



Clearinghouse on Women's Issues

P.O. Box 70603, Friendship Heights, MD 20813 Tel: 202 338-4820

Website: www.womensclearinghouse.org

JANUARY 2007

The Feminist Face of Today's Unions Attracting Women Workers and Addressing Workplace Issues

The two speakers have each had significant experience and success with organizing women around the concerns that most affect their lives in the workplace.

Constance Cordovilla, associate director of the Human Rights and Community Relations Department of the American Federation of Teachers (AFT) AFL-CIO, is a leader on civil and human rights issues, particularly in the areas of women's rights, gender equity, LGBT rights, domestic violence and community coalition building.

Carol Rosenblatt, executive director of the Coalition of Labor Union Women (CLUW), representing 6.5 million union women, advocates for equal pay, job security, child and elder care benefits, safe workplaces, affordable health care, retirement security, reproductive rights, and protection from sexual harassment and violence at work.

SPEAKERS: Constance Cordovilla, Associate Director of the Human Rights and Community Relations Department, American Federation of Teachers (AFT) AFL-CIO
Carol Rosenblatt, Executive Director of the Coalition of Labor Union Women (CLUW)

TOPIC: The Feminist Face of Today's Unions: How do unions attract women workers and address their workplace issues?

DATE/TIME: Tuesday, January 23, 2007 / 12 noon – 1:30 p.m.

PLACE: American Council on Education, One Dupont Circle, 8th Flr., Kellogg Rm.
Bring brown bag lunch. Soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please come a little earlier than usual to go through the new sign-in system.
In case of snowstorm and /or closing of government offices, the meeting will be cancelled. Please listen to radio reports.

Next Meeting: February 27, 2007

PROGRAM SUMMARY – NOVEMBER 28, 2006 MEETING

Women's Issues in the 110th Congress

At CWI's November meeting our two speakers, Anita Sharma, senior analyst at Lake Research, and Sharon Grosfeld, executive director of the Women's Leadership Forum of the Democratic National Committee and a former senator in the Maryland House of Delegates, discussed important gains women have made in the 2006 election.

There are now two new female senators, making a total of 16 women in the Senate and more than 70 women in the House. Nancy Pelosi is the first female speaker of the House and is now third in line for the presidency. Janet Napolitano from Arizona is the first woman to head the National Governors Association and more than 50 women have been elected in statewide contests.

Anita Sharma, reporting on studies conducted by Lake Research partners, stated that six out of 10 women want Congress to build workable, practical solutions to our nation's problems. More women than men also believe that an increase in the number of women in Congress would reduce the amount of corruption in Washington.

In listing priorities, Democratic women rated health care, Social Security and retirement, the economy and jobs as top priorities. Independent women also ranked health care and the economy as the top priorities, with the war in Iraq third. "Interestingly," Sharma said, "Republican women placed the war in Iraq first, followed by corruption in government, and then Social Security and retirement." She added that women are much more concerned than men about child care, early education and raising the minimum wage.

Sharma also noted that there is a lower tier of issues, including stem cell research, abortion, and paid sick leave; more than a third of women rate these as high priorities for the next Congress.

Next, Sharon Grosfeld observed that the Lake Research survey "helped the DNC understand

what the American people are thinking and it helps to guide what our principles should be ...the priorities of women are in fact the same as the priorities of the Democratic Party."

She pointed out that in addition to the public attention paid to Nancy Pelosi, it is important to note not only the increase in the number of women governors and mayors, but also the numbers of commissioners and council members in the states. It is at the state and local level, she said, that it is possible to follow the changing dynamics of government priorities. "Other countries have made greater progress with women as leaders at the national level, but this election, unlike 10 years ago, is a significant shift in power, Grosfeld declared. It means that women have more power at every level; we have a greater voice and ability to direct the agenda.

Grosfeld said she believes that women seek practical solutions to problems because they are still juggling many tasks and have to be goal-oriented to get things done.

In the past few years there has been strong resistance to an increase in the minimum wage. The speakers said that an increase now seems probable. In every state that had initiatives on the ballot to increase the minimum wage and cost of living, both measures passed. Since more women than men traditionally earn the minimum wage, especially women of color, they voted overwhelmingly for these changes. Grosfeld commented that people are much further ahead than their representatives have been.

Women voted overwhelmingly as a group for Democrats. The so-called soccer moms (married white women) usually thought of as Republicans are now allied with the Democrats. In the 2008 election, women – both Democrats and Republicans – will drive the election, Grosfeld said, adding "it will not be labeled as the women's agenda, but the agenda that most Americans want to see."

PROGRAM SUMMARY – NOVEMBER 28, 2006 MEETING continued

Women's Issues in the 110th Congress

Asked why candidates didn't talk about child care and other measures during the election, Grosfeld replied that those concerns were discussed more at the state level, and women's organizations have been trying to encourage elected officials in the states to discuss these issues and to push the federal government to fund state level programs.

One questioner brought up the need to expand the Family and Medical Leave Act to help those caring for older parents. The heavily male-dominated Chambers of Commerce oppose this, because they "prefer to have companies do this voluntarily rather than have an expansion of government power." The speakers encouraged women to stay away from "hot button terms," such as universal health insurance.

In a discussion of taxes, it was said that women would like to close loopholes in tax laws and would be willing to have tax cuts if the savings accrued were associated with particular issues.

On a hopeful note, the speakers believe that the stage is set for investment in human capital to stimulate economic growth. It was suggested that it is important for women to infiltrate opposing groups and for women's organizations to band together to force change. The need now is for women to be politically astute, raise the issues with candidates, write letters to the editor and so forth, to keep their concerns alive and work to change political priorities.

109th CONGRESSIONAL LEGISLATIVE ACTION

Women's Policy.org has two reports available on-line. *109th Congress At-A-Glance*, a summary of congressional action affecting women and their families in the 109th Congress, can be viewed at <http://www.womenspolicy.org/thesource/article.cfm?ArticleID=2217>. *FY2007 Appropriations Summary* congressional action on the FY2007 appropriations bills can be viewed at <http://www.womenspolicy.org/thesource/article.cfm?ArticleID=2216>.

SOJOURNER TRUTH TO BE ADDED TO SUFFRAGIST STATUE IN CONGRESS

The Feminist Daily News Wire (December 7, 2006) reported that a bill passed in the Senate yesterday that authorizes the addition of Sojourner Truth's image to a statue honoring suffragists in the basement of the US Capitol building. The bill, HR 4510, was initially promoted by the late Dr. C. DeLores Tucker, a life-long champion of civil rights and women's rights and the chair of the National Congress of Black Women for nine years. Introduced by Representative Cynthia McKinney (D-GA), the bill passed the House in December 2005. Senator Hillary Rodham Clinton (D-NY) introduced the legislation in the Senate and canvassed for bipartisan support. Yesterday, the Senate unanimously agreed to pass the bill without amendment. "This is a great honor for Black women everywhere, and we are grateful to all who worked to make it happen. While we have struggled for a very long time to keep Sojourner Truth's legacy alive, we recognize that it is through our struggles that we gain our victories," said Dr. E. Faye Williams, Esq., the current national chair of the National Congress of Black Women, of the bill's congressional approval as quoted in the article.

NWLC SEEKING PERSONAL STORIES

The National Women's Law Center is collecting stories about the impact of Title IX on the lives of women and girls, in connection with the landmark Title IX law, passed in June 35 years ago. Please visit <http://www.titleix.info> to share your story.

CWI NEWSLETTER NOW AVAILABLE VIA E-MAIL

Members wishing to receive the CWI Newsletter via email instead of U.S. mail can send their e-mail requests to cwinwsltr@aol.com

MESSAGE FROM THE PRESIDENT

We close the year with renewed enthusiasm, large attendance at our meetings (42 in November) and we welcome our new members. There are 8 since September and you'll find them listed below:

Deborah M. Chalfie	Jane N. Howe	Mary O. Strauss	Rhonda Trent
Sharon Grosfeld	Lori Milstein	Dawn Thomsen	Valerie A. Young

On a sad note, Joy Simonson, Ruth Nadel and I attended the funeral of longtime board member, Jean Linehan. She was our Corresponding Secretary for many years and her input was invaluable. A long time resident of Chevy Chase, she was involved in numerous Montgomery County civic activities; as a pioneer in improving women's work lives, both in government and the private sector. Jean was a role model for many and we shall miss her. Ellen Overton

BUNNY SANDLER HONORED

Reported recently on the Women's eNews web site, Long-time CWI member Bernice (Bunny) Sandler, called by the NY Times "the godmother of Title IX," has been chosen by Women's eNews as one of 21 Leaders for the 21st Century 2007: 20 women and one man who are dedicating their lives to improving the lives of all women at home, in the workplace, in school, in the media and around the world.

Bernice Sandler (who saw the need for enormous change) "led the way for the passage of the Title IX amendment and has affected the lives and education of every girl and woman in the United States," reports the web site article.

Women's eNews reported several hundred nominations for the 21 leaders came in from all over the world last fall, inspiring and amazing the selection committee members "by the acts of significance that the 21 Leaders are doing across the country and the world to improve the lives of women ...they have helped spread the word, eased the suffering, stimulated transitions, nurtured the young and shared the wisdom of age." More stories about the honorees can be found on the Web site <http://www.womensenews.org>. A gala to honor these 21 will be held at the Tavern on the Green in New York City, May 22, 2007. E-mail natasha@womensenews.org for information about the gala.

GENDER POLICY PUBLIC SYMPOSIUM

Millennium Challenge Corporation (MCC) will host a gender policy public outreach event on Thursday January 11, 2007 from 3:00 – 4:30 p.m. at MCC Headquarters, 2nd Floor Conference Room, 875 15th St., NW, Washington, DC 20005. The full Gender Policy Report is now available on MCC's public web site at <http://www.mcc.gov>. This event is open to the public. The invitation is transferable. For security reasons, please RSVP with your name and organization by Tuesday, January 9, 2007 to MCC Events at mccevents@mcc.gov.

COMMISSION FOR WOMEN 27th WOMEN'S LEGISLATIVE BRIEFING

This year's briefing will be held on January 28, 2007 from 12:30 to 5 p.m. at the National 4-H Conference Center, 7100 Connecticut Ave., Chevy Chase. Donna Brazile, founder and managing director of Brazile and Associates, will deliver the keynote address. Her company empowers grassroots advocates and trains citizens to participate in the political process. The Briefing will include workshops. There will also be a panel discussion on the Maryland Legislative Agenda for Women. The program will conclude with a reception with County and State elected officials.

The free event is co-sponsored by more than 50 women's and community organizations and coordinated by the Montgomery County Commission for Women. Registration is required. For more information or to pre-register, visit <http://www.montgomerycountymd.gov/cfw> or call 240-777-8330; TDD, 301-279-1034. Onsite registration will be available from 12:30 to 1 p.m.

GENDER PAY GAP ONCE NARROWING IS STUCK IN PLACE

That's the headline in a recent NY Times article that says that women of all economic levels – poor, middle class and rich – were steadily gaining ground on their male counterparts in the work force," (throughout the 1980s and early '90s). "By the mid-'90s, women earned more than 75 cents for every dollar in hourly pay that men did, up from 65 cents just 15 years earlier.

"Largely without notice, however, one big group of women has stopped making progress: those with a four-year college degree. The gap between their pay and the pay of male college graduates has actually widened slightly since the mid-'90s. For women without a college education, the pay gap with men has narrowed only slightly over the same span.

"These trends suggest that all the recent high-profile achievements (many recent firsts for women) do not reflect what is happening to most women, researchers say. ...Last year, college-educated women between 36 and 45 years old, for example, earned 74.7 cents in hourly pay for every dollar that men in the same group did, according to Labor Department data.

"The reasons for this stagnation are complicated and appear to include both discrimination and women's own choices, the number of women staying home with young children has risen recently, with the increase sharpest among highly educated mothers, who might otherwise be earning high salaries. The pace at which women are flowing into highly paid fields also appears to have slowed.

These trends can be viewed in at least two ways: women who must also take care of families may be forced to take lesser-paying jobs, or stay-at-home, with no salary. "If the government offered day-care programs similar to those in other countries or men spent more time caring family members, women have greater opportunity to pursue whatever job they wanted, according to this view." (NY Times, Dec. 24, 2006)

REMAINDER CWI PROGRAM YEAR 2006-7 MEETINGS - MARK YOUR CALENDARS

January 23; February 27; March 27; April 24; May 22; June 26. All held at One Dupont Circle, NW, 8th Floor, 12 noon - 1:30pm.

OTHER FUTURE EVENTS

- Feb. 8 National Capital Chapter Older Women's League Speaker Meeting. Send email to nccowl@aol.com for more information.
- Feb. 18-25 3rd Annual MS. Magazine Cruise. For information call 800 707-1634 or visit website at <http://www.msmagazinecruise.com/>
- Mar. 6 Women's Policy Inc. Congressional Gala Celebrating the 30th Anniversary of the Congressional Caucus for Women's Issues to be held at Union Station. For more info call 202 554-2323.
- Mar. 22 Wilson Center Features Speaker Jill Norgren biographer of Belva Lockwood who was the first woman to mount a real campaign for the U.S. presidency and the woman who talked Congress into enacting the statute that permitted women to argue before the Supreme Court. For more information call 202-691-4129 or send email to Philippa.Strum@wilsoncenter.org
- Mar. 26-27 NCOW Women's Equality Summit and Congressional Action Day. For more info go to website at <http://www.ncwo-online.org/pages.cfm?ID=227> or call 202 293-4505.
- Apr. 22-25 Women Work! 2007 National Conference. Go to <http://www.womenwork.org/> for more info.

