





Slides 14-15  
open the deck

The County's top administrator joined the Tucson Women's Commission in 1984 and used her time to put the room back there: workplaces dominated by men, pregnancy deciding whether you kept your job, equality on paper that did not mean equality in everyday life. Then the honest ledger of what changed and what hasn't — and who paid for the progress: mothers, teachers, women in boardrooms, women who ran for office.

**Takeaway** → Don't confuse progress with perfection. Freedom was earned, and the women coming up are still building doors behind us.

▶ Watch this segment

📄 Read the full remarks

📄 Open the slide

## KEYNOTE

# Jan Lesher

Pima County Administrator · Former Commissioner (1984)

“Let's not confuse progress with perfection. Women today still face many challenges. Gender discrimination has not disappeared, and we are still judged by standards that men are simply not held to.”

▶ Play

“That freedom was not handed to us. It was earned — by mothers who insisted that their daughters have opportunities that they never had, by teachers who encouraged girls to pursue subjects that they'd been told were just for the boys, by women who entered the boardrooms when no one expected to see them, by women who ran for office — the most courage on the planet to me, by the way.”

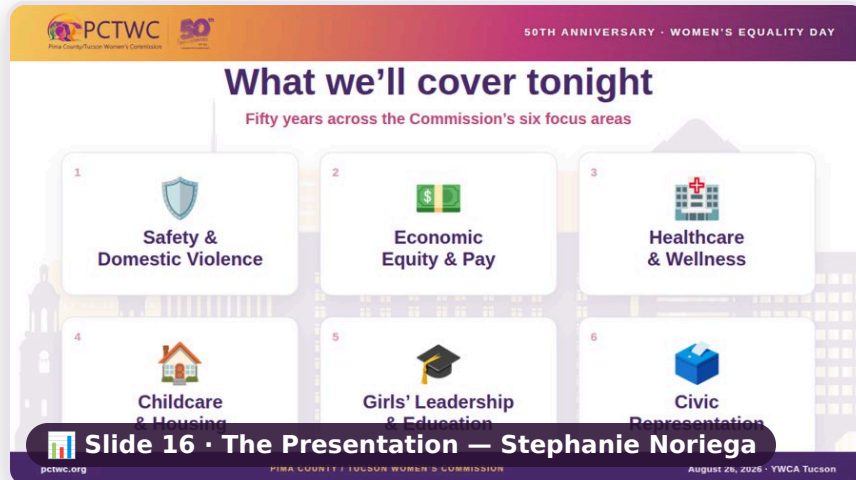
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FROM THE NIGHT

# Jan Leshner

IN THE ROOM





COMMISSIONER

# Stephanie Noriega

Commissioner (Ward 5) · Chair, 50th  
Presentation Committee



Slides 16-38  
open the deck

Stephanie presented the 50-Year Look Back, Look Forward — every number measured against Arizona, the nation and Pima County's 14 sister counties. Pima has tripled in size since 1976 and doesn't look like the rest of Arizona: more than a third Hispanic or Latina, nearly one in four residents 65+. Women went from 59 cents to 81 cents nationally, but Pima's median income ranks fifth in Arizona and lowest against its peer metros. Her line: the gap isn't only gender, it's regional. The full report lives at [pctwc.org](https://pctwc.org).

“A number by itself means nothing. A number in context tells the truth.” [▶ Play](#)

“Nationally, women went from 59 cents to the dollar to 81. Real progress. Among Arizona's fifteen counties, our median income ranks fifth. And against our peer metros — Phoenix, Houston, Chicago, Nashville, Oakland, Manhattan — we are the lowest income of them all. Our gap isn't only gender, it's regional.” [▶ Play](#)

**⚠ About the video during this segment:** a technical glitch in the live stream encoder degraded the picture for roughly six minutes (about 37:15-43:05 on the recording) while Stephanie presented the data deck — the audio continues, but some slides are hard to read on the video. The full presentation is crystal-clear in the [interactive deck \(slides 17-38\)](#) and the complete State of Impact report is at [pctwc.org](https://pctwc.org).

**Takeaway →** A number by itself means nothing. A number in context tells the truth — and the full State of Impact report is on [pctwc.org](https://pctwc.org).

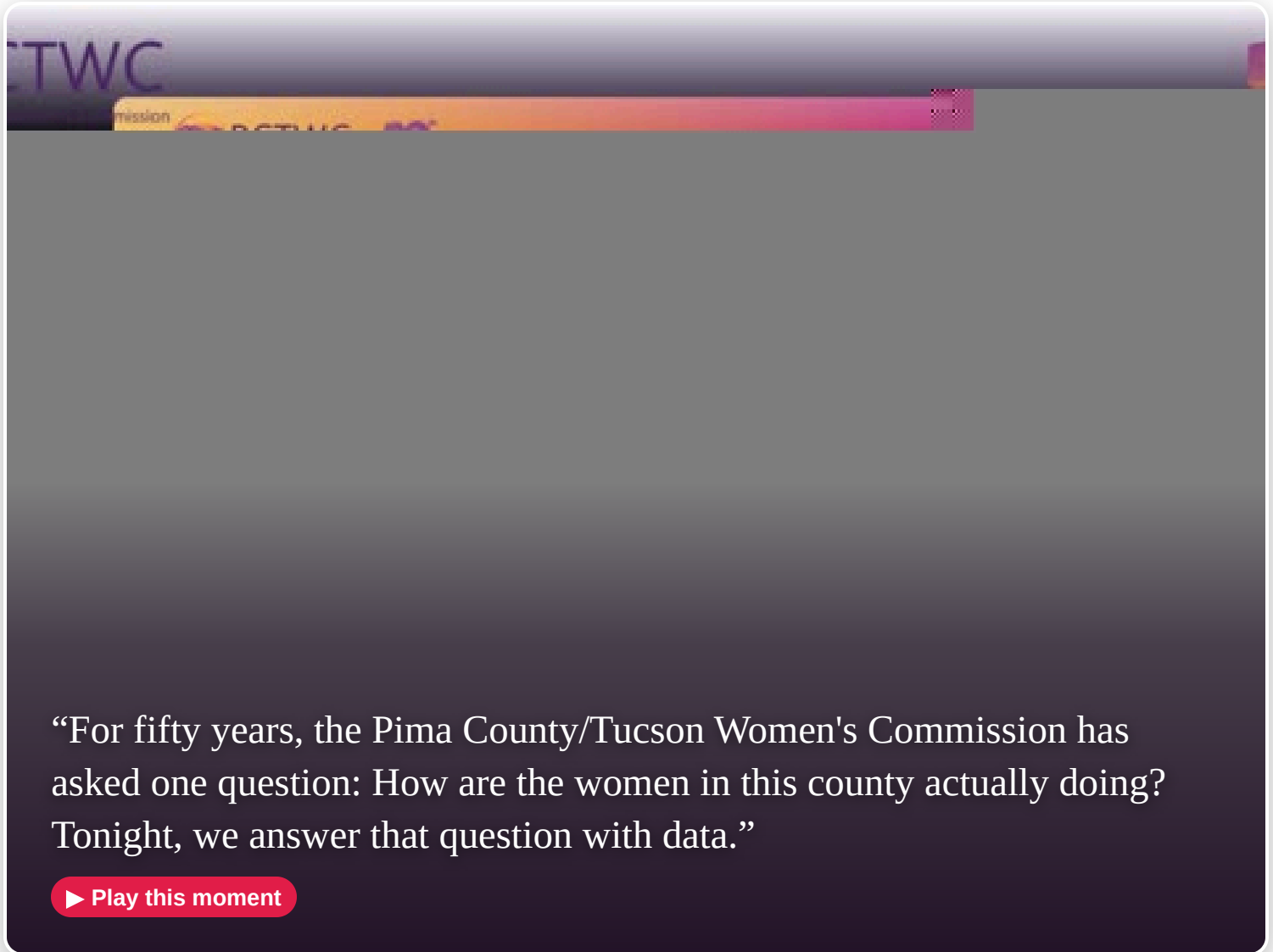
[▶ Watch this segment](#)

[📄 Read the full remarks](#)

