

## Looking at Equal Employment: Where We've Come and Where We're Going

After a long history of advocacy for equal employment opportunity for women at the state and federal level, an impressive body of law and enforcement has emerged. Yet, major gaps persist for the aspirations of women in the workplace. One issue of interest to us is sex discrimination. Our speakers will review recent court decisions, which have directly affected working women, and what it is like for them to confront discrimination in the workplace. They will also outline some of the continuing obstacles to the achievement of equal employment for women.

Our Speakers are **Peggy Mastroianni**, Associate Legal Counsel of the Equal Employment Opportunity Commission (EEOC), responsible for developing legal guidance on a wide range of issues and **Ann Hopkins**, nominated for partnership at Price Waterhouse in 1982 only to be denied, pursued her lawsuit ultimately to the Supreme Court and became the first court-ordered partner.

**Date/Time:** Tuesday, January 25, 2011 / 12 noon sharp to 1:30 pm  
Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC  
Bring brown bag lunch, soft drinks available from a machine.

### ***Last chance to renew your membership.***

Please fill out the form on page 7 and mail it with your dues, otherwise, you will be removed from our newsletter mailing list the end of January.

### **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.

The CWI meeting will be cancelled if bad weather closes government offices.

Next Meeting: Tuesday, February 22, 2011

## Iran's Resistance to Women's Rights

CWIS October speakers were **Dr. Haleh**

**Esfandiari**, director of the Middle East Program at the Woodrow Wilson International Center for Scholars and **Leila Milani**, a human rights lawyer with special expertise in dissident and activist groups based both in and outside of Iran.

**Dr. Haleh Esfandiari** opened the presentation by speaking about her experience in prison in Iran in 2007. She was accused of fomenting a velvet revolution, an accusation and also in some cases a charge, brought against other dual national and Iranian intellectuals. In her book *My Prison, My Home* she gives an account of the months she spent as a political prisoner in Iran's notorious Evin prison where she fought false allegations that she was involved in a plot to overthrow the Iranian regime. She explained that when two countries are enemies, ordinary citizens are often the victims. She talked about the jailed American hikers in Iran accused of spying. She brings their case up because when she was in prison, her family, her colleagues at the Wilson Center, and the media used petitions to pressure for her release. She asked everyone to help these hikers and other political prisoners in Iran directly or indirectly by talking about them, writing about them, and in the case of the hikers contacting their congressman, to ask them to intervene on their behalf with foreign dignitaries.

In her presentation she described the mindset of Iranian intelligence, their fears and phobias. They were worried about the size and activity of organized groups including workers, students, and the women's movement. She said the regime believes it could deal with labor movements and students but not with several thousand women. They can't shoot them. For example, every Saturday a small group of women would demonstrate in a park. When the one-million-signatures



*Haleh Esfandiari*



*Leila Milani*

campaign was founded in 2006 the government decided they wouldn't allow them to function as a group. In public, the government could control them. This is what Esfandiari was told in 2007, but in 2009 the regime showed that it can treat women as harshly as other protes-

tors, as we saw in the case of Neda, a philosophy student who was shot while watching the protest movement in the street. There are many women activists in Iran's prisons right now, including Nasrine Sotoudeh, a woman lawyer who is on a hunger strike. In the last few years many international human rights awards were given to Iranian women and the campaign. For example, Iranian human rights lawyer Shirin Ebadi was the first Muslim woman to receive the Nobel Peace Prize.

Esfandiari then gave a brief summary of the history of the Iranian women's movement. In the late 19th and early 20th century a group of women started pushing for access to education and health care. On the eve of the 1979 revolution when the Shah was overthrown, the Iranian women's movement among other things had achieved a family protection law that was passed in 1967 and amended in 1975. It included changes in the age of marriage, which was raised from 13 to 15 and then to 18 for girls, the right to seek a divorce, the right to work, and the right to child custody; family courts were set up to look into family disputes. Equal access to education was the law of the land. There were women ministers, ambassadors, members of parliament, generals, and women working in the public and private sector. The revolution made promises in three spheres: (legal, political, and social) for a better life, and more freedom and democracy.