COMING EVENTS

- Jan. 9 Meeting of DC Commission For Women. 6:00pm at law offices of Hogan & Hartson, Main Litigation Center's Conference Room (basement level) at 555 13th St. NW. For more information contact Rebecca Robinson at 202 637-7225, email: rmrobinson@hhlaw.com.
- Jan 11 Gender Policy Public Symposium. Open to the public at no charge. RSVP by Jan. 9. (See p. 4)
- Jan. 18 1920s Celebration Dinner kicking off The Woman's National Democratic Club 85th Anniversary Inaugural Event. For more information, call 202 232-7363 or go to the web site at <http://democraticwoman.org>.
- Jan. 23 CWI Meeting, One Dupont Circle, NW, 8th Floor, 12 noon - 1:30pm. Topic: The Feminist Face of Today's Unions: How do unions attract women workers and address their workplace issues?. (See p. 1)
- Jan. 23 2007 Annual Maryland State Legislative Rally. 9:00 a.m. - 2:30 p.m. at St. John's College, Annapolis, Maryland. For further information and a registration form, phone David Waugh, USM Vice President for Rallies, at 301-493-5883, email, dwaugh@retiredamericans.org.
- Jan. 24 Reception Honoring all the women in the new class of the 110th Congress. Sewall-Belmont House and Museum, 6-8:00pm, 144 Constitution Ave. NE. RSVP by Jan. 19: call 202 546-1210 x23 or send email to jane24@sewallbelmont.org.
- Jan 28 Maryland Commission for Women 27th Annual Women's Legislative Briefing. (See p. 4)

See page 5 for additional future events.

CWI Board of Directors, July 2006 – June 2007: OFFICERS: President, Ellen S. Overton; Vice President Program, Sue Klein; Membership Co-chairs, Jean Landweber and D. Anne Martin; Treasurer, Linda Fihelly; Secretary, Harriett M. Stonehill. BOARD OF DIRECTORS: Alvin Golub, Harriett Harper, Roslyn Kaiser, Jessica Lazar, Ruth G. Nadel, Joy R. Simonson, ex officio. CWI Newsletter Layout/Production: Sheila A. Willet.

CWI

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MARCH 2007

Fostering Gender Equality Worldwide Through Education

Our speakers at the March 27 CWI meeting will be Dr. Marlaine E. Lockheed, a visiting fellow at the Center for Global Development and former World Bank education and evaluation official and Dr. Virginia Seitz, Director, Social and Gender Assessment, Millennium Challenge Corporation, (MCC).

It is estimated that 60 million girls are precluded from schooling opportunities due to a particular minority status: ethnic, religious, linguistic, or racial. In December 2006, MCC, which seeks to "reduce poverty through sustainable economic growth" in poor countries, announced that gender analysis would be a factor in its decision process for assistance programs.

Dr. Lockheed is co-author (with Maureen A. Lewis) of the CGD study, *Inexcusable Absence: Why 60 million girls still aren't in school and what to do about it*. She will discuss the way such social exclusion exacerbates disadvantages for girls and she will propose both policy solutions and new programs to address the issue.

Dr. Seitz will discuss implementation of the gender policy, and how an analysis of gender differences and inequalities informs the development, design, implementation and monitoring of MCC funded programs.

SPEAKERS: Dr. Marlaine Lockheed, Center for Global Development
Dr. Virginia Seitz, Millennium Challenge Corporation

TOPIC: Fostering Gender Equality Worldwide Through Education

DATE/TIME: Tuesday, March 27, 2007 / 12 noon – 1:30 p.m.

PLACE: American Council on Education, One Dupont Circle, 8th Flr, Kellogg Rm.
Bring brown bag lunch. Soft drinks available from a machine.

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Next Meeting: April 24, 2007

PROGRAM SUMMARY – FEBRUARY 27, 2007 MEETING

Women In Law Enforcement

With the selection of Cathy Lanier as the new Chief of Police in Washington, DC there is increased attention to women's participation in this important career. We see uniformed women performing police duties on our streets; but, are we aware of their other roles in local and Federal police agencies? Do they experience gender inequities? What special contributions are females making toward safety for our community? Margaret Moore and Elsie Scott shared their complementary expertise as they addressed these questions.

Margaret "Margie" Moore is the Director of the National Center for Women and Policing at the Feminist Majority Foundation as well as the executive director of Women in Federal Law Enforcement. She has extensive experience in a variety of policing careers ranging from the New York City Police Department (NYPD) to the Federal Bureau of Alcohol, Tobacco and Firearms.

Dr. Elsie Scott is CEO and President of the Congressional Black Caucus Foundation and has extensive experience in training police in NYC, Detroit and Washington DC. She was Executive Director of the National Organization of Black Law Enforcement Executives, as well as a faculty member and author of articles on African Americans and women, crime, hate violence, political involvement, law enforcement training and management.

Margaret Moore provided important background. She explained that the criminal justice system includes the police, courts and corrections. Her comments focused on the sworn officers employed by the 18,000 local, state, and federal police departments.

Citing recent research, Moore noted that in 2005 women were about 12 percent of the state and local police departments. However, there were 16 percent women in federal policing. Although there have been women in local police departments since the late 1800s, they were restricted to working on issues related to children and women. It was not until 1971 that women were able to carry weapons and become patrol officers and special agents in federal law enforcement.

Of the 62 major cities cited by a Department of Justice report, women are currently police chiefs in four major cities: Detroit, Milwaukee, San Francisco, and Washington, DC. But there still is a disparity in the number of women in higher administrative ranks. In spite of progress, almost 50 percent of

police departments especially in rural areas, have no women officers.



Dr. Elsie Scott (left) and Margaret Moore (right) speaking at the February 27, 2007 CWI meeting.

Photo by D. Anne Martin.

Moore stated that, "There is a great fit between women and policing," adding that communication, not upper body strength, is the most important skill needed in policing and women generally are more skilled communicators than men. She said it is strange that there has never been any research documenting the need for physical strength in police work. However, it is a clear that flexibility, coordination, and cooperation -- skills commonly associated with women -- are essential. Moore noted that more police are killed by automobile accidents than by gunfire.

She pointed out that there is research that supports the fact that women are effective in community policing. Up to eighty percent of all calls to police are service oriented. The largest number of calls that are violence related deal with domestic violence and sexual assault. Research has shown that female officers often respond more effectively than their male counterparts to these types of crimes.

Moore commented that the main reason why women leave police work is lack of family-friendly policies. This point was supported by Elsie Scott in her remarks. Scott noted that in some departments, officers were not allowed to bring their children into the department offices even though these offices are often staffed to take care of children such as family members of victims. When two police officers are married, it becomes especially difficult to work out child care, because of changing shifts and unusual work hours.

In a 2003 federal survey, women in police work described the stress caused by their jobs: the need

PROGRAM SUMMARY – FEBRUARY 27, 2007 MEETING continued

Women In Law Enforcement

to constantly prove themselves, the loneliness and isolation of the job environment since they are often excluded from informal ties with their male colleagues. Police women feel they work twice as hard as most men, and have the additional problems as they try to balance home and work. Moore noted that most police departments have no policies on pregnancy and there remain serious problems in recruiting women.

Twenty-five percent of the DC metropolitan police department are women, Dr. Scott said, adding, that one reason for the high number was a result of earlier legal advances.

She explained that the changes that encourage women in policing have come through legal struggles. Legal challenges were first used in cases involving Black officers and later were used to bring other under-represented groups into police work.

Much more needs to be done with regard to training. Dr. Scott developed a Central Training Standards Bureau in the District, similar to one she directed in New York City. It is designed to establish uniform academic, physical and firearm requirements for all officers. Uniform standards do not exist in all departments and state certification requirements vary widely. It is interesting, she said, that one of the most essential components of the training is improving communication skills. Moore pointed out that one of the former sex biased tests of "going over the wall" is gradually being phased out as a standard. Not only does it often discriminate against women, but it is a dangerous practice for police to do as they would make good targets as they go over a wall.

To encourage women to consider careers in policing, Dr. Scott recommended: more women leaders in top administrative positions; improved recruiting materials to show women the possibilities of a police

career; mentoring programs; police department partnerships with other organizations in the community; and more women teachers in police academies.

Scott said that many men are still reluctant to work with women and there must be even more recognition of the valuable verbal skills that women generally bring to the job. Child care remains a major concern for women.

In the question period that followed the speakers' remarks, there were questions about the number of minorities in policing. In the federal government, 11 percent of officers are Black and 18 percent Hispanic. Dr. Scott and Ms. Moore agreed that it is easier to recruit Hispanic males but family opposition is strongly against female participation. Women hold 20 percent of positions at the FBI, 13 percent in the Treasury Department's Bureau of Alcohol, Tobacco and Firearms, and ten percent in the Secret Service.

State certification requirements usually call for six months of training. There are a few recruiting programs in high schools and colleges. In response to one question, Moore said that police work with mentally ill persons is very dangerous and more training is needed in this area. Some departments are now hiring social workers to assist police.

She also noted that women have been particularly successful in crisis intervention situations. They both indicated that despite some progress they receive continued calls about sex discrimination within police departments and that as in other areas it is difficult to ensure that existing civil rights protections against sex discrimination are implemented.

MARCH IS WOMEN'S HISTORY MONTH

There are too many events celebrating Women's History Month to list in this newsletter. To see many of them, go to <http://www.google.com> and type in Women's History Month Washington DC; then, click search.

"No Place for a Woman" airs on WAMU 88.5 FM

10 p.m., Tuesday, March 27, take a look back at the 1970s, when women began breaking into male-dominated professions as never before. Across the country, the first women in male bastions faced a hostile reception. Their fight to keep their jobs broke new legal ground and helped change the workplace forever.

COMING EVENTS

- Mar. 22 Wilson Center Features Speaker Jill Norgren biographer of Belva Lockwood. From 3:00-5:00pm. Free to the public, RSVP Required. Go to <http://www.wilsoncenter.org>
- Mar. 26-27 NCOW Women's Equality Summit (26th) and Congressional Action Day *(27th). For info or to register on line go to website <http://ncwo.pbwiki.com/> or call 202 293-4505. Note: CWI has registered as an organization - members attending get the lower rate.
- Mar. 27 CWI Meeting, One Dupont Circle, NW, 8th Floor, 12 noon - 1:30pm. Topic: Foster Gender Equality Worldwide Through Education
- Apr. 22-25 Women Work! 2007 National Conference. This year's conference theme, *A Woman's Work is Still Never Done*, was inspired by work begun by the organization 12 years ago in the fight for women's economic justice. Go to <http://www.womenwork.org/> for more info.
- Apr. 24 CWI Meeting, One Dupont Circle, NW, 8th Floor, 12 noon - 1:30pm. Topic: Women Terrorists

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MAY 2007

GENDER EQUITY AND TITLE IX: AUTHORS SHARE IDEAS FROM NEW HANDBOOK

Our May meeting features a panel of local authors who have contributed chapters to the 2007 *Handbook for Achieving Gender Equity through Education, Second Edition* (just published by the Feminist Majority.) Each panelist will share highlights and recommendations related to continuing progress in implementation of Title IX's mandate to eliminate sex discrimination in education.

The 2007 Handbook updates the 1985 Handbook that was started when Sue Klein, as editor worked for Joy Simonson at the National Advisory Council on women's education programs. (Klein is now a member of the CWI board of directors and serves as program chair; Simonson, also on CWI's board is a former CWI president.) When Klein retired from the Department of Education in 2003 she joined the Feminist Majority and as before worked with 200 contributors to create this new review of the research on gender equity. (See <http://www.feminist.org/education/handbook.asp>.)

SPEAKERS: Sue Klein, Education Equity Director, Feminist Majority Foundation
Ch 1, Intro, Ch 5 Role of Government, Ch. 31 Summary and Recommendations

Carole Lacampagne, George Washington University
Ch 12, Gender Equity in Mathematics

Anita Taylor, George Mason University
Ch 14, Gender Equity in Communication Skills

Donna Mertens, Gallaudet University
Ch 28, Gender Equity for People with Disabilities

TOPIC: Gender Equity and Title IX: Authors Share Ideas from New Handbook

DATE/TIME: Tuesday, May 22, 2007 / 12 noon – 1:30 p.m.

PLACE: Alliance For Justice Board Room, 11 Dupont Circle
Entrance on New Hampshire Ave. (THIS MEETING ONLY)
Bring brown bag lunch.

Next Meeting: June 26, 2007 at our usual location.

PROGRAM SUMMARY – APRIL 24, 2007 MEETING

Women and Terrorism: A New Dilemma

Our speaker, film-maker Lisa Magnas, discussed female jihadists and showed excerpts from her documentary *Suicide Killers* which was released May 1. Our other invited speaker, Kristine Poptanich, policy analyst for the U.S. Department of Homeland Security, Office of Customs and Border Protection, canceled at the last minute due to an emergency work assignment.

Magnas described her role in the production of the film: she conducted background research, and worked on fundraising and promotion.



Lisa Magnas.
Photo by D.
Anne Martin

Magnas then showed the audience a compilation of scenes from the film to illustrate how it addresses the topic of female suicide bombers. This selection from *Suicide Killers* began with jail interviews of several Muslim women who were involved with the planning of killings, but were unsuccessful in their attempts to help “kill all enemies of Islam”. One said that she does not like life on earth, and that she looks forward to being in heaven, with Allah. Another woman talked about the glory of becoming a martyr for Islam.