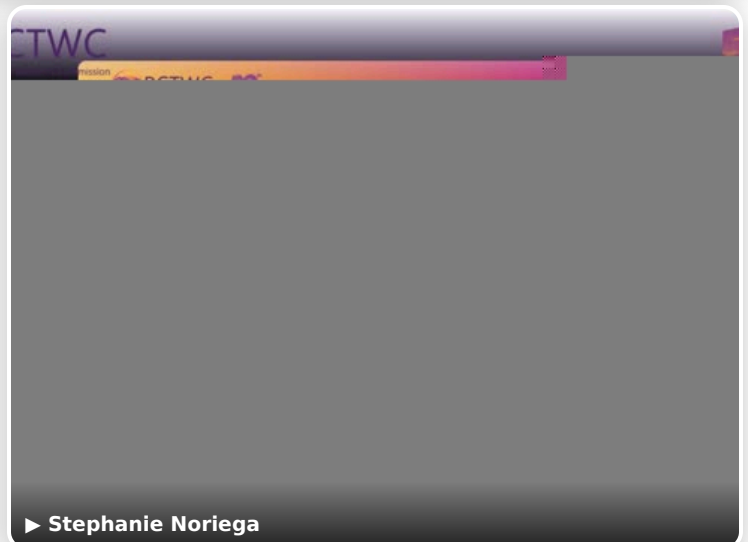
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**FROM THE NIGHT**

# Stephanie Noriega IN THE ROOM



**Stephanie Noriega**



**▶ Stephanie Noriega**

STEPHANIE NORIEGA · THE PRESENTATION

Slides 16–21 OF 16–38

**What we'll cover tonight**  
Fifty years across the Commission's six focus areas

1. Safety & Domestic Violence
2. Economic Equity & Pay
3. Healthcare & Wellness
4. Childcare & Housing
5. Girls' Leadership & Education
6. Civic Representation

pctwc.org PIMA COUNTY / TUCSON WOMEN'S COMMISSION August 26, 2026 · YWCA Tucson

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**Women of Pima County**

**Women & men in Pima County, 1970 – 2024**  
Residents (thousands): women (bold) have outnumbered men throughout — and both more than tripled

Source: U.S. Census Bureau, decennial + vintage 2024 + sex share (est.)

**Women & girls by county — Pima ranks #2 of 15**  
women & girls (thousands) → half of each county's pop in state comparison

AZ 15 COUNTIES

pctwc.org PIMA COUNTY / TUCSON WOMEN'S COMMISSION August 26, 2026 · YWCA Tucson

17

**Women of Pima County**

**Pima diversified as it grew — Latina share rising**  
% of residents → Hispanic/Latina up, White non-Hispanic down over a generation

Source: U.S. Census decennial + ACS → Pima County

**Age structure — Pima vs Arizona vs U.S.**  
Younger children, more seniors than the state or nation

Source: U.S. Census QuickFacts (ACS 2020–24)

pctwc.org PIMA COUNTY / TUCSON WOMEN'S COMMISSION August 26, 2026 · YWCA Tucson

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**Economic Equity & Pay**

**Median household income — Pima vs Arizona vs U.S. (2024 dollars)**  
inflation-adjusted (thousands): Pima (bold) has trailed the state and nation for 35 years — the gap is regional, not only gender

Source: U.S. Census Bureau, decennial + ACS → Pima County

**How Pima compares — Pima vs Arizona vs U.S.**  
the earlier measures, in context

Source: U.S. Census Bureau, decennial + ACS → Pima County

pctwc.org PIMA COUNTY / TUCSON WOMEN'S COMMISSION August 26, 2026 · YWCA Tucson

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**Economic Equity & Pay**

**Median household income — Pima among Arizona's 15 counties**  
Pima ranks 5th of 15: below metro Maricopa

Source: U.S. Census QuickFacts (ACS 2020–24)

**Women-owned firms (share) — Pima vs Arizona counties**  
women-owned share of employer firms: Pima sits right at the state average; Arizona ranks 108th of 50 states on women-owned share

Source: U.S. Census QuickFacts / 2022 ABS (employer firms) · Pima suppressed

pctwc.org PIMA COUNTY / TUCSON WOMEN'S COMMISSION August 26, 2026 · YWCA Tucson

20

**Economic Equity & Pay**

**Median household income — Pima vs major U.S. metros**  
Pima is the lowest-income of the peer metros

Source: U.S. Census Bureau, decennial + ACS → Pima County

**Women-owned businesses — per 10,000 residents**  
per-capita, not raw count → by count Pima lags ~5x behind, but adjusted for population it sits with the pack → Manhattan is the outlier

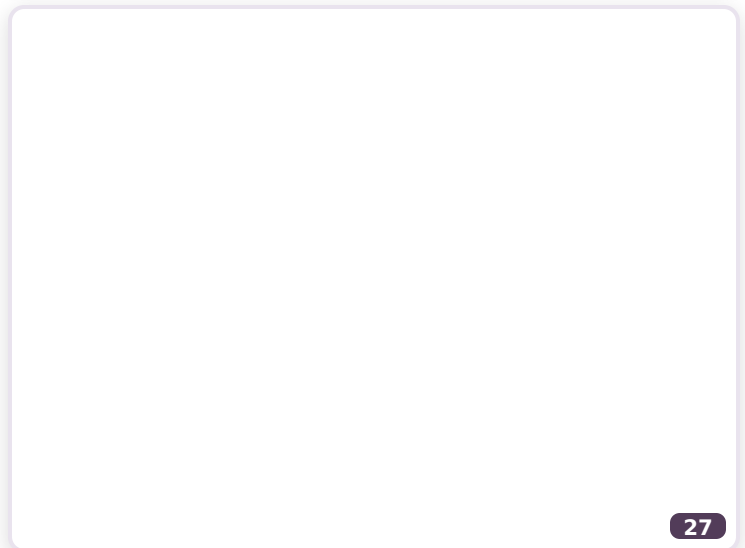
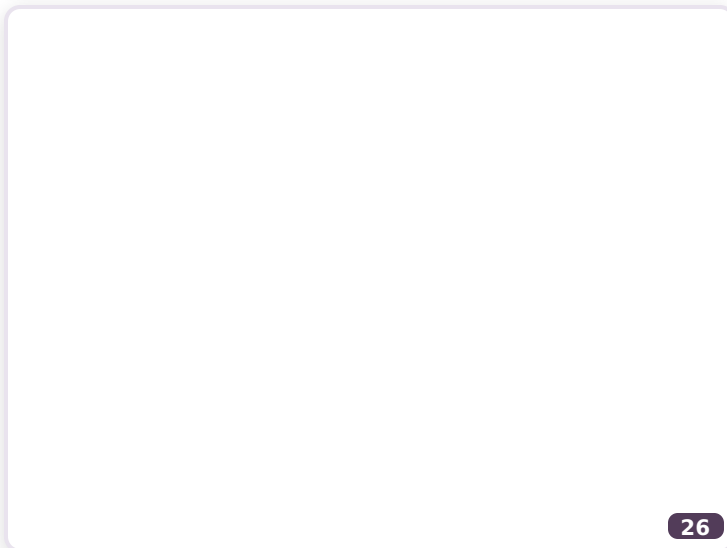
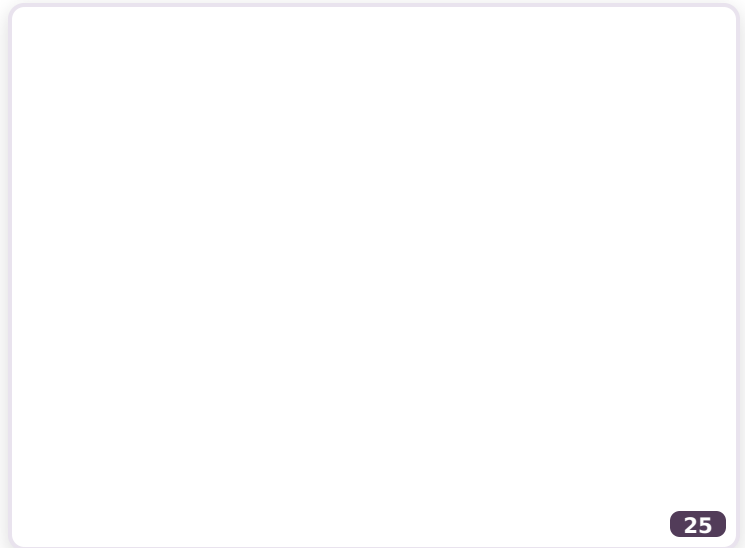
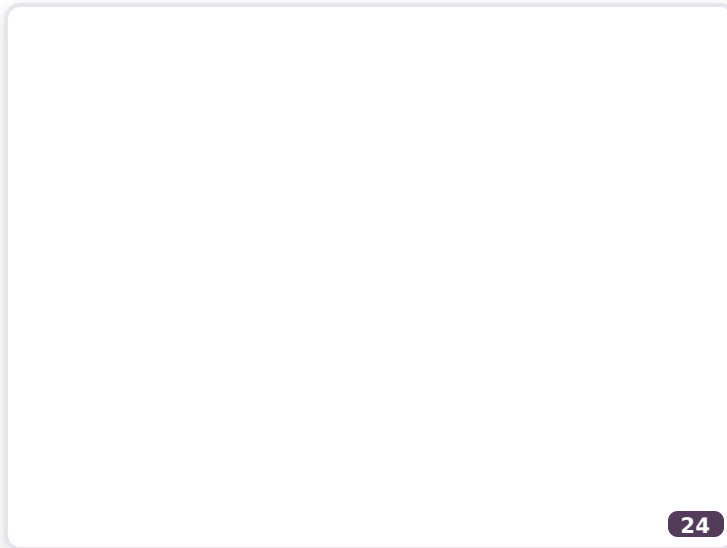
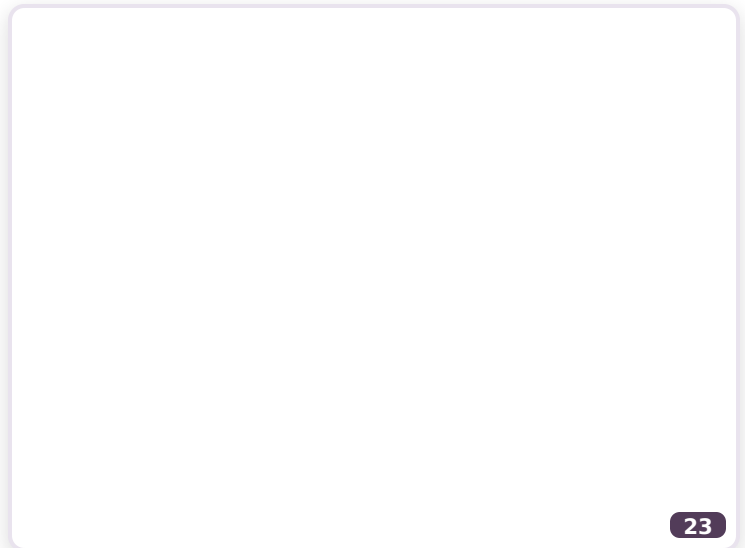
Source: U.S. Census Bureau, decennial + ACS → Pima County