As a contrast, two young Israeli women who survived terrorist attacks were also interviewed. One was left severely handicapped and unable to care for herself; the other described herself as being terrified all the time, constantly having nightmares, and afraid of being involved in another suicide bombing.

The film showed how suicide attacks are celebrated by many Muslim communities. There was footage of people celebrating in the street around the shrouded body of a successful suicide bomber. The narrator commented that one must consider the social, cultural and economic context in which these attacks take place.

Next, the film showed boys in a Palestinian Summer Camp. This included scenes of children marching in formation like soldiers, crawling through a field with guns, and playing other war games. A man at the camp explained to the camera that these children were taught that those who commit suicide and kill people who do not believe in Islam, will be honored and go to heaven. One little boy was asked by why he was playing these games; his answer was “to express resistance.”

A mother was shown, telling how proud she was of her son who had died in a suicide bombing. There was footage of a masked man reading a good-bye note to his mother, asking her to celebrate his death and not miss him. The film returned to one of the Muslim women who wanted to die in a suicide bombing; she said that she only wanted to satisfy Allah, and that being the parent of a martyr was an honor for the whole family.

The narrator explained that this hatred of life on earth, as expressed by this woman and others, was validated by their experience. There are very low standards of living in most Muslim countries and the leaders and cultural practices such as restrictions on marriage suppress their citizens.

The film moved on to West Gaza, where the mythology of an honorable death was exemplified by one family. Both parents of a boy who died in a suicide bombing said that they were very proud of him, and had posters of him around their house. The narrator said that whole families will sacrifice their children;

PROGRAM SUMMARY – APRIL 24, 2007 MEETING continued

Women and Terrorism: A New Dilemma

indeed, this father went on to say. “We had brought up our kids to be martyrs.”

Clips from several Arab news reports demonstrated that the question of where women belong in Muslim society is a greatly debated issue. But they did not address the question as to why women are increasingly becoming suicide bombers.

After the screening, Magnas explained that the film did not include the history of the female suicide bomber. She said that the first woman to participate in such an attack was a member of an extremist group in Lebanon, 20 years ago. In the past ten years, female bombers have most often been members of Palestinian groups, and their numbers have increased.

Magnas said that they had nearly completed the film when she realized that the women’s side of the story had been overlooked. It was November of 2005, she recalled, and there had been an increase in female suicide bombers in the Middle East. Magnas said that this was an indication to her that this part of the story needed to be included in the film.

Since she had not been directly involved with the interviews that were shown in the documentary, Magnas gave her director a list of questions to consider. She read some of these questions to her audience:

- Will the rise in women jihadists affect or threaten the sexual dynamic of the male jihadi recruiting? After all, there has been an astonishing long range conspiracy against women by Islamic men – how is this possible to sustain for many more years?
- Will anthropological and psychological and gender dynamic factors help to understand anti-terror tactics needed to combat this new and growing role of women in jihadi efforts?

- Can we call this rise in women homicide bombers or women jihadists the NEW Islamist Feminism?
- With Islamic women now literally on the “battlefield” isn’t this a kind of “psychological castration” for most of the young Islamic men who up until now have been unable to get the right jobs in order to secure proper dowries versus the smaller elite male community who have multiple wives? Wouldn’t this be a new kind of “turmoil” in the male Islamic community?

When asked what proportion of suicide bombers are female? Magnas said that in the last year, for example, there were over 25 successful incidents that involved women.

When asked why she thought that women were increasingly participating in suicide bombings, Magnas said that she felt that it was the result of feminism entering the Muslim world, and a response to a culture that has suppressed women for centuries.

Magnas was asked if the women who choose to be suicide bombers typically come from one particular class. She said no, they come from every class, but these women are usually very well educated, and often more educated than their male counterparts. She added that perhaps it was their higher education that made them choose to become suicide bombers; maybe it was their understanding of feminism or a sense of needing to sacrifice themselves for future generations of Muslim women.

MESSAGE FROM THE PRESIDENT

The Clearinghouse on Women's Issues joined more than 50 women's organizations in requesting that the Secretary of Labor, Elaine Chao, restore funding to the Women's Bureau to FY 2006 levels. This important office, established in 1920 to investigate the role of women as workers, was de-funded by the Bush Administration.

On a happier note, congratulations to longtime CWI members, Dr. Bernice (Bunny) Sandler and Carmen Delgado Votaw, for receiving the Foremother Award from the National Research Center for Women and Families. Sandler will also be honored May 22 as one of "Women eNews 21 Leaders for the 21st Century." Sandler, the "Godmother of Title IX, has worked on providing better educational opportunities for women; and Carmen Delgado Votaw has been an advocate for women and children and led the Inter-American Commission on Women.

Ellen Overton

LAWSUIT SEES \$46 MILLION PAYOUT TO RIGHT GENDER INEQUITY

The New York-based investment banking firm of Morgan Stanley agreed to pay \$46 million to settle a class action gender discrimination lawsuit filed by eight female employees representing 2,700 current and former employees. Backed by the National Council of Women's Organizations (NCWO), the lawsuit focused on gender inequity in the distribution of accounts to female brokers and other business opportunities. Similar litigation against gender discrimination is currently in the courts against Smith Barney. NCWO's Women on Wall Street project head by Martha Burk has also targeted for litigation six other major companies: American Express, Citigroup, JP Morgan Chase, Prudential, Franklin Templeton and Berkshire Hathaway. *(The Washington Post, May 3, 2007)*

MENTOR PROGRAMS HELP GIRLS ENGINEER THEIR FUTURES

Less than 10 percent of the nation's engineers are women. The number of women enrolled in college and graduate engineering programs is slowly improving. In 1966, women earned 0.4 percent of engineering degrees. In 2004, the rate increased to 20.5 percent according to the National Science Foundation statistics. Beyond college, women's numbers dwindle further. In 2004, women received 21 and 31 percent of engineering and computer science master's degrees, respectively. That's low, compared to women earning 59 percent of master's degrees awarded in biology. According to a Women's eNews article by Karen A. Frenkel, a recent study by the National Academy of Sciences and the National Academy of Engineering, "With each step up the academic ladder, from high school on through professorships, the representation of women in science and engineering drops substantially."

Frenkel's article highlights three programs: 1) Architecture, Construction and Engineering (ACE) Mentor Program of America. ACE was founded in 1994 by 17 New York City construction firms that saw the need to reach out for new talent; 2) Future City, for seventh- and eighth-grade students, began in Alexandria, VA., in 1992 and attracted as many girls as boys by 1999; 3) FIRST, for elementary through high school kids, is also attracting girls nationwide. FIRST teaches robotics--which encompasses electrical engineering and computer science. Founded in 1989 and based in Manchester, N.H., the program has reached 130,000 students who built 10,652 robots with the help of 37,000 mentors. Read the full report at <http://womensenews.org>. *(from Women's eNews)*

EQUAL RIGHTS AMENDMENT

According to a recent article in the ERA Campaigner, "A significant boost to pro-ERA efforts burst on the scene at the National Council of Women's Organization's Women's Equality Summit and Congressional Action Day, in Washington DC. The Summit, on March 26, drew some 400 participants: leaders of NCWO's over 210 member organizations, plus many members of the very active NCWO Younger Women's Task Force. ERA activists in attendance, including your editor, were greatly cheered that so many of the day's dynamic speakers -- women's movement leaders and members of Congress - spoke strongly and optimistically of the importance of achieving the addition of the Equal Rights Amendment to the US Constitution. A breakout roundtable session, *The ERA and Younger Women: An Interactive Dialogue*, attracted so many younger women and ERA veterans that the session had to be moved to a larger room - which still required window-sill and floor seating. The very constructive discussion and the resulting coming together across generational lines, demonstrate that the ERA cause is beginning to resonate for young feminist women in a way that had recently seemed somewhat elusive."

"The Congressional Action Day, March 27, was on Capitol Hill, with fiery addresses by numerous members of the bipartisan Congressional Women's Caucuses of the House and Senate including Senators Barbara Boxer and Hillary Clinton. The pressing need the ERA was prominent among the many vital issues discussed. The day culminated in a press conference at which the reintroduction in Congress of the "start-over" ERA resolutions were announced before an enthusiastic crowd. Rep. Carolyn Maloney, to audience cheers, reintroduced her resolution, H.J.Res.40, with 193 initial cosponsors. Then she, along with the chair of the House Judiciary Committee, Rep. John Conyers, and the chair of its subcommittee on the Constitution, Rep. Jerrold Nadler, announced, to more cheers, that for the first time in decades, House hearings will be held on the ERA." (*The ERA Campaigner*, April 13, 2007)

"FAMILY PLANNING: CORNERSTONE OF PUBLIC HEALTH"

The National Family Planning and Reproductive Health Association 34th national conference will be held June 18-20, 2007 at the Omni Shoreham Hotel, Washington, DC. Three plenary speakers are: Chris Mooney, Washington correspondent for *Seed Magazine* and Senior Correspondent for the *American Prospect*; Eleanor Clift, contributing editor of *Newsweek*, Former White House correspondent and reporter and panelist on the syndicated talk show "The McLaughlin Group;" and Sheryl Lee Ralph, actress, singer and writer, who will perform excerpts from her one woman show, *SOMETIMES I CRY: the Lives, Loves and Losses of Women with AIDS*. Workshops will cover a range of topics, including sexuality education, performance measures, the new HIV testing guidelines, the HPV vaccine and the continued need for Pap tests, Medicaid waivers, endocrine disruptors, electronic charting, and adolescent brain development. Go to <http://www.nfprha.org/> for more information.

SENATE APPROVES RESOLUTION HONORING THE SUSAN G. KOMEN FOUNDATION

On April 24, the Senate approved, by unanimous consent, a resolution (S. Res. 169) recognizing the Susan G. Komen for the Cure on its leadership in the breast cancer movement on the occasion of its 25th anniversary. The resolution was sponsored by Sens. Kay Bailey Hutchison (R-TX) and Barbara Mikulski (D-MD).

On April 26th hundreds of breast cancer survivors and activist rallied at the U.S. Capitol to support funding for breast cancer screening and treatment.

COMING EVENTS

- May 15 2007 Health Care Symposium: *High-Tech Medicine, Stone Age Delivery: A Fatal Disconnect?* NEA Auditorium, 1201 16th St. NW. No fee, however reservations are required. Call 703 631-0650 or e-mail: dialog.div@prodigy.net. See www.dialogueondiversity.org for more information.
- May 17 "Modern Day Slavery: People Trafficking" is the topic of Amb. Robert H. Miller, Professor of International Relations at the George Washington Elliott School of Diplomacy and former Director, US Dept. of State to Monitor and Control Trafficking in Persons. For info and luncheon reservations, call Patricia Fitzgerald, Woman's National Democratic Club, at 202 232-7363 x 3003.
- May 22 CWI Meeting, 12 noon - 1:30pm. SEE PAGE 1 FOR DIFFERENT MEETING LOCATION. Topic: Gender Equity and Title IX: Authors Share Ideas from New Handbook
- May 29 "How Microlending is Empowering Women" Hear from Alex Counts, President and CEO of the Grameen Foundation about how hundreds of thousands of women worldwide have moved from abject poverty to fiscal security through the Grameen Bank. For info and luncheon reservations, call Patricia Fitzgerald, Woman's National Democratic Club, at 202 232-7363 x 3003.
- June 18-29 "Family Planning: Cornerstone of Public Health" NFPRHA'S 34th Nat'l Conference. See p.4
- June 26 CWI Meeting, 12 noon - 1:30pm. Topic; Using State Laws to Challenge Sex Discrimination

CWI Board of Directors, July 2006 – June 2007: OFFICERS: President, Ellen S. Overton; Vice President Program, Sue Klein; Membership Co-chairs, Jean Landweber and D. Anne Martin; Treasurer, Linda Fihelly; Secretary, Harriett M. Stonehill. BOARD OF DIRECTORS: Alvin Golub, Harriett Harper, Roslyn Kaiser, Jessica Lazar, Ruth G. Nadel, Joy R. Simonson, ex officio. CWI Newsletter Layout/Production: Sheila A. Willet.

CWI

CLEARINGHOUSE ON WOMEN'S ISSUES

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Friendship Heights, MD 20813

FIRST CLASS MAIL



Clearinghouse on Women's Issues

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Website: www.womensclearinghouse.org

JUNE 2007

State Equal Rights Laws and the Federal Women's Equality Amendment

How can state constitutions and state antidiscrimination laws be used to expand protection against sex discrimination? What gaps can state law, including state Equal Rights Amendments, fill that the Federal Constitution and federal statutes such as Title IX do not adequately address? What does the experience of state Equal Rights Amendments tell us about how a federal Equal Rights Amendment might be useful?

With the March 2007 promise of expected congressional hearings on the federal ERA (now called the Women's Equality Amendment), we need to convince others of the value of adding the following sentence to the U.S. Constitution: "Equality of Rights under the law shall not be denied or abridged by the United States or any state on account of sex."

Our speakers, Linda Wharton and Bethany Sousa will explain the status and prospects for the federal ERA. Linda has key insights from 22 state ERA types of constitutional provisions which she reviewed. Knowledge of these state equal rights protections will help in continued fights for gender equality through ratification of the federal ERA and provide evidence on the effects of equal rights on all aspects of our lives ranging from reproductive choice to education, to insurance, and much more. Bethany has been working on the Women's Equality Amendment while serving as a Women's Research and Education Institute fellow with Rep. Carolyn Maloney, a key ERA sponsor.

SPEAKERS: Linda J. Wharton, J.D.
Associate Professor Political Science, Stockton College, NJ

Bethany Sousa, J.D.
Legislative Fellow, Office of Rep. Carolyn Maloney

TOPIC: State Equal Rights Laws and the Federal Women's Equality Amendment

DATE/TIME: Tuesday, June 26, 2007 / 12 noon – 1:30 p.m.

PLACE: American Council on Education, One Dupont Circle, 8th Flr, Kellogg Rm.
Bring brown bag lunch. Soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please come a little earlier than usual to go through the new sign-in system.

Next Meeting: September 25, 2007

PROGRAM SUMMARY – MAY 22, 2007 MEETING

Gender Equity and Title IX

CWI's May 22 meeting focused on the newly revised *Handbook for Achieving Gender Equity through Education*, (2nd Edition, Lawrence Erlbaum Associates, Taylor & Francis Group). The *Handbook* honors the 35th birthday of Title IX which prohibits sex discrimination in education programs and activities that receive federal financial assistance. There were four speakers at this luncheon: CWI board member Sue Klein, the Education Equity Director at the Feminist Majority Foundation; Carole Lacampagne, from George Washington University; Anita Taylor, from George Mason University; and Donna Mertens, from Gallaudet University. Each authored chapters of the updated *Handbook*.

Sue Klein played a major role in the revision of the *Handbook*. She wrote Chapter 1, the Introduction, Chapter 5, Chapter 31, Summary and Recommendation. She gave examples of how these chapters address Title IX.



Sue Klein.

Photo by D. Anne Martin

Chapter 1 places Title IX in a framework of related international and national laws. First, it is compared to laws that provide general protection of rights, such as the 1948 UN Declaration of Human Rights. Title IX is then compared to national and international protections against sex discrimination, such as CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women) and the Equal Protection Clause of the U.S. 14th Amendment. Next, the chapter discusses mandates against discrimination in education and employment; Title IX is one such example, as is the 1960 UN Convention against Discrimination in Education. Finally,

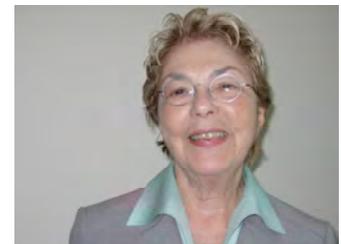
the chapter compares Title IX to other policies and procedures that support and implement gender equity.

Klein explained that Chapter 5 provides a detailed history of Title IX, including the role of CWI member Bernice (Bunny) Sandler, (she's been called the "godmother of Title IX") who work as a key staff person on the hearings; and, the work of former CWI Board President Joy Simonson, as staff director of the National Advisory Council on Women's Education Program. As for the federal funding of gender equity programs, Klein said that the government has "infinitesimal funding available for gender equity programs". There is no direct funding available for the implementation of Title IX, and federal funding to help states implement Title IX has been withdrawn.

The only good news, Klein said, was that there has been an increase in the National Science Foundation funding for gender equity in STEM (science, technology, engineering and mathematics) projects. The funding was raised to more than \$40 million in Fiscal Year 2006 from \$10 million in FY 2002.

Carole Lacampagne was the next presenter. She

was the lead author of Chapter 12 (Gender Equity in Mathematics.) Lacampagne said that many



Carole Lacampagne

Photo by D. Anne Martin

advances have been made in this area over the past -25 years, but there is a great deal more that needs to be done. Today, girls are taking more mathematics classes in high school. There are more women than men attending college. 41 percent of bachelors degrees in

PROGRAM SUMMARY – MAY 22, 2007 MEETING continued

Gender Equity and Title IX

mathematics go to women, and 51 percent of all mathematics majors are women. But women only make up 35 percent of mathematics graduate students: they are granted fewer mathematic professorships and usually end up teaching at small, liberal arts colleges.

Lacampagne said that Project NExT (New Experiences in Teaching) has done a lot for women in the field of mathematics. The program takes young women who are first-year professors and provides them with a network of peers and mentors in their field. As a result, more women are now emerging as leaders in the mathematics community.

But there is still a significant lack of equity for women who are graduate students of mathematics and for those with careers in mathematics. She said that research has shown that there are fewer women than men in this field because they lack a sense of belonging, they feel isolated, and often have family conflicts.

However, she added, mathematics is slowly becoming friendlier to women. The particular ways in which many women like to learn are becoming integrated into the study and teaching of mathematics. For example, students of both genders are encouraged to work in groups and are asked to write about and be articulate about mathematics. But perhaps the most important change, Lacampagne said, is that there has been a shift in society. It is no longer “not cool” for students to like “math” and an increasing number of jobs in sociology and statistics, for instance,



Anita Taylor
Photo by D. Anne Martin

require mathematics skills. Employment that requires mathematics skills now also call for skills at which women tend to be good, such as language and communication.

Anita Taylor, who was the lead author of Chapter 14 (Gender Equity in Communication Skills) quoted the introduction to the chapter, which included the argument “that previous researchers and commentators have too quickly generalized about differences between girls and boys (or women and men) as population groups and have inadequately disaggregated data to study within-population differences.”

Taylor said that while reading and writing skills are currently assessed, there is little attention paid to other communications skills, such as speaking and listening and media literacy. These are growing in importance but are rarely discussed or evaluated. It is in this area of communication that Taylor believes there is the biggest lack of gender equity.

She emphasized that in order for our society to achieve gender



equity in communication, there needs to be a shift in how female-identified behaviors are valued – namely, they must be considered in the same way as male-identified ones. This would mean that traits such as talkativeness, aggressiveness, silence, liking to read books, writing, preferring violent video games, speaking emotionally, and linear thinking would all be valued equally, whether done by girls or boys.

PROGRAM SUMMARY – MAY 22, 2007 MEETING continued

Gender Equity and Title IX

The final speaker was Donna Mertens, the lead author for Chapter 28 (Gender Equity for People with Disabilities.)



Donna Mertens
Photo by D. Anne Martin

Mertens explained that this chapter, which was not included in the first edition of the *Handbook*, focuses on how women with disabilities end up in double jeopardy in our society.

Mertens said that the dimension of diversity within a group (such as women) needs to be considered. Very little research has been done on groups within a larger group.

Research has been conducted on the educational achievements of people with disabilities, but little has been specifically on girls or women with disabilities.

Mertens said that boys are more commonly identified as having disabilities. She added that this is because of culturally associated characteristics with both diversity and with gender. The cultural complexity of this issue needs to be addressed.

Sue Klein concluded the presentation by discussing an important Title IX

conundrum in the summary chapter of the *Handbook*. She noted that sex segregation is often associated with sex discrimination, but that sometimes a specific single-sex education program may be helpful in eliminating sex discrimination; for example, in programs that encourage more women to study engineering. She pointed out that the developers of the 1975 regulations which provide guidance on the implementation of Title IX did a good job in addressing this conundrum. These guidelines contain a few exceptions to allow sex segregation, such as for remedial or affirmative purposes to decrease sex differences in desired outcomes, if there is some evidence that the single-sex treatment is more effective than a coeducational option. However, she noted that many who care about gender equity object to the 2006 Bush Administration changes in the Title IX regulations, which allow much more sex segregation than had been allowed by the 1975 safeguards.

Handbook for Achieving Gender Equity through Education, 2nd Edition is available at a discount rate.

See order form on CWI's website at www.womensclearinghouse.org.

PRESIDENT'S MESSAGE

After serving for two years as President of the Clearinghouse on Women's Issues, preceded by four years as Vice-president for Programs, I felt it was time to step down. Being President has been a wonderful experience because each board member has been so supportive and helpful. Thank you all! I could not have done the job without you. A warm welcome to the incoming President. I wish her all the best and shall be there to support her.

DID YOU KNOW?

According to a report of the Pew Hispanic Center, "women are 50 percent, or 214 million, of the foreign-born U.S. population. They are 49 percent of legal migrants and 42 percent of unauthorized migrants to the U.S. Two-thirds of the undocumented were born in Latin America, 13 percent in Asia, 6 percent in Canada or Europe, and 3 percent in Africa or elsewhere.

ELECTION OF 2007-2008 OFFICERS

CWI bylaws require elections at the June meeting. The Nominating Committee (Roslyn Kaiser, chair; Al Golub, Barbara Ratner and Jessica Lazar) presents the following slate:

For President, Barbara Ratner (see bio below). The following members are nominated for continuing terms: Membership Co-chairs, Jean Landweber and Anne Martin; Secretary, Harriett Stonehill; Members of the Board Harriett Harper, and Roslyn Kaiser. The rest of the board includes those presently serving: Joy Simonson, Al Golub, Ruth Nadel and Jessica Lazar. Ellen Overton becomes the Ex-Officio member.

Barbara joined CWI in June 2002, after being invited to attend a meeting by the best recruiter in the world, Ruth Nadel. She's looking forward to returning to active participation in women's issues.



Originally from Columbus, OH, she moved to Rockville after living more than 20 years in Tucson, AZ. She operated her own graphic design business for 15 years, retiring when she moved here in 2002. In Arizona Barbara participated in political campaigns, was an officer and state representative of her legislative district and president of her homeowner's association. She served on many boards, including the Tucson/Pima County Women's Commission, University of Arizona Women's Studies Department Advisory Council, The Domestic Violence Project; and the Tucson Jazz Society.

She has four children, Debbie, living in Takoma Park, David in Indianapolis, Barry in Los Angeles and Amy and two grandchildren in Portland, OR, where she usually can be found when she's not here.

GENDER ISSUES AND IMMIGRATION POLITICS

According to Women's eNews, the current debate on immigration reform brings increased attention to "female domestic workers and abused women who fear deportation, two groups of women high on advocates' radar."

The recent article says "Immigrant women are caught in a double bind. Like other women, they often face inadequate wages, higher family caretaking demands, reproductive health care needs, domestic violence, sexual harassment and gender stereotyping ... the gender issues, however, sit atop a mountain of universal concerns: labor protection, health care, anti-immigration sentiment, social service support, family separations, limited paths to legal status, dangerous border crossings, racial hatred and mass deportations.

"Olga Vives, executive vice president of the National Organization for Women (NOW), says (that) many female immigrants are working behind walls, as domestics, nannies, health care workers and hotel cleaners – and are therefore kept in the policy shadows.

"In March, NOW, along with the National Latina Institute for Reproductive Health, National Asian Pacific American Women's Forum, and Legal Momentum, formed the National Coalition on Immigrant Women's Rights to promote "fair and just immigration policies that will protect the rights of immigrant women ...

"Migrant women are more vulnerable to violence and rape and poverty because of patriarchy and the reasons for abuse of women in general," said Gabriela Flora of Project Voice, an immigrant assistance program of the American Friends Service Committee. "It's a symptom of much larger issues of abuse and misogyny in our culture today, but immigrants are much less likely to be able to defend themselves."

COMING EVENTS

- June 12 Celebration of Women's Equality, 6-8pm, Sewall-Belmont House & Museum, tickets \$90. RSVP 303-546-1210 x 23. For more information about the event contact Lauren Uranga at 202-546-1210 ext. 10 or lauren.uranga@sewallbelmont.org.
- June 18-29 "Family Planning: Cornerstone of Public Health" NFPRHA'S 34th Nat'l Conference. Go to <http://www.nfprha.org/> for more information.
- June 26 CWI Meeting, 12 noon - 1:30pm. Topic; State Equal Rights Laws and the Federal Women's Equality . See page 1.
- Note: CWI does not meet in July or August.
- September Membership renewal notices mailed.
- Sept. 25 CWI Meeting, 12 noon - 1:30pm. Topic will be announced in September newsletter.

CWI Board of Directors, July 2006 – June 2007: OFFICERS: President, Ellen S. Overton; Vice President Program, Sue Klein; Membership Co-chairs, Jean Landweber and D. Anne Martin; Treasurer, Linda Fihelly; Secretary, Harriett M. Stonehill. BOARD OF DIRECTORS: Alvin Golub, Harriett Harper, Roslyn Kaiser, Jessica Lazar, Ruth G. Nadel, Joy R. Simonson, ex officio. CWI Newsletter Layout/Production: Sheila A. Willet.

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SEPTEMBER 2007

INTERNATIONAL FUNDING INVESTMENTS FOR GENDER EQUALITY

Speakers scheduled for the September CWI meeting are Dr. Virginia Seitz, Millennium Challenge Corporation (MCC), and Elaine Zuckerman, founder and president of Gender Action.

MCC is a U.S. Government corporation that seeks to "reduce poverty through sustainable economic growth." In 2006, it announced that gender analysis would be a factor in its decision process for assistance programs, recognizing that "gender inequality is a significant constraint to sustainable, long-term economic growth and poverty reduction." Virginia Seitz will discuss implementation of this gender policy, and how an analysis of gender differences and inequalities informs the development, design, implementation and monitoring of MCC funded programs.

Elaine Zuckerman worked inside the World Bank and the Inter-American Development Bank for two decades. She recognized that studies consistently demonstrated the need for greater gender equality to reduce poverty and enhance economic growth. Concerned that the international financial institutions were neglecting to promote gender equality in many large investments, she founded Gender Action whose mission is "to promote women's rights and gender equality and ensure women and men equally participate in and benefit from International Financial Institution investments in developing countries."

SPEAKERS: Dr. Virginia Seitz, Millennium Challenge Corporation

Elaine Zuckerman, president, Gender Action

TOPIC: International Funding Investments for Gender Equality

DATE/TIME: Tuesday, September 25, 2007 / 12 noon – 1:30 p.m.

PLACE: American Council on Education, One Dupont Circle, 8th Floor, Kellogg Room
Bring brown bag lunch. Soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please come a little earlier than usual to go through the sign-in system.