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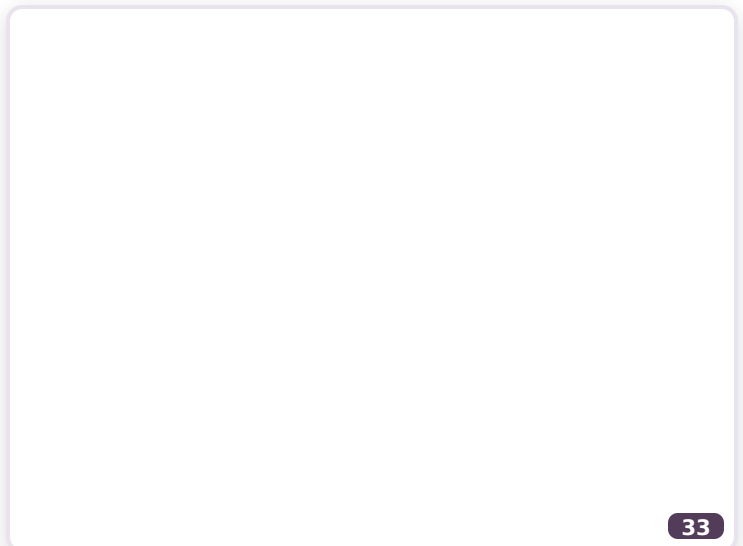
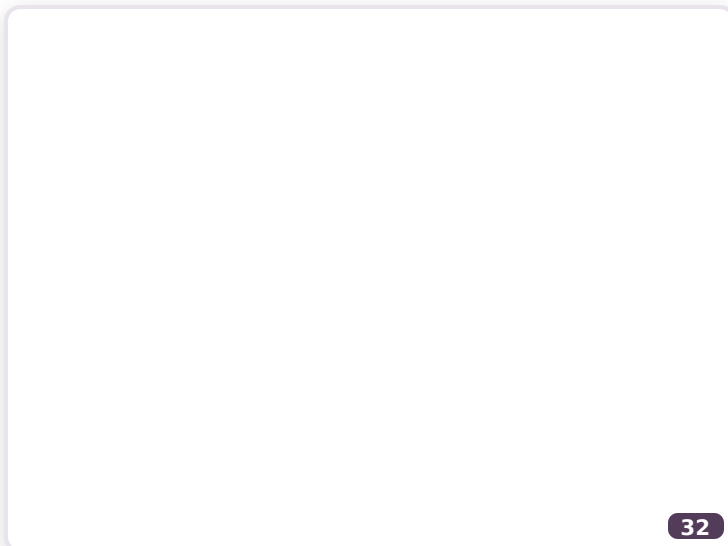
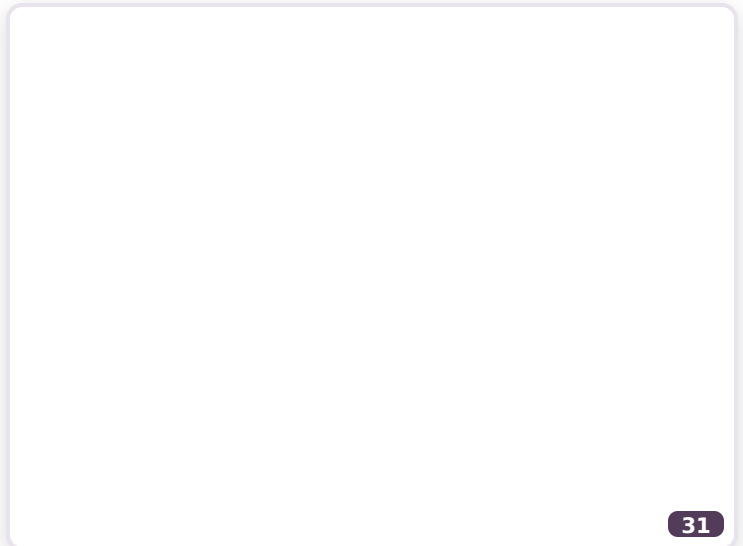
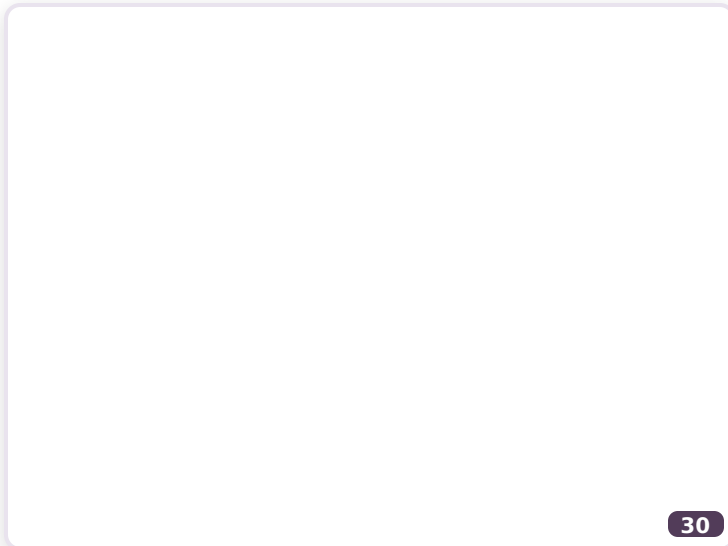
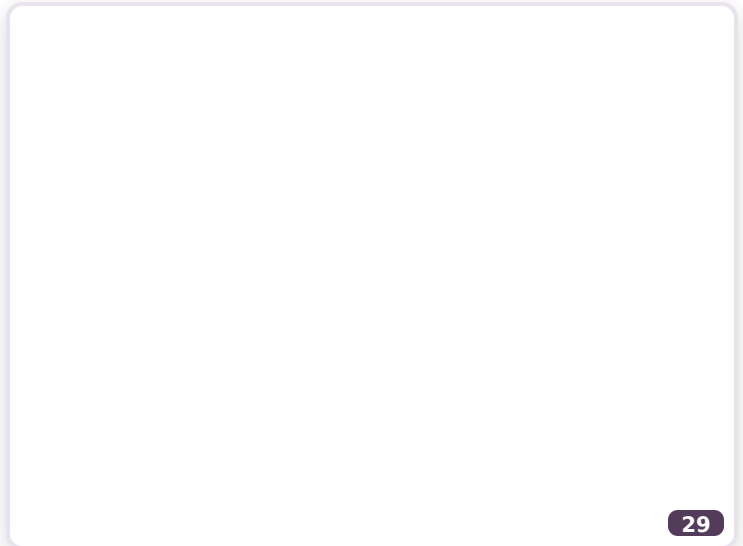
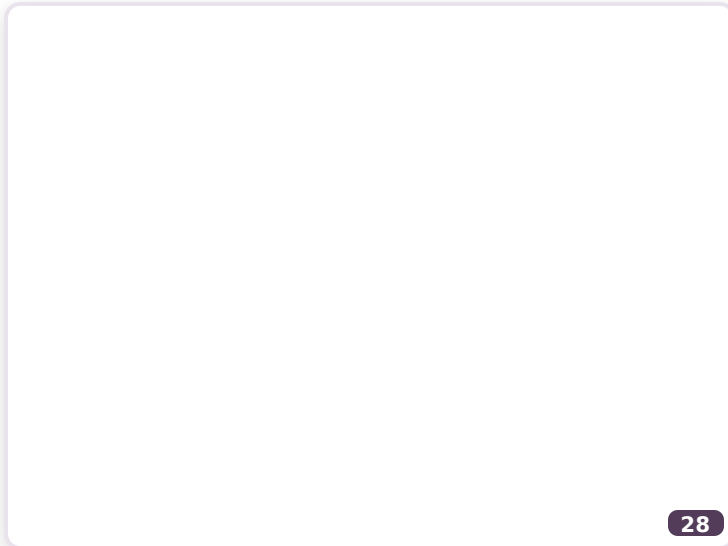
**STEPHANIE NORIEGA • THE PRESENTATION**