Next Meeting: October 23, 2007

PROGRAM SUMMARY – JUNE 26, 2007 MEETING

State Equal Rights Laws and the Federal Women's Equality Amendment

CWI's June meeting focused on state constitutional equal rights guarantees and the federal Women's Equality Amendment (formerly ERA). Our speakers were Linda J. Wharton, J.D. associate professor political science at Richard Stockton College in New Jersey, and Bethany Sousa, J.D. a Women's Research and Education Institute fellow in Rep. Carolyn Maloney's office. The meeting opened with a discussion of the way in which state constitutions and state antidiscrimination laws can be used to expand protection against sex discrimination, as well as a description of the experience with state Equal Rights Amendments opened the meeting followed by an examination of the way a federal Equal Rights Amendment might expand protection for women.

Linda J. Wharton, J.D. shared some highlights on women's rights provisions in state constitutions from her article "*State Equal Rights Amendments Revisited: Evaluating their Effectiveness in Advancing Protection against Sex Discrimination*" in the *Rutgers Law Journal*. (http://www.camlaw.rutgers.edu/publications/lawjournal/wharton_36_4.pdf)

To help us understand the value of the state ERAs, she described the scope of protections that currently exist under the federal constitution and showed us why we still need a federal ERA. Professor Wharton became interested in research on the effects of state ERAs after noting that several articles published recently on the effectiveness of state ERAs were by the former general counsel to a pro-life group. These articles questioned state ERAs, claiming they have been ineffective except as symbols and have not helped women. Wharton suspected that this was not an accurate description based on her own and others' positive experiences in winning sex discrimination cases using state ERAs.

Professor Wharton explained the limits of the current federal protection of women rights. The 19th Amendment granting women the right to vote is the only explicit Constitutional protection against sex discrimination. In the absence of explicit protection beyond the voting context, the 14th Amendment equal protection and due process clauses have been used, but the Supreme Court has interpreted the 14th Amendment as extending protection against sex discrimination in only limited circumstances. The equal protection clause is often applied in instances where racial classifications are involved. Here the Supreme Court uses the strict scrutiny test whereby the government must show that the racial classification serves a compelling governmental purpose and is necessary to achieve that objective.

The strict scrutiny test is difficult and the government usually cannot meet the heavy burden of proof. The Supreme Court can also use the rational basis test instead of the strict scrutiny test. Under this test the government only needs to show that a "legitimate governmental purpose" is rationally advanced to allow discrimination. With sex-based classifications the Supreme Court has used an intermediate basis test between the strict scrutiny test and rational basis test. Under the intermediate test, the government must show it has an important (although not compelling) reason for its actions, but the availability of less discriminatory alternatives to the sex discrimination is not necessarily fatal to the government's case.

She highlighted how vague, malleable and subject to interpretation this test is. Recent quantitative studies have shown that when courts assess discrimination cases using the strict scrutiny analysis, the litigant has a 73 percent probability of success. In contrast, where the intermediate standard is used, the litigant claiming sex discrimination is nearly as likely to win as she is to lose. Thus, the refusal to closely scrutinize sex discrimination is resulting in far less protection for victims of discrimination.

Another limitation of current laws protecting against sex and race discrimination is that the Supreme Court has interpreted the equal protection clause formalistically extending protection only where people are similarly situated to one another. Thus, the equal protection clause only protects women in areas in which they are similarly situated to men. The Supreme Court has allowed differences in treatment where they involve differences between men and women relating to biology or legal status. In *Geduldig v. Aiello*, for example, the Supreme Court held that the exclusion of pregnancy-related disabilities from a state disability insurance program does not violate the Equal Protection Clause.

Wharton also explained that rules or laws that are neutral on their face, but affect one gender or one race more than another, are given lenient treatment by the Court. Sex neutral rules are a prevalent form of gender discrimination. Examples include lenient spousal assault and rape policies and pay systems that compensate female-dominated jobs less than male-dominated jobs of comparable skills/value to the employer. Surprising those attending the meeting, she explained that the Supreme Court has held that sex neutral rules do not violate the Equal Protection Clause unless there is proof that the discrimination was intentional — that is, that government actually desired to discriminate based on

PROGRAM SUMMARY – JUNE 26, 2007 MEETING Continued

State Equal Rights Laws and the Federal Women's Equality Amendment

sex. "This is a tough, tough standard that is nearly impossible to meet in litigation in the absence of a smoking gun," she said.

The due process clause of the 14th Amendment also has been used to provide protections for women's reproductive autonomy via the *Roe v. Wade* and *Planned Parenthood v. Casey* abortion rights decisions, but this protection is being eroded by the current Supreme Court as evidenced by its recent decision in *Gonzalez v. Carhart*.

Wharton then discussed the protections a federal ERA would provide. In addition to providing explicit and much stronger protection against gender discrimination, she described how a federal ERA would trickle down to positively affect public policy. Additionally, the enforcement clause of the federal ERA would give Congress a legal and moral basis on which to take affirmation action to enforce the ERA. In summary, she noted that in many states passage of a state ERA triggered statutory reform of state gender discriminatory laws and in the vast majority of states with an ERA the strict scrutiny standard has been used in challenges under state constitutions and courts have extended protection beyond the formality equality analysis of the Supreme Court to protect, for example, against pregnancy discrimination.

Bethany Sousa, JD, presented some history of the federal ERA and discussed its current status. The first version of the ERA was proposed in 1923 by Alice Paul, and was introduced every year until it passed. In 1943 the ERA was rewritten in its current form, but was not passed by Congress until 1972, with a seven-year ratification deadline. Five years later, ratification was extended until 1982, but three states were still needed for passage. The ERA in the same form has been reintroduced every year since. Passage requires two-thirds of each body of Congress and ratification by 38 states. In the 110th Congress, the ERA, renamed the Women's Equality Amendment, was introduced by Rep. Maloney and Senator Kennedy.

Sousa discussed the two proposals for passage of the federal ERA. The first approach is to restart the ratification process, which is the process initiated by Rep. Maloney and Sen. Kennedy. An alternate path to ratification, called the three-state strategy, would only require ratification by three of the un-ratified states. This strategy is based on the way the Madison Amendment, which governs congressional pay raises, was ratified after a 203-year ratification period. Although the ERA, unlike the Madison Amendment, had a deadline, some scholars believe that because Congress transferred the time limit from the text of

the amendment to the proposing clause, Congress retains the authority to amend their own previous legislative action regarding the time limit. Thus, ERA can be adopted without restarting the ratification process. Although five states have tried to rescind their ratification since 1972, many believe the rescissions are invalid.

There is a significant amount of activity supporting the three-state strategy, including active campaigns and pending legislation. Sousa noted that this state activity demonstrates that the ERA is not an antiquated idea, and does have traction in the 21st century.

She pointed out the inequalities that currently exist which demonstrate the continued need for the federal ERA, such as the ongoing wage gap, the under representation of women in government, and the high poverty rate of older women. She described the lack of adequate legal protection against sex discrimination and the potential benefits of an ERA. The ERA would not only be symbolic, but would provide a new legal tool for battling sex discrimination which would deter potential offenders.

In September, a congressional hearing is planned to discuss the ERA. Sousa mentioned that unlike previous years, the introduction of the ERA has generated more press. She recommended that for the ERA to succeed we need to address the organized opposition, especially the sound bites that do not explain the complicated issues surrounding the ERA. We also need to help all women realize how paper thin their rights are in the United States.

During the question and answer session members asked about the effect the ERA would have on *Roe v. Wade*. Professor Wharton noted that an ERA would likely require government to justify laws that interfere with women's reproductive autonomy under the tough strict scrutiny standard used in *Roe*, but that the issue would be subject to court interpretation. On the question of the application of an ERA to single sex schools, Wharton noted the ERA would require close scrutiny of such institutions if they were public schools or universities.

In conclusion, with the promise of congressional hearings on what is now called the Women's Equality Amendment we need to convince others of the value of adding the following sentence to the U.S. Constitution." Equality of Rights under the law shall not be denied or abridged by the United States or any state on account of sex." For more information please go to websites <http://www.4era.org>. or <http://www.equalrightsamendment.org>

PRESIDENT'S MESSAGE

Welcome to all our members, those who attend the meetings and those who obtain information solely from our newsletters. CWI urges members to bring friends and colleagues to our meetings to see who we are — as members know, meetings are free and open to the public; no reservation is necessary. Each month the Clearinghouse brings you access to knowledgeable speakers and the opportunity to learn more about current women's issues through our speaker presentations and group discussion.

I am proud to be your new president and will attempt to follow in the footsteps of our founding mothers, especially Joy Simonson who served as an exemplary role model. I look forward to working with our energetic group of board members, as we plan to offer another year of exciting programs. That CWI still exists after more than 30 years is a tribute to all who have served as officers and board members and to members acknowledging the continuing importance of being informed and sharing information on women's issues.

Barbara J. Ratner

GOOD NEWS, BAD NEWS ON WOMEN VOTING

Aug. 26 marked the 87th anniversary of the 19th Amendment that gave women the right to vote. According to *Women's e-News*, there is plenty to celebrate, but Women's Voices Women Vote reports that "there are 49.5 million single, separated, divorced or widowed women in the United States, (of which) 18 million are unregistered and 5 million are registered but don't vote."

Reasons to celebrate: "In the 2006 midterm election 2 million more young women voted than in the previous comparable cycle, according to the Center for Information and Research on Civic Learning and engagement at the University of Maryland School of Public Policy, which credits the rise in part to the Feminist Majority Foundations 'Get Out Her vote' effort aimed at college women."

The article further states that "Female voters were responsible for key Democratic victories in the House and Senate. However those figures do not reflect the fact that many women's votes are missing from the count. In the last presidential election, 8 million registered but did not vote. ... Unmarried women are the fastest growing major demographic group and represent the largest potential group of new voters, according to 'The State of Unmarried America,' an annual report released in June by Washington-based Women's Voices, Women Vote."

Other reasons mentioned that keep women from voting include: lack of baby-sitters, the need to re-register if they change their names, and the large numbers of frail women living in assisted living facilities or in hospitals. In addition, many older immigrant women may find it hard to vote independent of their spouse's or relatives political views; women living in domestic violence shelters or other temporary residences may not vote because of fear of an abuser finding their address on public voter rolls. (*Women's e-News*)

For more information on women and voting, contact Women's Voices Women Vote at <http://www/wwwv.org> or The White House Project: <http://www/thewhitehouseproject.org>.

SENATOR REID COULD BRING UP BILL BY WEEK OF SEPTEMBER 17

Senate Majority Leader Harry Reid (D-NEV) announced, on Sept. 6, 2007, that he intends to bring the DC House Voting Rights Act (S. 1257) to the Senate Floor the week of Sept. 17. The bill would give DC residents their first ever voting member of Congress. The following is a statement from DC Vote Executive Director Ilir Zherka:

"This is great news. We have worked for this vote over the past four years. While there have been bumps along the way, we have picked up support from both Republicans and Democrats. We believe we have the votes to pass this bill in the Senate. We call on Sen. Mitch McConnell to reject any efforts to filibuster this bill, which will expand democracy to the tax-paying residents of our nation's capital. A filibuster of this bill would be unconscionable. No senator has filibustered a voting rights bill since the days of segregation.

The bill will provide the House of Representatives two additional voting members – one from predominately Democratic District of Columbia, the other from Republican leaning Utah. Citizens across the nation are urged to contact their senators asking for the bill to be passed. Direct emails can be sent from you to your Senator via DC Vote website www.dcvote.org. DC residents who have no voice in Congress are urging friends and relatives in other states to contact their senators."

WWW.WOMENSCLEARINGHOUSE.ORG

Check us out. Some small details have been updated. A huge thanks to Amy Rothberg who kindly made the changes even though she is getting ready to move. We will make more changes after she gets settled. Any suggestions? Please send them Barbara at cwi@womensclearinghouse.org.

DO YOU KNOW YOUR CHOLESTEROL NUMBER?

According to a nationwide survey conducted by the Society for Women's Health Research, "Adult women are more than twice as likely to know how much they weighed in high school as they are to know their cholesterol number, and only about half of women have had a cholesterol test in the past year ...Of the women who had a recent cholesterol test, only 57 percent could actually recall their cholesterol number ...Data from the survey suggests a major disconnect between women understanding the risks associated with high cholesterol and actually taking action to monitor and control it."

BILLIE JEAN KING, CHAMPION OF WOMEN

Women's e-News says that "Tributes and honors for female athletes are cropping up around the nation ... a new planned center named for Billie Jean King provides the first-ever hall of fame just for female athletes." The Billie Jean King International Women's Sports Center, expected to open in April 2008, will be housed at the National Sports Museum in New York.

"King came to prominence as a women's tennis champion but earned her legacy as a champion for female athletes. She pioneered for comparable pay and equal opportunities for female athletes in the 1970s and founded the Women's Sports Foundation in New York in 1974 to advance the lives of girls and women, not just tennis players, through sports and physical activity ...

"The center will have 3,000 square feet of exhibit space, a comprehensive women's sports library of more than 2,000 volumes, a women's sports film and video collection, and athlete and event memorabilia representing more than 40 sports ... portions of the exhibit will travel nationally and be displayed in other museums around the country."

CHILD SUPPORT (from *Women's e-News*)

"A U.S. State Department program that denies passports to parents who owe child support payments has collected more than \$22.5 million so far this year, the Associated Press reported Aug. 14. The government collected about \$24 billion overall last year on behalf of 14 million custodial parents; of those parents, 83 percent are women. In 2003, mothers received \$23.3 billion of the \$33.7 billion in support that was overdue.

"A spokesperson for Washington State's collection program said that for us, it's been amazing to see how people who owe back child support seem to be able to come up with good chunks of money when it involves needing their passport.

"The Virginia Department of Social Services has subpoenaed information from cell phone companies to locate parents who owe support ... The department has collected \$608 million in overdue payments, an increase of \$21 million over the last year. At any given time, the state is searching for 250,000 parents ... A cell phone database search last month yielded 52,000 addresses. Ten other states now have similar programs."

ANNUAL IRENE TINKER LECTURE TO HIGHLIGHT ARAB ADOLESCENT GIRLS

The annual Irene Tinker Lecture sponsored by the International Center for Research will be held Monday, October 22, 2007. Soukeina Bouraoui, executive director of the Center of Arab Women for Training and Research (CAWTAR), will be the guest speaker. Coming to Washington, D.C., from CAWTAR's headquarters in Tunisia, Bouraoui will discuss, "The Arab Future: Values and Perspectives of Arab Adolescent Girls."

CAWTAR was founded in 1993 as a direct response to a "long-felt need in the Arab region for a specialized center to promote the participation of Arab women in the development process," according to its Web site.

Bouraoui has been executive director of CAWTAR since 1999. She has a background in both nonprofits and academia, and founded the National Research, Documentation and Information Women Center in 1991. She also taught law at the University of Tunis. She serves on the board of directors for several organizations, including the Tunisian Association of the Criminal Law, the International Association of Economic Law and the International Comparative Environment Law Association.

The lecture will be held at the American University campus in Washington, DC. For more information see website <http://www.icrw.org>.

IN MEMORIAM

SHE IS MISSED

She is missed. Joy Simonson, CWI president 1998-2004, died of complications of pneumonia on June 24. A wonderful obituary that did justice to Joy's many accomplishments was published in the *Washington Post* June 26 and a memorial service was held July 22.

Some of the tributes from various friends printed in the memorial service program include:

... to describe Joy would take an entire thesaurus ... she was feisty, brilliant, generous, funny, compassionate, and modest about her astounding achievements ... a brilliant strategist ... an impeccable dresser ... generous beyond belief in so many indescribable ways to those of us who learned from her example and her advice ... she was a teacher of others ... a fantastic organizer ... she had a way of bringing people together ... she was always supportive.



Joy Rosenheim Simonson 1919-2007

The *Washington Post* described her as "a longtime activist in local and women's issues." The article described her "abrupt dismissal" as executive director position on the National Advisory Council on Women's Educational Programs by the Reagan Administration. "Women's groups immediately protested and Rep. Barney Frank, (D-Mass) denounced the 'purge' in a speech on the House floor ... he then hired her as a staff member of the House Government Operations subcommittee on employment and housing, where she worked on the condition that she could have Fridays off for her weekly tennis game." She also liked to ice skate and held another staff job with Rep. Tom Lantos.

CWI member Bernice (Bunny) Sandler, who was chair of the National Advisory Council on Women's Educational Programs, said Joy was the oldest staff member in Congress at that time, and "as she prepared for hearings, she always included questions on women's involvement in programs, which served to raise consciousness about women's issues."

Among her other accomplishments, she was: past president of the Washington chapter of the League of Women Voters; vice president of the D.C. Home Rule Committee; the first woman appointed to serve as chair of the District's Alcohol and Beverage Control Board.

She initiated and organized the DC Commission for Women, helped set up and served three terms as president of what is now the National Association of Commissions for Women; was a member of the national commission on the International Women's Year and was a delegate from Washington to the 1977 National Women's Conference in Houston; served two terms on the national board of OWL (Older Women's League); and in 1992, was elected to the D.C. Women's Hall of Fame.

The *Washington Post* obituary quoted Diana Zuckerman, president of the National Research Center for Women & Families, which gave Joy its Foremothers Award in 2005. "She knew how to set a goal and achieve it ... she would not take no for an answer ... she was one of the women who have broken down every barrier there is for women of my generation."

Yes, Joy will be truly missed. *By Roslyn Kaiser*

JOY SIMONSON LEFT US A "HALF-FULL, HALF-EMPTY GLASS"

Joy Simonson used to say that Title IX was like a half-full, half empty glass. That phrase is a good way to highlight some of her contributions and her desire for us all to continue to fill the glass, especially since she left us one day after Title IX's 35th birthday.

Joy contributed to advancing many aspects of women's rights through her leadership and support of a wide variety of women's organizations and causes. I will focus on her extensive leadership related to gender equity in education, and as my favorite boss and wonderful mentor and friend.

Joy served as executive director of the National Advisory Council on Women's Educational Programs when she welcomed me to work on the first edition of the 1985 *Handbook for Achieving Sex Equity through Education*. In 1982 she was fired (see previous Simonson article). Her successor was a key follower of Phyllis Schlafly, a mouthpiece of the anti-women's rights movement. Under Joy's leadership, the Council issued some of the first reports on women's studies and sexual harassment.

The chapter on "The Role of Government in Advancing Gender Equity in Education" in the new 2007 *Handbook for Achieving Sex Equity through Education* describes her important roles in persuading the U.S. Office/ Department of Education and Congress to pay systematic attention to sex equity in education, not to use sexist language in federal communications, and to include policies to advance sex equity in many government programs. You can read Joy's own words in "The Rise and Decline of the Advisory Council on Women's Educational Equity" (<http://www2.edc.org/WomensEquity/resource/title9/article.htm>).

On a personal level, I will miss Joy greatly and will keep her advice and role modeling in mind. Although I had many bosses in my 34-year career in government, Joy was my favorite. She was always supportive and creative in finding ways for us both to work on our mutual gender equity goals and to give others who joined us full credit for their contributions. Joy also introduced me to her favorite hair stylist, Chang, and during one snowstorm Joy came to my nearby home and taught me that you could make eggs more interesting by adding some curry. She struggled with computers, but with great determination and help from family and friends made them work for her so she could participate fully in many progressive causes, and she even arranged for the creation of the web page for the Clearinghouse on Women's Issues, <http://www.womensclearinghouse.org>.

Last meetings are always especially memorable. With great effort, Joy came to our May 22, 2007 Clearinghouse on Women's Issues meeting.

With love and gratitude, I will cherish my memories of Joy and the wonderful times I had being with her and learning from her. I hope we all will have as many productive years as she did -- to continue to help fill the glass to attain full gender equality. *By Sue Klein*

(*Washington Post* June 26) Joy R. Simonson (age 88) died on Sunday, June 24, 2007 after a brief illness. Beloved mother of Ken (Jan Solomon) of Washington, DC, Don (Marcia Skolnick) of Darnestown, MD and Karen Simonson (Barton Phelps) of Los Angeles, CA; loving grandmother of Sara and Lily Skolnick-Simonson, Charlotte Phelps, Matthew and Alix Simonson. Married 53 years to Richard Simonson until his death in 1998. Sister of Richard Reade of Caruthersville, MO. The family welcomes donations in Joy's memory to Bryn Mawr College, 101 N. Merion Ave., Bryn Mawr, PA 19010 (www.brynmawr.edu), or OWL (Older Women's League), 3300 N. Fairfax Dr., #218, Arlington, VA 22201 (www.owl-national.org).

COMING EVENTS

- September CWI Membership renewal notices mailed. Don't forget to renew!
- Sept. 20 LWVDC Fall Luncheon, DC Council Chair Vincent Gray to be keynote speaker. See calendar section on website, <http://www.lwvdc.org> for reservation form, or call 202 222-0710.
- Sept. 25 CWI Meeting, 12 noon - 1:30pm. Topic: International Funding Investments for Gender Equality
- Oct. 22 ICRW Irene Tinker Lecture, American University. See page 5.
- Oct. 24 LWVDC Panel Discussion on Immigration. See calendar section on website <http://www.lwvdc.org> for more information, or call 202 222-0710.
- Nov. 7 NWLC 35th Annual Awards Dinner. See <http://www.nwlc.org> for more information.

CWI Board of Directors, July 2007 – June 2008: OFFICERS: President, Barbara J. Ratner; Vice President Program, Sue Klein; Membership Co-chairs, Jean Landweber and D. Anne Martin; Treasurer, Linda Fihelly; Secretary, Harriett M. Stonehill. BOARD OF DIRECTORS: Alvin Golub, Harriett Harper, Roslyn Kaiser, Jessica Lazar, Ruth G. Nadel, Ellen S. Overton, ex officio. CWI Newsletter Layout/Production: Sheila A. Willet.

CWI

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OCTOBER 2007

LILLY LEDBETTER: Counteracting The Supreme Court Pay Discrimination Decision

Earlier this year the U.S. Supreme Court issued a decision limiting pay discrimination complaint rights of everyone seeking relief under Title VII of the Civil Rights Act. Lilly Ledbetter, a long time supervisor in the Goodyear Tire and Rubber Co., brought her case to the Equal Employment Opportunity Commission (EEOC), the District and Appeals Courts, and finally to the Supreme Court. The Supreme Court ruling says that victims of employment compensation discrimination must file charges of discrimination within 180 days of the employer's discriminatory act, even if the employee was not aware of the initial discrimination or if it continues with each paycheck. Legislation now being considered would overturn the Supreme Court's damaging decision and ensure that those subject to pay discrimination can effectively protect their rights. While this is critically important to everyone, these remedies are especially important to women who, like Ledbetter, are frequent victims of discrimination in pay. CWI's speakers at the October meeting are both experts on employment issues.

SPEAKERS: Donna Lenhoff, Legislative and Public Policy Director, National Employment Lawyers Association (NELA), has been a consultant to the Leadership Conference on Civil Rights, the Alliance for Justice and other advocacy organizations seeking rights for workers, women and consumers.

David R. Cashdan, Attorney, Cashdan and Kane, PLLC, has practiced employment law since 1965. He served in the newly established EEOC in the office of the General Counsel and since then has played a major role as an employment litigator and advisor to several employment advocacy groups.

TOPIC: The Lilly Ledbetter Decision

DATE/TIME: Tuesday, October 23, 2007 / 12 noon – 1:30 pm

PLACE: American Council on Education, One Dupont Circle, 8th Flr, Kellogg Room
Bring brown bag lunch. Soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please allow time to go through the sign-in system.

Next Meeting: Tuesday, November 27, 2007

PROGRAM SUMMARY – SEPTEMBER 27 MEETING International Funding Investments for Gender Equality

Speakers at the September CWI meeting were Margaret L. Kuhlow, deputy vice president of the Millennium Challenge Corporation (MCC) Department of Accountability and Elaine Zuckerman, president and founder of Gender Action, an organization focused on ensuring gender equality in international financial institution investments in developing countries. Both speakers described how their organizations ensure that government and bank investments advance gender equality.



Margaret L. Kuhlow explained that MCC (www.mcc.gov) an independent U.S. government agency was designed to “reduce global poverty through sustainable economic growth.” Since

its inception in 2004, MCC has approved compacts totaling more than \$5.5 billion with 16 partner countries and \$360 million in “threshold” assistance for 17 countries as they work to meet the corporation’s criteria for obtaining MCC funding assistance to reduce poverty.

MCC’s gender policy identifies gender inequality as a major constraint to economic growth and the reduction of poverty, and describes the roles and responsibilities of MCC and its partner countries in integrating gender into MCC funded programs. (View the full policy statement at <http://www.mcc.gov/countrytools/compact/fy07guidance/english/14-genderpolicy.pdf>.)

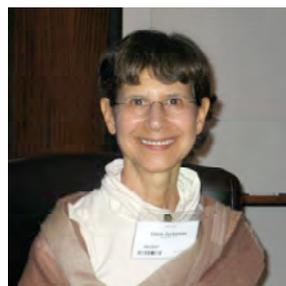
Kuhlow said that countries are expected to assume ownership of the MCC supported program and to insure that gender concerns become integral to all operations. While this can be a challenge, it also offers opportunities. In one program designed to improve agricultural productivity, there were no female extension workers who could assist women in rural areas. The solution was to train female extension workers, but to speed their availability it was necessary to partner newly trained female extension workers with experienced senior, predominately male extension workers.

MCC’s role is to make countries aware of the

importance of gender integration and to engage those people in the partner countries who are already working on gender issues so that they are able engage directly in the program design and implementation. The process of due diligence used to identify and analyze environmental concerns also has been used as a model for gender analysis in other economic and social sectors. For example, it has been helpful in addressing gender concerns related to road building. In addition, MCC requires use of sex-disaggregated data wherever practicable.

Kuhlow used the country of Lesotho as an example of how gender permeates economic development issues. Previously in Lesotho, married women were considered legal minors. Throughout the development of Lesotho’s \$363 million Millennium Challenge Compact, MCC worked with the people and government of Lesotho to ensure that gender equality in the area of economic rights was legally guaranteed. In late 2006, the Parliament of Lesotho enacted a law ending the minority status of married women, a key milestone in Lesotho’s compact development process. In addition, MCC is funding legal and policy reviews to help implement the new law.

Kuhlow noted that many of the challenges of the MCC model of assistance also lead to positive outcomes in the recipient countries. The mission highlights gender opportunities; country ownership builds capacity and leads to empowerment of local voices; the focus on results is designed to insure that investment money is linked to progress in poverty reduction. With regard to gender concerns, MCC and its partner countries are engaged in a culture of learning to find out what works and to make changes when they are needed.



Elaine Zuckerman presented a critical review of gender equality in international funding. She founded Gender Action in 2002 because of her concern that the international financial

PROGRAM SUMMARY – SEPTEMBER 27 MEETING (continued)

International Funding Investments for Gender Equality

institutions (IFIs) were neglecting “to promote women’s rights and gender equality and ensure women and men equally participate in and benefit from international financial institution investments in developing countries.”