# Slides 22–27 OF 16–38



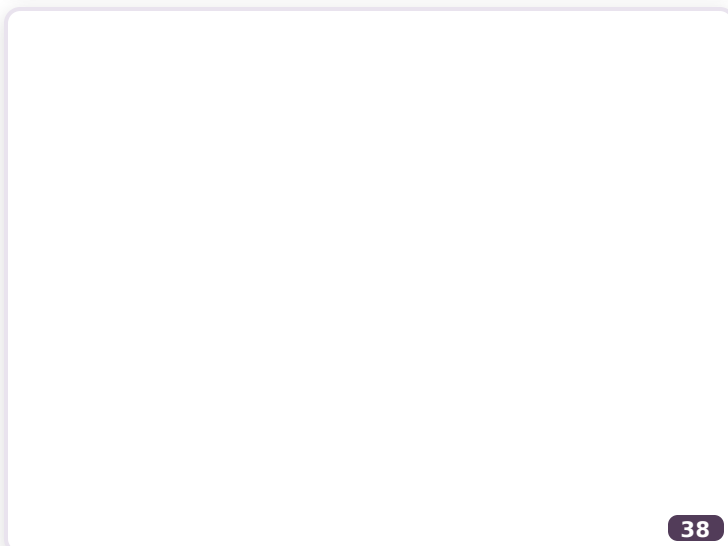
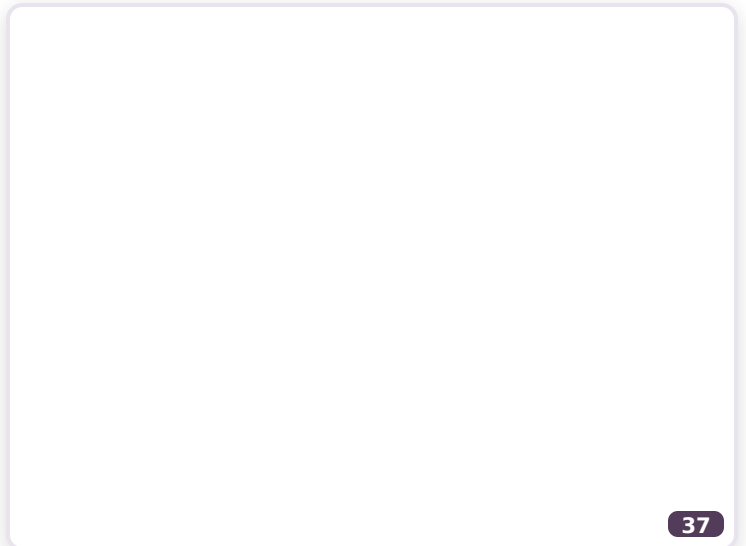
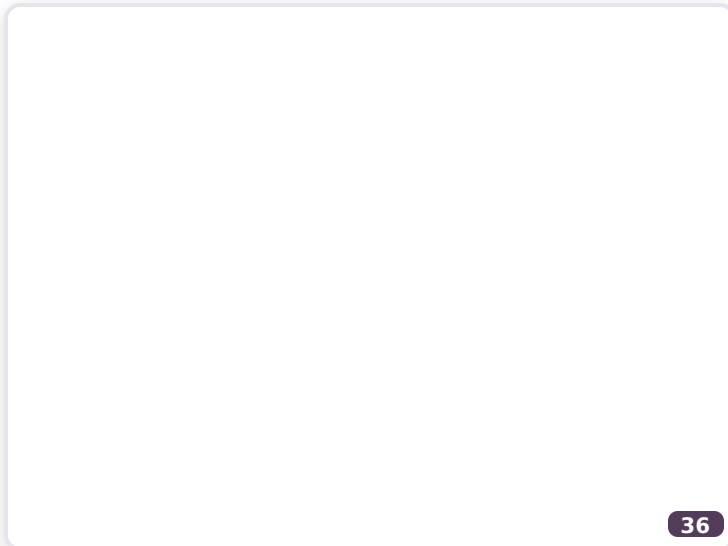
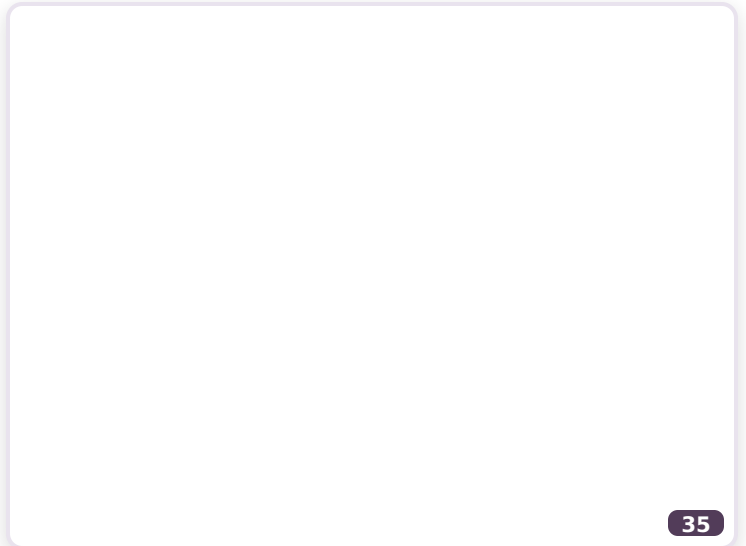
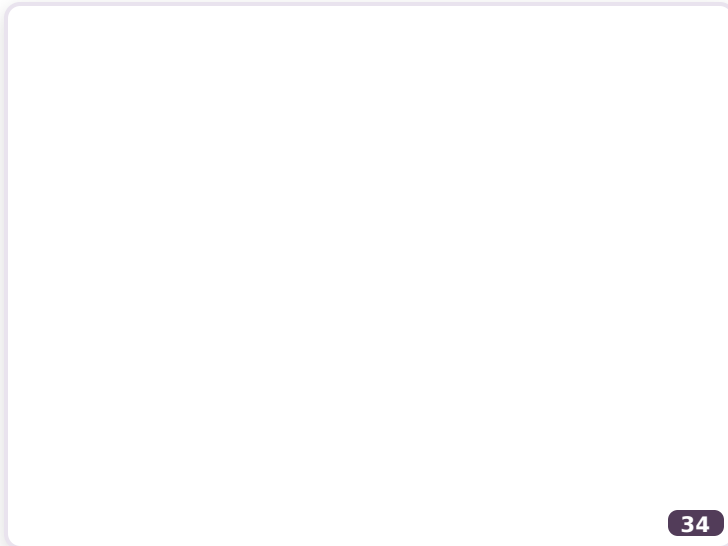
**STEPHANIE NORIEGA • THE PRESENTATION**