Zuckerman stated that Gender Action is the only organization dedicated to monitoring the way IFIs actually deal with gender concerns and holding IFIs accountable in doing so. She emphasized that the rhetoric of concern used by the institutions does not match practice.

The IFIs that Gender Action investigates include taxpayer funded organizations such as the World Bank, the International Monetary Fund, and regional development banks (*especially* the African, Asian and Inter-American Development Banks.) Altogether the eight IFIs collectively spend more than one hundred billion dollars per year.

Research by Gender Action shows that few IFI policies call for gender integration; those that do are weak, understaffed and have little funding or incentives for staff to work for women. In fact, Zuckerman said, some programs actually harm women. For instance, some programs still require user fees for health, water and other essential service, fees that are unaffordable to poor women.

As an advocacy research group, Gender Action prepares reports available for the public that substantiate the inadequate treatment of gender in IFI investments. According to Zuckerman, Gender Action based its approach on the success of environmental advocates who were able to bring about change in investment policies through outside pressure.

An example of Gender Action work is the mapping of IFI spending for reproductive health and HIV/AIDS. Findings show that World Bank spending for reproductive has been falling. In spring 2007, after a draft of the World Bank’s new health, nutrition, and population strategy threatened to eliminate the Bank’s three-decade-long support for reproductive health. Gender Action and partners coordinated a massive advocacy campaign, with the outcome that the Bank restored commitment to family planning

and safe abortions. However, the restored language is isolated at the end of the approved strategy and the Bank is trying to eliminate reproductive health support on a country-by-country basis. Gender Action is conducting advocacy to end this deleterious process. A recent internal World Bank evaluation concluded that health, nutrition and population issues are the “worst performing portfolio among all 19 sectors for the last five years in a row.”

Some IFI lending policies increase problems. For example, IFIs insist that countries cut spending. Social programs are usually the first to go, which deepens poverty, particularly affecting women. “Policy based loans,” Zuckerman said, “are another term for notorious structural adjustment loans which are quick disbursing loans made to developing countries to improve their balance of payments in exchange for difficult policy reforms. IFIs claim this will benefit the poor. Instead, they actually compound the country debt.”

In Malawi, structural loan policies forced the government to privatize the state agricultural board. This organization had kept the price of maize affordable, but with privatization, the price of maize skyrocketed, further impoverishing poor women and men. Another example chronicled in Gender Action’s *Boom-Time Blues: Big Oil’s Gender Impacts in Azerbaijan, Georgia, and Sakhalin*, detailed the rise of prostitution, HIVS/AIDS and human trafficking in communities surrounding the oil pipelines.

Gender Action partners with other advocacy groups, makes information available to a wide audience, and provides tools to help fight IFI policies that are harmful to women. Zuckerman stated that the goal is to put women’s rights, and broader human rights, on the agenda of the IFIs. Gender Action’s website (<http://www.genderaction.org>) lists recent publications.

(Note: Margaret L. Kuhlow was kind enough to replace Dr. Virginia Seitz who was the announced speaker from MCC but was called out of the country. Photos on page 2 and 4 were taken by D. Anne Martin.)

PRESIDENT'S MESSAGE

CWI has already received some contributions to honor the memory of Joy Simonson. We do not yet have a specific project for the use of these funds. However, the Board is discussing several options and we welcome your ideas as well as contributions. If you have a suggestion call or e-mail me: 301-493-0002 or cwi@womensclearinghouse.org; contributions may be sent to: Linda Fihelly, Treasurer, 5618 N. Marwood Blvd., Upper Marlboro, MD 20772.

It is so easy to receive the monthly newsletter electronically and certainly cost effective for us. Use the phone or e-mail above to let me know that you wish to receive the newsletter by e-mail, not postal mail, and to make certain we have your correct e-mail address.

We are interested in expanding our membership. Try to bring a co-worker or a friend with you to the next meeting. Guests are always welcome! Even if someone cannot attend our meetings, as a member they will benefit from receiving the monthly newsletter with the extensive summary of the previous speakers' presentations. Membership might be the perfect gift for the holidays.

Barbara J. Ratner

FEMINISTS WHO CHANGED AMERICA – VFA BOOK RELEASE

On Tuesday, October 30, Veteran Feminists of America and the Sewall-Belmont House and Museum, with support from Women's Information Network, will celebrate 1963-1975 feminists, with Helen Thomas as a special featured honoree, and Maureen Bunyan as emcee. The event will be held 5:30 to 8 pm at Sewall- Belmont House, 144 Constitution Avenue NE.

According to the official invitation, *Feminists Who Changed America 1963-1975* "is an extraordinary reference book of over 2,200 American feminists who forged the women's movement from 1963-1975."

Barbara Love, who conceived the book, collected bios, edited them and prepared materials for publication, also will appear on the program. Speakers will honor women from the Washington area who were the pioneer feminists in the 1969's and 1970's. CWI members are well represented in the listing of honored feminists.

WOMEN: A CELEBRATION OF STRENGTH

Legal Momentum is a New York based organization that "advances the rights of women and girls by using the power of the law and creating innovative public policy." As part of a major fundraising campaign, the organization has recently published *Women: a Celebration of Strength*, a book that "explores women's experiences in art, culture, sports, careers and politics ... and celebrates the achievements of all women." The authors are Louise A. Gikow, Kathy Rodgers, president of Legal Momentum, Lynn Hecht Schafran, with Edwidge Danticat and Anna Quindlen. The cost is \$49.95 plus shipping and handling. Contact <http://legalmomentum.org/legalmomentum/bookfeature.php>.

NWLC CELEBRATES ITS 35th ANNIVERSARY

Join the National Women's Law Center for its Annual Dinner on Nov. 7, 2007, at the Washington Hilton & Towers, 1919 Connecticut Avenue NW, Washington, D.C., featuring the Honorable Nancy Pelosi, Speaker of the House of Representatives, and Lilly Ledbetter, and keynote speaker, Arizona Governor Janet Napolitano. Individual tickets are \$250. For more information, contact Nancy Delahoyd, Director of Special Events, at ndelahoyd@nwlc.org, or call (202) 588-5180.



Due to lack of space, photos of the June program speakers were not included with the program summary in the September newsletter and are provided here. Pictured (left) Bethany Sousa, J.D., Legislative Fellow in the office of Rep. Carolyn Maloney and (right) Linda J. Wharton, J.D., Associate Professor Political Science, Stockton College in New Jersey. The program topic was State Equal Rights and the Federal Women's Equality Amendment.



UN MILLENNIUM GOALS FILM AND DISCUSSION

A film and discussion on four of the UN Millennium Goals (reduce child mortality, improve maternal health, combat HIV/AIDS, and develop a partnership for development). The film, entitled *Salud! Cuba and the Quest for Global Health* is a documentary that demonstrates the Cuban health care system and its volunteer services offered to developing countries worldwide. The speakers for the discussion will be Dr. Peter Bourne, director of the American Association of Public Health and co-producer of the documentary, and Vanessa Fajans-Turner, former deputy assistant of the United Nations Development Program. This free program is cosponsored by the League of Women Voters Education Fund/Women Engaging Globally and the Millennium Campaign Better World Foundation. It will be held on Thursday, October 25 at the Montgomery College Theatre Arts Building, Rockville Campus, 6:00 pm. For more information contact the Montgomery County League of Women Voters at 301-984-9585 or e-mail to lwvmc@erols.com.

GLOBAL LEADERSHIP INITIATIVE FOR WOMEN AND GIRLS

Washington, DC, October 1, 2007 - Vital Voices Global Partnership (<http://www.vitalvoices.org>), a nonprofit dedicated to building the capabilities, connections, and credibility of women leaders around the world, announced that it received \$3 million in funding commitments at the Clinton Global Initiative (CGI) toward the largest and most ambitious undertaking in its eight-year history: *Vital Voices 2010: A Global Leadership Initiative for Women and Girls*.

The grants were announced in New York City on Friday, September 28th by former President Bill Clinton at the third annual meeting of the CGI (<http://www.clintonglobalinitiative.org>), an association of more than 1,000 individuals, corporations, and organizations that underwrite projects in global health, education, poverty alleviation, and energy and climate change. Major projects are announced each year by the former president.

WOMEN AND CLIMATE CHANGE

According to *Women's Enews*, if efforts to curb global warming are to be successful, they must include women's perspectives and experiences in international negotiations over global warming. Sixty government, UN and civil society representatives recently attended a United Nations meeting to discuss climate change.

The article said, "The group highlighted women's disproportionate vulnerability to the types of natural disasters that climate change is expected to cause as well as women's often overlooked capacity to join mitigation efforts ... In the Indonesian villages that were worst hit by the 2004 tsunami, up to 80 percent of the victims were female, according to Oxfam International, based in Oxford, England. And during the 2003 heat wave in Europe women accounted for 70 percent of the deaths in France, which totaled almost 15,000, according to official statistics from the French government. "

"During emergencies women are less likely to have access to information about assistance than men," said Lorena Aguilar, a senior gender advisor for the World Conservation Union, based in Gland, Switzerland, But neither the Kyoto Protocol, nor the United Nations Framework Convention on Climate Change mention women or gender.

"In order to reduce the high levels of female mortality during natural disasters, the roundtable organizers urged governments to analyze and identify the specific risks such events pose to women, as well as gender-specific protection measures ... Climate change policy-making has failed to adopt a gender-sensitive strategy." The full text news article can be found at <http://www.womensenews.org/article.cfm/dyn/aid/3326/context/archive>.

SEXX MATTERS

The Society for Women's Health Research has established an online store to help raise funds. The logo is SEXX (Matters) — they have mugs, several kinds of t-shirts, umbrellas and messenger bags. You can find these at www.womenshealthresearch.org.

COMING EVENTS

- Oct. 22 ICRW Irene Tinker Lecture Highlights Arab Adolescent Girls, American University. For more information see website <http://www.icrw.org>.
- Oct. 24 Panel Discussion on Immigration sponsored by DC League of Women Voters. See calendar section on website <http://www.lwvdc.org> for more information, or call 202-222-0710.
- Oct. 25 UN Millennium Goals Film and Discussion at the Montgomery College Theatre Arts Building, Rockville Campus, 6:00 pm. The film is entitled *Salud! Cuba and the Quest for Global Health*. See page 5.
- Oct. 30 Sewell-Belmont House, 144 Constitution Ave, NE, to honor Washington area feminists (including a number of CWI members) 5:30-8:00 pm. See page 4.
- Nov. 7 National Women's Law Center 35th anniversary reception and dinner, awards to honorees Nancy Pelosi and Lilly Ledbetter. For more information, contact Nancy Delahoyd, director of special events, at ndelahoyd@nwlc.org or call 202-588-5180. See page 4.

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November 2007

How Feminist-Caring Economics Can Empower Women and Change the World

Do you agree that the world could be a better place for everyone if we changed societal goals to value caring over domination, and measured wealth and success in terms of feminist caring economics rather than gold, oil, and military victories?

At CWI's November meeting, provocative scholar Riane Eisler will help us understand how to move toward what she refers to as a "partnership model of caring to empower women and change the world." She says. "...nations where women have greater representation in government, such as Sweden, Finland, and Norway, have pioneered policies that are more environmentally responsible and more caring, such as universal healthcare, childcare, and generous paid parental leave." Eisler will provide insights from her new book, *The Real Wealth of Nations: Creating a Caring Economics*. (For more about Eisler, see article, page 4.)

Barbara Bergmann, Professor Emerita, University of Maryland and American University, will serve as discussant. In that role, she will respond to Eisler's presentation, discussing its perspective and highlighting controversial issues to stimulate a dialogue with the audience. Bergman, author of *The Economic Emergence of Women*, worked for federal enforcement of child support, for the elimination of the U.S. census designation of husband as head of household, and for pension equalization.

SPEAKERS: Riane Eisler, author, lawyer, social activist
Barbara R. Bergmann, Professor Emerita of Economics,
University of Maryland and American University

TOPIC: How Feminist-Caring Economics Can Empower Women and Change the World

DATE/TIME: THURSDAY, NOVEMBER 29, 2007 / 12 noon – 1:30 pm NOTE change of day, date and room; Open to the public, no reservation necessary.

PLACE: One Dupont Circle, American Council on Education, Lower Level
Bring brown bag lunch. Soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please allow time to go through the sign-in system.

Next Meeting: Tuesday, January 22, 2008

PROGRAM SUMMARY – OCTOBER 23 MEETING

Lilly Ledbetter: The Supreme Court Pay Discrimination Decision

The speakers at the Clearinghouse October meeting were Donna Lenhoff, legislative and public policy director of the National Employment Lawyers Association (NELA) and David R. Cashdan, attorney, Cashdan and Kane. Lenhoff was the first staff attorney at the women's Legal Defense Fund (now the National Partnership for Women and Families) and worked there for 23 years in positions of increasing responsibility until she became general counsel. While there she led the coalition that supported enactment of the Family and Medical Leave Act. Cashdan, who has practiced employment law since 1965 and served in the office of the general counsel in the then-newly-established Equal Employment Opportunity Commission, has played a major role as an employment litigator and advisor to several employment advocacy groups.



David R. Cashdan explained the Supreme Court's May 29 decision in *Ledbetter v. Goodyear Tire &*

Rubber Co. and its implications for equal pay rights under Title VII. Lilly Ledbetter worked in an Alabama Goodyear plant for 19 years, where she received a series of poor evaluations and was eventually denied a raise in 1998.