# Slides 28–33 OF 16–38



**STEPHANIE NORIEGA • THE PRESENTATION**

# Slides 34–38 OF 16–38



COMMISSIONER

## Lucy Howell

Commissioner · Arizona Women's Hall of Fame Liaison · Founder, My Girl Power

Slide 39 · Trivia & Giveaways — Lucy Howell

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Slides 39-50  
open the deck

Coach Lucy — in suffragist purple and gold, not ASU colors — launched the 50th's year-long live poll from the palm card QR, then ran trivia for commemorative shirts and mugs (1975, 16 years at 240 N. Court, 1992, and My Girl Power). Wearing her Hall of Fame liaison hat she walked the 2026 Arizona Women's Hall of Fame class: May Hicks Curtis Hill, the 'Betsy Ross of Arizona'; Dr. Laura Banks-Reed, whose name is on the very room; Paula Cullison, watching from Phoenix; Daisy Jenkins, in the room; and Alison Hughes — whom Lucy nominated into the Hall of Fame Alison helped found.

**Takeaway →** Tonight is day one of a celebration year. My Girl Power was born at this Commission — and it's being activated again.

▶ Watch this segment

📄 Read the full remarks

📊 Open the slide

“Which girls' empowerment program was actually launched right here at the Pima County/Tucson Women's Commission? My Girl Power! It started as a committee. The Commission was our fiscal sponsor. We raised money and we took girls to New York and DC to celebrate women who have left their marks on science, civics, and history — and we are looking forward to activating that again.” ▶ Play

“Alison Hughes recruited me into the Pima County/Tucson Women's Commission. Alison Hughes was also very instrumental in founding the Arizona Women's Hall of Fame. So it is my honor that I actually nominated her this past year, and she is being inducted into something that she actually helped start. It's such a full circle for me.” ▶ Play

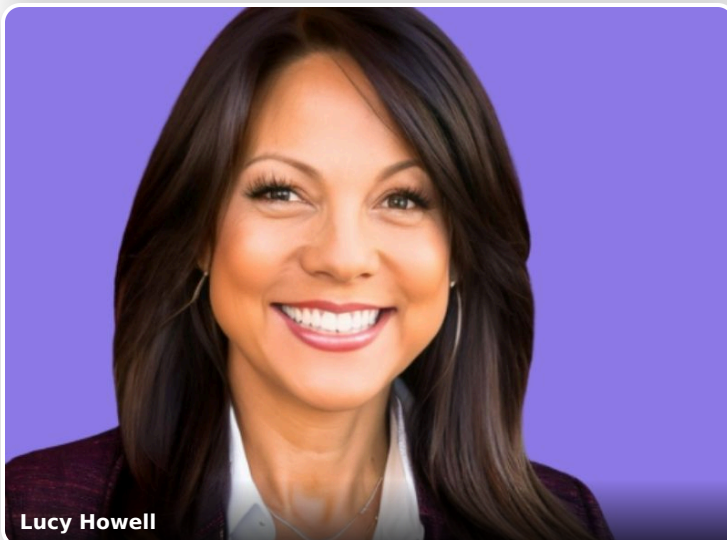
**FROM THE NIGHT**

# Lucy Howell

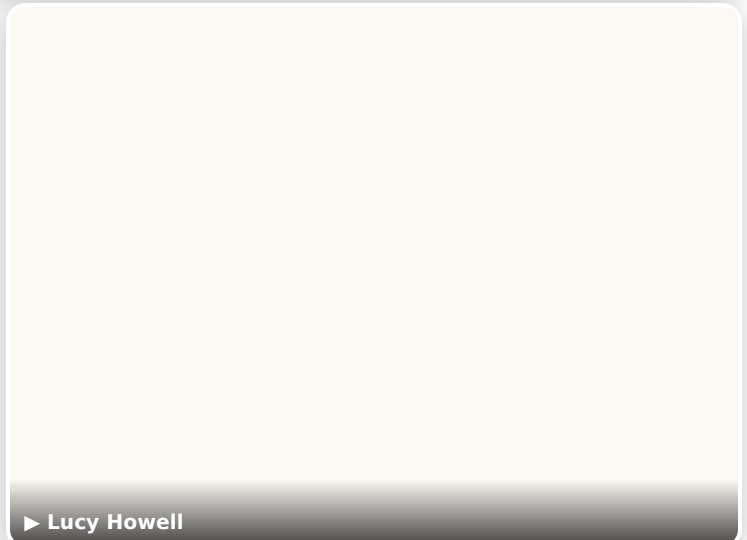
IN THE ROOM

“If you don't do it today — this is marking the first day of the celebration year of the fiftieth. So we're going to be collecting a lot of information.”

▶ Play this moment



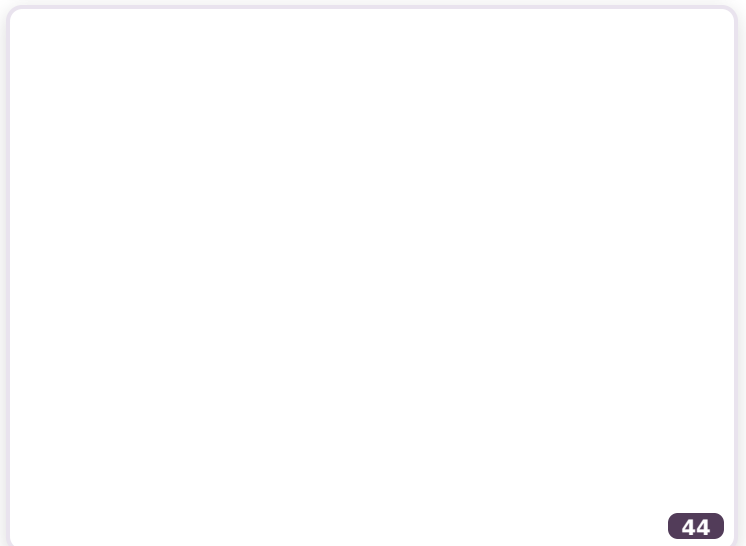
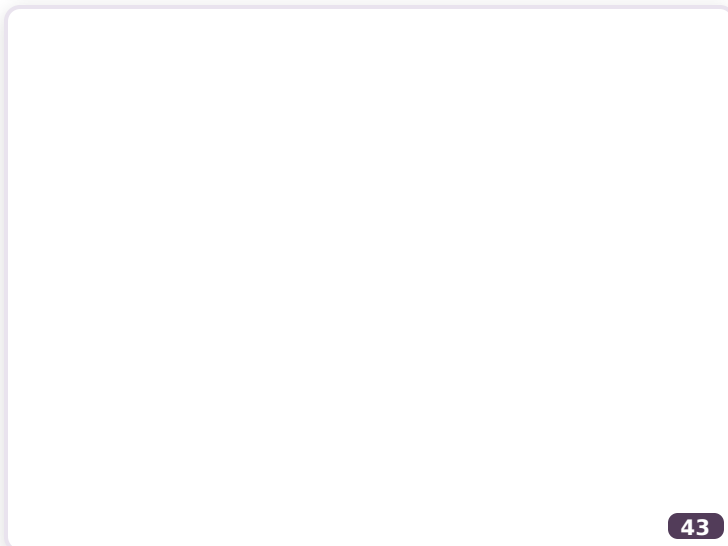
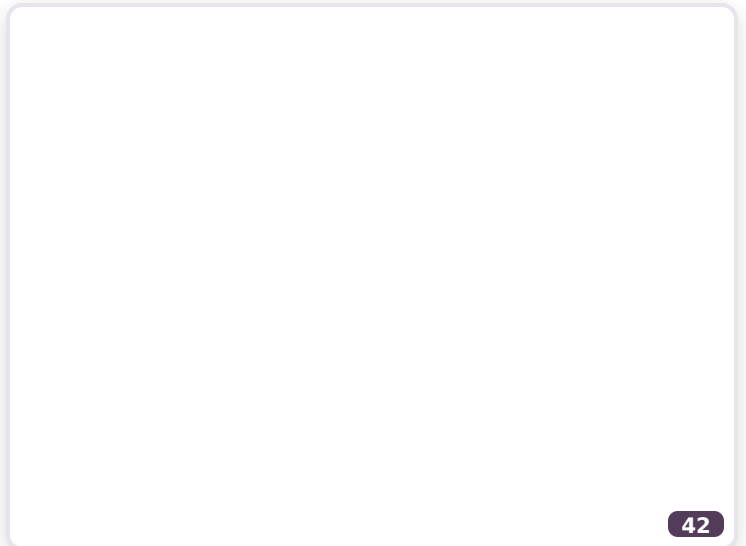
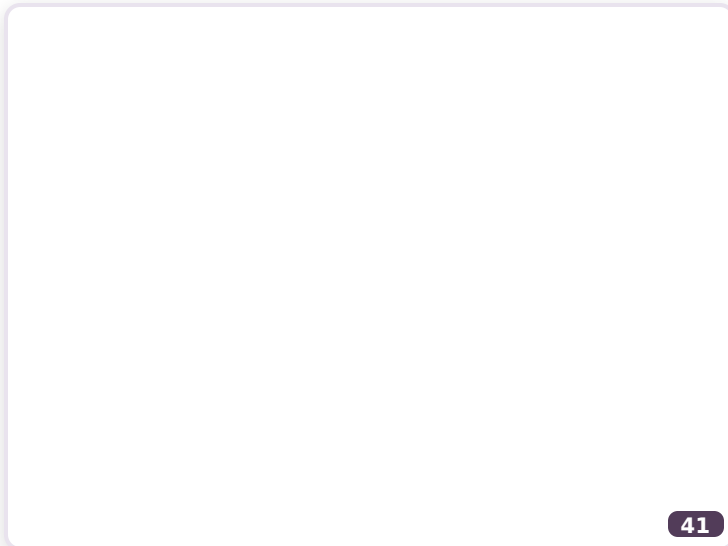
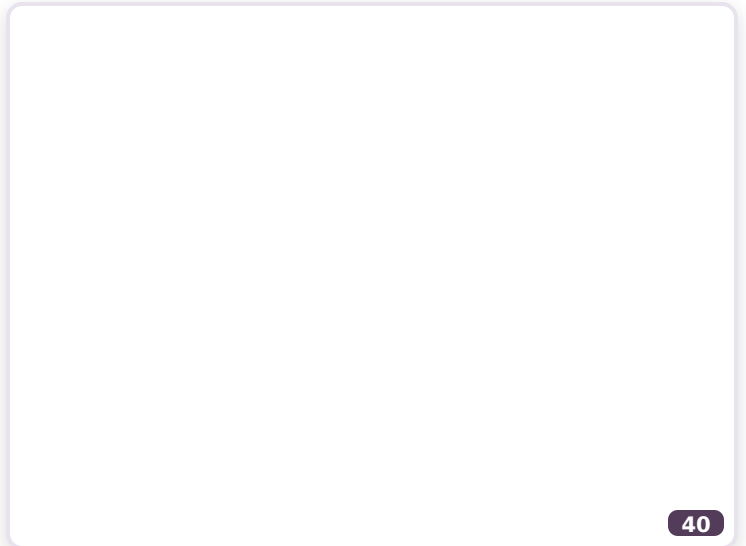
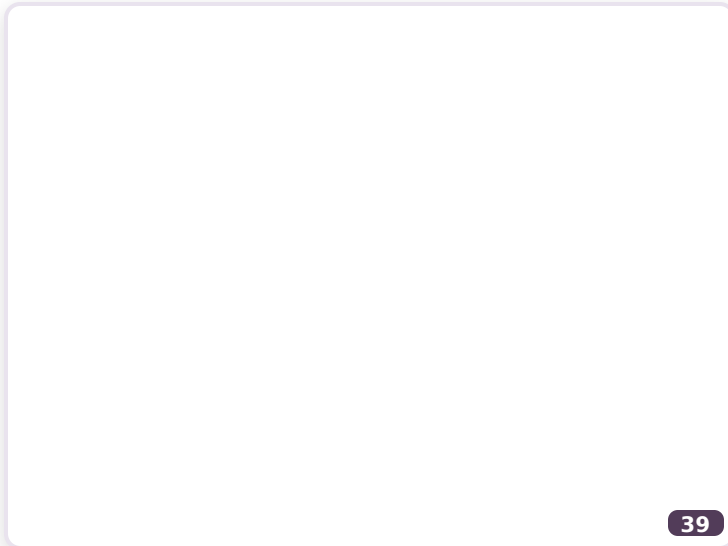
Lucy Howell



▶ Lucy Howell

**LUCY HOWELL • THE PRESENTATION**

# Slides 39–44 OF 39–50



**LUCY HOWELL • THE PRESENTATION**

# Slides 45–50 OF 39–50

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**WATCHING FROM PHOENIX & GILBERT**

# The Hall of Fame was watching

 **Slide 51 · About the AZ Women's Hall of Fame**

**Slides 51-52**  
open the deck

52



## Melanie Sturgeon

Board Chair, Arizona Women's Hall of Fame  
(watching live from Gilbert)

“Bravo to all the wonderful work you've done over the past fifty years — especially honored that Alison and others founded the Arizona

Women's Hall of Fame.” [!\[\]\(5d1236892fa2d2fe9c75eccd9edb8b57\_img.jpg\) Play](#)

Watching the stream from Gilbert with co-chair Connie Robinson, Melanie sent word through Lucy: bravo to all the wonderful work over the past fifty years — and a reminder that the 2026 induction is October 19 in Scottsdale at the Western Spirit museum.



## Paula Cullison

2026 Arizona Women's Hall of Fame Inductee  
(joining from Phoenix)

“Kudos to the organizers. Keep up the good work. Sending love from Phoenix.” [!\[\]\(8ddfd7fb670a9507e862829714b828df\_img.jpg\) Play](#)

An Italian-born immigrant who moved from New York and realized Arizona had no formal kindergarten program — so she helped organize one. Her message to the room: 'Kudos to the organizers. Keep up the good work. Sending love from Phoenix.'

FROM THE NIGHT

# Watching from Phoenix & Gilbert

IN THE ROOM

“Bravo to all the wonderful work you've done over the past fifty years — especially honored that Alison and others founded the Arizona Women's Hall of Fame.”

▶ Play this moment



Melanie Sturgeon



▶ Melanie Sturgeon

**KEYNOTE**

## Daisy Jenkins

Retired Raytheon executive · Author ·  
2026 Arizona Women's Hall of Fame  
Inductee

 **Slide 53 · 2026 Contemporary Inductees**

Daisy opened with the story of putting her hands on her hips at Raytheon until a first-time candidate named Gabby Giffords got her plant walk-through. Then, as 'a young 78-year-old' with a long view, she delivered the night's hardest warning: Black women's unemployment climbed from 5.4% to 7.3% during 2025, driven by intentional public-sector losses — and behind every percentage is a woman with a mortgage who did everything she was told to do. Her refusal to stand quietly while doors close drew the loudest response of the night.

**Takeaway →** Progress is not permanent. Equality isn't inherited — every generation has to protect it, and when necessary, stand in the doorway.

 **Watch this segment**

 **Read the full remarks**

 **Open the slide**

“Behind all of these percentages, there is a woman. A woman with a mortgage, a woman putting children through school, a woman helping aging parents, a woman trying to save for retirement — a woman who did everything they told her to do: get educated, work hard, show up, perform, contribute — and suddenly finds that the opportunity she worked so hard to obtain is disappearing.”  **Play**

“I have lived long enough to remember when the doors were closed. I have been blessed to walk through the doors that generations of women before me fought to open. And I refuse — absolutely, unequivocally refuse — to stand quietly while those doors begin to close for the women coming behind me.”  **Play**

**FROM THE NIGHT**

# Daisy Jenkins IN THE ROOM

“When I talk about women's equality, it isn't an abstract concept for me, because I know what inequality looks like — I've lived it. I also know what progress looks like, because I witnessed it. But today, I want to offer a caution. Progress, we've learned, is not permanent.”