After receiving an anonymous note suggesting she was being paid less because the poor evaluations were due to sex discrimination and that as a result of this discrimination her pay had not been increased as much as it should have been if the evaluations had been conducted fairly. She also contended that each paycheck she received represented its own discriminatory act. The case made its way through the District and Appeals Courts to the Supreme Court where it was decided in a 5-4 vote that she had not filed a timely charge of discrimination with the EEOC and therefore the Court lacked jurisdiction under Title VII.

Cashdan explained that the decision rejects previous Supreme Court precedent, which follows the standard of paycheck accrual and shows that the statute of limitations for filing a complaint with the EEOC restarts with each discriminatory paycheck. The *Ledbetter* decision instead states that this time frame begins when the original decision to discriminate was made by the employer, meaning that employees must file claims within 180 days (or 300 days in states with deferral agencies) even though they may not be aware of this decision or may not experience its effects for some time. This is especially troublesome for employees who are prohibited from discussing salary information and are unaware of what workers in comparable positions are earning. (For advice on asking for comparable wage information of employers, please see the box adjacent to this summary.)

Cashdan stated that the decision is damaging to employees' cases, as they may be required to file before having evidence to support their claim. He noted that "employers may also come to rue this decision day," since the practical opinion is that it will prompt the filing of more complaints, each and every time the employee has reason to believe she is paid a lower wage or salary due to her sex. This will create additional administrative burdens for employers.

There may be one positive — though unintended — result of the decision, he said: bad evaluations that disadvantage employees are more likely to be considered contested adverse acts, whereas previously such challenges were more often than not limited to a narrow set of circumstances. Bad evaluations may be used by some employers as an excuse for unequal pay.

Cashdan concluded by noting that the negative reaction to this decision, both by the public and Congress, has fueled legislative action. The *Ledbetter* ruling is seen by many as an example of the Supreme Court "putting its own spin on the intent of Congress." As was the case after controversial 1989 decisions and the Civil Rights Act of 1991, Cashdan says, we may see legislation that reverses the decision or goes beyond that to restore Title VII rights.

PROGRAM SUMMARY – OCTOBER 23 MEETING continued

Lilly Ledbetter: The Supreme Court Pay Discrimination Decision



Donna Lenhoff presented further insight into the decision, as well as an explanation of pending legislation that

would effectively reverse the *Ledbetter* decision. She noted that the majority opinion was written by Justice Alito and that the 5-4 ruling clearly showed the influence of Bush administration appointees.

She also shed light on the ironies within *Ledbetter*. The majority opinion claims precedent by relying on the 1989 *Lorance v. AT&T Technologies* case, which dealt with Title VII rights in regard to seniority systems, despite the fact that the Civil Rights Act of 1991 reversed *Lorance* and declared the decision unconstitutional. Lenhoff said this is a good example of Justice Scalia's narrow focus on legislative language, while ignoring legislative history and intent.

After public outcry over *Ledbetter* and Justice Ginsburg's dissent, which quite literally said the "ball is in Congress's court," a legislative effort to restore Title VII rights is underway. The House bill, The Lilly Ledbetter Fair Pay Act (HR 2831), was passed on party lines in late July, with an enormous effort on the part of Education and Labor Chairman George Miller (D-CA) and the Committee staff. The Fair Pay Restoration Act S.1843 is pending in the Senate.

The Senate Health, Education, Labor and Pensions Committee (HELP), chaired by Sen. Kennedy (D-MA), hopes to hold hearings on the bill soon. Both this bill and its House counterpart are meant to be clear, simple legislation to reverse the *Ledbetter* decision and reinstate the standard of paycheck accrual. While opponents argue it leaves employers vulnerable to unlimited back pay awards, Lenhoff pointed out that this legislation has no effect on the award a plaintiff may receive. A plaintiff would still only be eligible

to receive two years' back pay and all previous caps on damages would still apply.

Lenhoff explained that a coalition of groups, including the Feminist Majority, American Civil Liberties Union, Legal Momentum and Alliance for Justice, has been organizing legislative efforts. Main priorities include educating senators on the legislation and pushing for 60 yeas votes, the number really required for passage in the Senate of any controversial bill which would draw a filibuster.

Looking forward, an additional seven votes would be needed to override a presidential veto, which has already been threatened by Bush. If an override to a veto during the current congressional term is not possible, Lenhoff suggests that these bills passed by Congress will at least place the proposed legislation in a better position for when there is a friendlier administration.

SUGGESTED STRATEGIES FOR PAY DISCRIMINATION CLAIMS

David R. Cashdan offered some advice to an employee who wants to do something about a pay inequity without branding herself as a troublemaker. Based on suggestions from Alice W. Ballard, a member of the National Employment Lawyers Association (NELA), to protect her case the employee should:

- Ask her boss at her next review or salary raise where her salary falls in relation to everyone else's. If the boss won't talk about other salaries, but says her salary is "fair," then she should find out what the criteria are for "fairness." Do this every time. If you don't get it you are laying the predicate for saying, "I don't know, but I tried to get it."
- Ask the boss what she has to do to get a bigger raise next time so she has a better understanding of what is needed to be done. If the boss gives her information, the employee has criteria to challenge at a later date.
- Ask human resources if there any provisions for making equity adjustments in compensation. Try to find out if equity adjustments have been made for other employees where discrimination is an issue. "You have to be vigilant and pushy," Cashdan said, adding "if you follow the advice above ... when you say 'I didn't know,' the company can't argue that you should have known."

PRESIDENT'S MESSAGE

One of CWI's missions is to advocate and another one is to educate. As an organization we have signed on with many other women's groups on several issues in the past few months and we thought you might like to know what we are supporting. One is particularly timely as you read the summary of October's meeting on Lilly Ledbetter. The House passed the Lilly Ledbetter Fair Pay Act (H.R. 2831) and now is being encouraged to back this up with the Paycheck Fairness Act (H.R.1338), sponsored by Rep. Rosa DeLauro (D-CT). President John F. Kennedy signed the Equal Pay Act in 1963. Yet four decades after its passage, equal pay is not a fact of life for American women and minorities. Check to see that your senators have co-sponsored the Lilly Ledbetter bill as some have not signed on as we go to press.

In September the topic was: International Funding Investments for Gender Equality. Women face a lifetime of subtle biases that discourage them from careers in science, technology, engineering and math (STEM). The Gender Bias Elimination Act of 2007 (H.R. 3514) is a bill authorizing workshops to eliminate gender bias for women in STEM fields. It also directs our research-funding agencies, such as NIH, DOE, DOD, NSF, and NASA to not only better enforce federal antidiscrimination laws, but also to assess the workplace climate and to address accountability by requiring information on grant recipients' demographics, field, award type, budget request, review score, and funding outcome from these agencies to be made public.

Rep. Louise M. Slaughter (D-NY) has introduced the National Women's Rights History Project Act. The bill would establish a "Votes for Women's History Trail Route," as a feature of the Women's Rights National Historical Park in Seneca NY; fund grants to ensure that properties that are part of women's rights history are included in the National Register of Historic Places; and form a national women's rights history project partnerships network.

If you have any suggestions or comments, please email us at CWI@womensclearinghouse.org or call me at 301-493-0002.

Barbara J. Ratner

ABOUT RIANE EISLER

Riane Eisler, an internationally acknowledged feminist activist, lawyer, and social scientist, is author of the classic, *The Chalice and the Blade*. She joins us from her California Center for Partnership Studies (www.partnershipway.org) that advances "human development by accelerating movement to the partnership model of relations. The partnership model is a way of structuring beliefs, institutions, and relations that support the realization of our enormous human capacities for consciousness, caring, and creativity and promotes nonviolence, human rights, justice, and a sustainable environment." A long time advocate of women's rights, she wrote *The Equal Rights Handbook* (1978) and co-authored *The ERA Facts and Action Guide* (1986). Her *Dissolution: No-fault Divorce, Marriage, and the Future of Women* (1977) explored the implication for women of no-fault divorce and predicted the "feminization of poverty." Another important early contribution was her 1970 authorship "of an amicus curiae brief to the U.S. Supreme Court that preceded the success of *Reed v. Reed*, for the first time holding that gender-based discrimination violates the equal protection clause of the 14th Amendment."

Riane Eisler's latest book *The Real Wealth of Nations: Creating a Caring Economics* will be available for sale at the November 29th meeting at a very special price of \$15 to CWI members and guests. If you are interested, please email Sue Klein at sklein@feminist.org so she will know how many to order. Cash or check only.

FAIR PAY CAMPAIGN

Collective efforts are underway to move the Fair Pay Restoration Act (S.1843) into law. "Campaign resources and updates are now available at action.nwlc.org/fairpay. Partners in the campaign include the American Association of University Women, the Feminist Majority Foundation, Legal Momentum, the National Organization for Women, the National Partnership for Women & Families and the National Women's Law Center, which urges you to spread the word.

VIOLENCE AGAINST WOMEN ACT INTRODUCED

(From the *Feminist Daily News Wire*) The International Violence Against Women Act was introduced in the Senate the first week of November by Senators Joseph Biden (D-DE) and Richard Lugar (R-IN), the chair and ranking member of the Senate Foreign Relations Committee.

"The bill includes three major provisions to fight violence against women. First, it would create a central Office for Women's Global Initiatives to coordinate U.S. policies, programs, and resources that deal with women's issues. Second, it requires a five-year comprehensive strategy to fight violence against women in targeted countries and provides \$172 million a year to support programs that fight violence against women. Last, the bill mandates training, reporting mechanisms and a system for dealing with women and girls afflicted by violence during humanitarian, conflict and post-conflict operations."

More than 100 NGO's offered expert advice to help write the bill that focuses on gender-based violence, human rights, health care, international development and aid; NGO's included the Women's Edge Coalition, the Feminist Majority, Amnesty International, the Center for Women's Global Leadership, and Human Rights Watch.

FEMINIST ART

Two feminist art exhibits are in town. At the National Museum of Women in the Arts (NMWA) the exhibition is called "WACK! Art and the Feminist Revolution." NMWA calls this "the first comprehensive, historical exhibition to examine the international foundations and legacy of feminist art ...The exhibit focuses on the years 1965-1980 during which the majority of feminist activism and art-making occurred internationally," and includes the work of 120 artists from the U.S., Central and Eastern Europe, Latin America, Asia, Canada, Australia, and New Zealand. Curated by the Museum of Contemporary Art, Los Angeles, the exhibit is open until Dec. 16, 2007. NMWA is located at 1250 New York Avenue NW. www.nmwa.org

The Katzen Arts Center at American University presents an exhibit entitled "Claiming Space: Some American Feminist Originators." The exhibition "showcases nineteen founders of the feminist art movement in America, emphasizing their large-scale, innovative and politically confrontational pieces of the 1970s. Claiming Space focuses on multiple aspects on the period's path-breaking feminism. The exhibit includes major works of many artists not in the NMWA exhibit; you can see Miriam Schapiro's 52-foot long "Anatomy of a Kimono," not seen in the U.S, since the 1970s. The exhibit closes Jan. 27. See www.american.edu/cas/katzen/museum or call (202) 995-1300.

THE CHANGING FACES OF POWER: WOMEN AS CANDIDATES

The Sewall-Belmont House and Museum and the League of Women Voters will present (the first in a series) "The Changing Faces of Power: Women as Candidates" on Wednesday, Nov. 14th from 6:30-8:30pm, 144 Constitution Ave NE (corner of 2nd & Constitution). It is free and open to the public. RSVP required to forums@sewallbelmont.org or (202) 546-1210 ext. 23. Save the date for future presentations: Tuesday, Feb. 12th *Women as Office Holders*; and Tuesday, Mar. 25th *Women as Voters and Activists*.

WORKSHOP ON MENTORING WOMEN IN BIOMEDICAL CAREERS

The National Institute of Health (NIH) and the NIH Office of Research on Women's Health (ORWH) are presenting a workshop on mentoring women in biomedical careers, to be held Nov. 27-28; it is designed to discuss leadership strategies for successful mentoring in the global biomedical research environment and provide attendees with opportunities to develop new mechanisms to improve or initiate effective mentoring programs in their institutions or organizations. The meeting will take place at the NIH Campus, Natcher Conference Center, Bethesda, MD. For registration and more information, please visit womeninscience.nih.gov/mentoring

COMING EVENTS

- November 22 Thanksgiving Day
- Nov. 27-28 NIH Workshop on Mentoring Women in Biomedical Careers.
Two-day workshop sponsored by NIH and the NIH Office of Research on Women's Health.
Bethesda, MD. (See page 5.)
- November 29 CWI Meeting, Thursday. Note change of day and date. (See page 1.)
- Now through December 16: "WACK! Art and the Feminist Revolution," at the National Museum of
Women in the Arts, Washington (See page 5.)
- Now through January 27: "Claiming Space: Some American Feminist Originators" at American
University's Katzen Arts Center. (See page 5.)
- December No CWI meeting in December
- January 22, 2008 Next CWI Meeting

Photos by D. Anne Martin; October meeting summary draft by Megan Schmitt, intern, Feminist Majority Foundation

<p>CWI Board of Directors, July 2007 – June 2008: OFFICERS: President, Barbara J. Ratner; Vice President Program, Sue Klein; Membership Co-chairs, Jean Landweber and D. Anne Martin; Treasurer, Linda Fihelly; Secretary, Harriett M. Stonehill. BOARD OF DIRECTORS: Alvin Golub, Harriett Harper, Roslyn Kaiser, Jessica Lazar, Ruth G. Nadel, Ellen S. Overton, ex officio. CWI Newsletter Layout/Production: Sheila A. Willet.</p>
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