▶ Play this moment



Daisy Jenkins

▶ Daisy Jenkins

KEYNOTE

# Alison Hughes

Founding Executive Director (1976) ·  
2026 Arizona Women's Hall of Fame  
Inductee

 Slide 54 · Keynote — Alison Hughes

Wearing a sash from Sheila Tobias and channeling Gloria Steinem — 'this is what 86 looks like' — the Commission's first Executive Director named the women who drafted the original ordinance and the ones now gone, then read the receipts from the first decade: hundreds of Title VII discrimination complaints filed, women organized into the trades, the Hispanic Women's Conference, the Black Women's Awareness Task Force, public hearings on violence against women, a women's resource directory, and artwork painted inside the county jail's women's cells. From 59-cent buttons then to 81 cents now. She closed with Shirley Chisholm's folding chair.

**Takeaway** → Look back in order to look forward. There's a lot to do, sisters and young friends — and you will no longer need to bring folding chairs.

"Before the commission formed, we were wearing large buttons on our clothing that said 59¢ — that's fifty-nine cents for every dollar a man earned. Today, we're earning eighty-one to eighty-two cents for every dollar earned by a man. So we are still not there yet."

 Play

"We started to take discrimination complaints with women and file them through Title VII of the Civil Rights Act. We would hold workshops for women on how to file discrimination complaints. Women would just be lined up. We did hundreds of them."

 Play

 Watch this segment

 Read the full remarks

 Open the slide

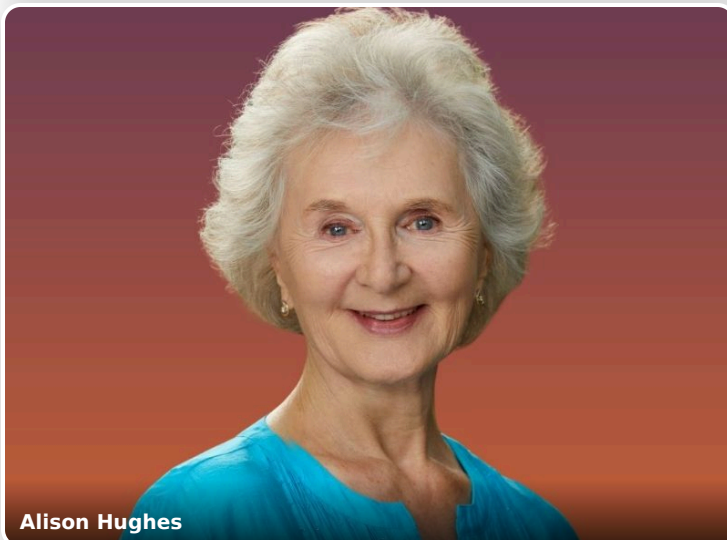
FROM THE NIGHT

# Alison Hughes

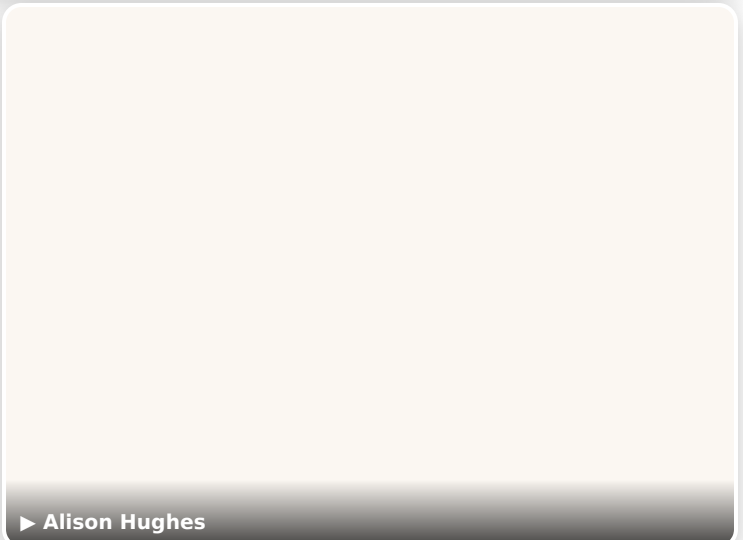
IN THE ROOM

“Gloria was famous at age fifty — when women were old. Gloria said, 'Well, this is what fifty looks like.' And today I'm proud to say: this is what eighty-six looks like.”

▶ Play this moment



Alison Hughes



▶ Alison Hughes

**COMMISSIONER**

## Molly Ring

Treasurer, Pima County/Tucson  
Women's Commission

 **Slide 56 · The Ask — Molly Ring**

**Slides 56-57**  
open the deck

57

Treasurer Molly Ring made the ask: give tonight or anytime — QR codes, envelopes, or [pctwc.org](https://pctwc.org) — because every dollar goes directly to connecting people to resources, empowering women and girls, and advocating with local elected representatives. She invited everyone to visit the Commission's historic adobe at 240 N. Court and to come to a monthly meeting, which are open to the public.

**Takeaway** → Give · Serve · Show up. Meetings are open to everyone.

 **Watch this segment**

 **Read the full remarks**

 **Open the slide**

“Every dollar that you give goes directly to support the hard work that we are doing to connect people to resources, empower women and girls in our community, and advocate for them with our local elected representatives.”  **Play**

“You can join us for one of our monthly meetings. They're open to the public. So you're welcome to join. We hope to see you there.”  **Play**

**FROM THE NIGHT**

# Molly Ring IN THE ROOM

“Our vision is a Tucson and Pima County where every woman and girl has the safety, opportunity and empowerment that she deserves — for herself, her family, and her community.”

▶ Play this moment



**Molly Ring**



▶ Molly Ring

## TWELVE LINES TO CARRY WITH YOU

# The quote wall

“My recovery is a daily fight, but fighting makes me stronger. Today, I struggle to speak, but I'm not losing my voice. America needs all of us to speak out, even when you have to fight to...”

— Gabby Giffords

“Women were not handed that right. They fought for it. For decades they organized, marched, went to jail, held hunger strikes, lobbied elected officials, and refused to be silenced. They...”

— Jen Allen

“Women know how to get things done. We don't need permission. We see a need, we organize, we advocate, and we find a way forward. For fifty years, this commission has turned advocacy into...”

— Regina Romero

“That freedom was not handed to us. It was earned — by mothers who insisted that their daughters have opportunities that they never had, by teachers who encouraged girls to pursue subjects...”

— Jan Leshner

“A number by itself means nothing. A number in context tells the truth.”

— Stephanie Noriega

“I have lived long enough to remember when the doors were closed. I have been blessed to walk through the doors that generations of women before me fought to open. And I refuse — absolutely,...”

— Daisy Jenkins

...AND SIX MORE

# The quote wall

 CONTINUED

“Equality isn't something one generation wins and then every generation thereafter simply inherits. Every generation must protect it. The doors that were open for us must remain open for...”

— **Daisy Jenkins**

“There's a lot to do, sisters and young friends. Shirley Chisholm — the first Black woman to serve in the United States Congress — said: if they don't give you a seat at the table, bring a...”

— **Alison Hughes**

“Gloria was famous at age fifty — when women were old. Gloria said, 'Well, this is what fifty looks like.' And today I'm proud to say: this is what eighty-six looks like.”

— **Alison Hughes**

“Which girls' empowerment program was actually launched right here at the Pima County/Tucson Women's Commission? My Girl Power! It started as a committee. The Commission was our fiscal...”

— **Lucy Howell**

“Our vision is a Tucson and Pima County where every woman and girl has the safety, opportunity and empowerment that she deserves — for herself, her family, and her community.”

— **Molly Ring**

“We look forward to shaping the next fifty years. And remember what your superpower is. You vote. That's your superpower.”

— **Kimberly Fitch**

THE 50TH ANTHEM

# I Am an Ambitious Woman



## I Am an Ambitious Woman

Words by Alison M. Hughes — sung at the 50th Anniversary broadcast

*Demo cut · the Listening Lab genre set rolls out through the celebration year.*

### VERSE 1

I am an ambitious woman  
I have a strong will to succeed  
I am not ambitious for power  
Or for wealth  
I am ambitious for success

### VERSE 2

I am an ambitious woman  
I am determined to achieve  
The possible  
And the impossible  
I will stand up for what I believe  
In the name of justice

### VERSE 3

I am an ambitious woman  
I take seriously the work begun on America  
I hold dear the truth  
Declared self evident  
That all men are created equal, but

### VERSE 4

I am an ambitious woman  
I aspire to complete the work on America  
To write its song unsung  
Its symphony as yet undone

### VERSE 5

I am an ambitious woman  
An immigrant among immigrants  
I aspire to make America perfect  
To contribute to the balance  
Now in the hands of men  
To add the force of women  
To the country's journey  
Into the future.

### VERSE 6

I am an ambitious woman  
I am ambitious for my self  
I am ambitious for my sisters  
I am ambitious for my brothers  
I am ambitious for my country  
I am ambitious for the world

### CODA

I want to use my ambition  
To work for a world  
Of tomorrow  
That is better  
Than the world of today

*Words by Alison M. Hughes — the poem Lucy turned into the song the room heard on Wednesday · August 26, 2026.*

**THE LISTENING LAB**

# One anthem, SIXTEEN WAYS

The same words, re-cut for a different room every time — so the anthem can open a school assembly, a gala, a council meeting or a playlist without ever changing what it says.

**Anthem pop**

 **Listen**

**Gospel**

in production

**Mariachi**

in production

**Country**

in production

**R&B / Soul**

in production

**Folk**

in production

**Rock**

in production

**Hip-hop**

in production

**Jazz**

in production

**Latin pop**

in production

**Blues**

in production

**Americana**

in production

**Cumbia**

in production

**Choral**

in production

**Indie**

in production

**Orchestral**

in production

## WHERE THIS CAME FROM

# Fifty years of the Commission

The Commission did not begin as a celebration. It began as an ordinance — and fifty years later it is still the only body in this region whose whole job is to ask how the women and girls of Pima County are actually doing, and then to do something about the answer.

1975

### The ordinance

On December 8, the Tucson City Council establishes the Tucson Women's Commission to expose, eliminate and prevent discrimination against women and assist them in attaining full equality of opportunity in all aspects of life.

1976

### The first Executive Director

Alison M. Hughes takes the post — and returns fifty years later to close the anniversary keynote with Shirley Chisholm's folding chair.

1992

### City and County, together

The Commission is expanded into the joint Pima County/Tucson Women's Commission — a lasting partnership dedicated to advancing equity for women across the region.

2026

### Fifty years

August 26, Women's Equality Day: the full Commission on its feet at the YWCA's Dr. Laura Banks-Reed Center, a joint City-County proclamation, and the first measured State of Impact for the county's women.

The year  
ahead

### Look back to propel forward

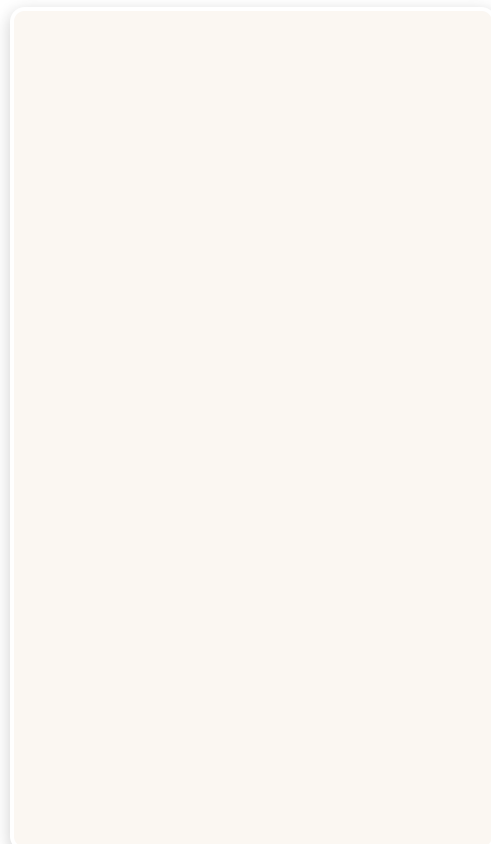
A celebration year of public tools, open data, an anthem in sixteen genres, and an open seat at the table on the first Wednesday of every month.

## THE BUILDING & THE ARCHIVE

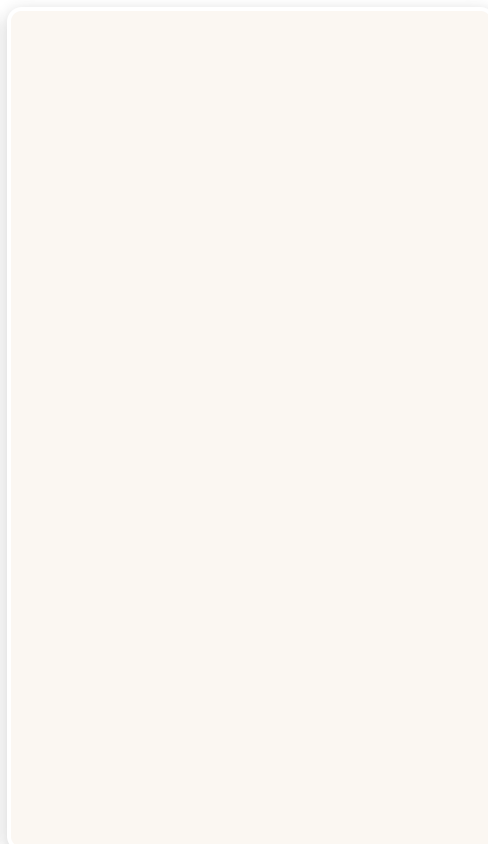
# The Women's Heritage Building



*The story of this building goes here — add it in episode.json under commission.building\_story and it prints on this page.*



The Commission, May 2026



From the Commission's archive

*From the Commission archive.*

**A YEAR, NOT A NIGHT**

# Everything the 50th put in public hands

The 50th was designed to outlive its own broadcast. Everything below is public, permanent and linkable — built once for August 26 and kept current through the celebration year.



## The full broadcast

The complete 1 hr 22 min program on YouTube, chapter-linked.



## Episode recap

Every speaker, every quote, timestamped to the moment it was said.



## Speaker gallery & quote bank

Downloadable quote cards for all eighteen voices.



## Interactive run-of-show deck

All 57 slides — the data presentation, live and readable.



## The 50th Memory Wall

Add photos, your favorite moment and your takeaway — it lands in this book.



## The year-long poll

Three questions, open all year. The room's answers, still counting.



## Program palm card

The keepsake card, front and back, free to download and print.



## The 50th Hub

The Commission's home for the celebration year.



## pctwc.org

Meetings, membership, and how to bring an idea to the table.



## Support the Commission

Time, talent or treasure — every dollar goes to the work.

**FOR COMMISSIONERS & PARTNERS**

# The tools behind the year

Built with the Commission, kept current through the year — monitor, identify, support, impact.



## **MyGirlPower PHIT Score Card**

The six focus areas, scored against real county data.



## **Women's Safety Data Gap**

The explainer on why county-level violence against women is not tracked — and what we measured.



## **Issue Update for Commissioners**

The six focus areas and the tools to monitor, identify, support and impact.



## **50th Photo Placer**

Super Admin — place each Memory Wall photo into its slot in this book.



## **Command Center**

The production desk for the 50th — assets, shorts, quote cards, scheduling.



## **This eMagazine as a PDF**

The whole Legacy Book, print-ready.

## FROM THE COMMISSIONERS

## Shareable Moments

The 50th did not end when the broadcast did. Commissioners, guests and partners keep sending in what they carried out of that room — photographs, the line that stuck, the thing they went home and did about it. Every submission lands here, in the Legacy Book, alongside the night itself.



Add yours at the 50th Memory Wall — photos, a caption, your hashtags and the takeaway you want on the record. It appears in this book, on the Memory Wall and in the recap.

[Share your 50th moment](#)[pctwc.org](https://pctwc.org)



# Know your history. Use your voice. Get involved.

Tonight was day one of a celebration year.

## 💖 Give

Every dollar goes to connecting people to resources and advocating for women and girls.

## 👤 Serve

Partner with the Commission, nominate a woman to the Hall of Fame, bring your idea.

## Show up

Monthly meetings are open to the public. Come sit at the table.

[Full broadcast](#) · [Episode recap](#) · [Speaker gallery](#) · [pctwc.org](#)

The broadcast and this recap were produced as an in-kind gift from The Force for Health® Network — where My Girl Power Club, launched at this Commission, still lives.



# Look Back *to Propel Forward*

WOMEN'S EQUALITY DAY · 50 YEARS · 1976 → 2026

Fifty years of women showing up for this county — and the first day of the next fifty. Every quote in this issue is verbatim from the broadcast of Wednesday · August 26, 2026.

[pctwc.org](https://pctwc.org) · [Watch the broadcast](#) · [Add your photos to the Memory Wall](#)

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