She stated that after the revolution, the family protection law was suspended and family courts were dismantled. The age of marriage was reduced to nine and it took 20 years to change

the age of marriage for girls to 13. Polygamy became legal, and women lost their right to seek divorce and child custody. That right is only reserved for men. Child custody now goes to the husband and in the absence of the husband, custody goes to the male members of the father's family unless the court decides otherwise.

Women from all classes protested and the government published a marriage contract containing twelve clauses, including the right of divorce and child custody. But many women are hesitant to place these conditions on their marriage. Today there are more women entering universities than men, which has worried the government and prompted them to toy with the idea of introducing a quota system in favor of men. After the revolution, among other things, buses were segregated, women could not become judges, and the veil was imposed on women. The problem was not necessarily the veil, but the fact that the choice of what to wear was taken away from them. Before the revolution, women were free to wear what they wanted including the veil and a scarf.

As for political rights, women kept the right to vote and be elected to parliament. Esfandiari noted that today there are seven women in parliament — down from 13 under President Khatami. They are all conservative and even pushed for polygamy but there was such a protest by women that parliament decided to shelve this motion. She said President Ahmadinejad has reached out to conservative women. The activities of the one-million-signatures campaign for women's rights were severely restricted. Having lost his female constituency in the post-election crackdown, President Ahmadinejad nominated three women to his cabinet. Parliament rejected two and approved one who is currently serving as Minister of Health. She belongs to the conservative camp and as a former member of parliament she advocated a bill to segregate the health care system in Iran, but her proposal was rejected by parliament. Ahmadinejad appointed two women as vice president.

*Discussion with Esfandiari:*

***How can we support the women's movement in Iran?***

All progress women have made in Iran is due to their own effort. People who want to help

should be guided by Iranians on the ground. You can support them from outside Iran but since it is a very delicate situation, a wrong move could seriously harm them and they could be charged with spying or fomenting a velvet revolution. Be guided by the women on the ground.

***What happened to the universities in 1950?***

Tehran University, established in 1934, from day one admitted men and women. In the 70s, there were two or three women's colleges and a women's university, which still operates. It is called Al-Zahra University.

***What became of Shirin Ebadi?***

Shirin Ebadi is a lawyer by training and has represented a number of women activists in court. She was my lawyer and helped work for my release. Shirin Ebadi is the moral voice of Iran outside the country. She is currently living in London.

***How is the work world for women in Iran today?***

Few women are appointed to decision-making positions in the government. In the private sector, women run businesses. Women are highly educated and have MBAs and are quite savvy. They are well trained, quite capable; men accept them as their bosses.

**Leila Milani** grew up in Iran and is a follower of the Baha'i faith. She said the Evin prison in Iran is called the Evin University because there are so many intellectuals in it. She also reminded us to keep the stories of the hikers alive and keep the stories of the people of Iran alive.

Milani talked about the feminist movement in Iran and how it started in the mid 1800s when a woman named Tahereh unveiled herself. She was killed but she said, "You may kill me now but you can't stop the emancipation of women." Milani continued that between 1997 and 2005, when Khatami was elected as president, the women's rights movement was reborn.

Unfortunately the government of Iran can always hide behind Sharia law. She highlighted some of the current problems in Iran: Honor killings, self-emulation which usually happens in smaller cities and villages where girls who are forced to marry or are raped, and trafficking of Iranian women and girls — a multi-million dollar business. Smugglers go into villages and lure girls

with promises of greater things to come and then take them to brothels. The laws for the traffickers are less severe than the laws for those being trafficked. She talked about legalized prostitution in the form of temporary marriages which last anywhere from 45 minutes to 99 years, and the children of these relations do not have birth certificates and therefore have no access to schools. She also talked about her non-profit organization called “Iran Rooyan” which reflects these stories.

*Discussion with Milani:*

***Are there young women’s activists in your age group in Iran?***

Absolutely. In fact, we have a young journalist who just came out of Iran and is a critical component of our organization. These young women are smart, capable, and willing to put their voices out.

***Is rape a problem in Iran?***

Rape is considered a shame on the family. There is no law against marriage rape. Rape was committed against men and women in Iranian prisons. One of the prison doctors made it public.

***You mentioned starting a website. Can you tell us what it’s called?***

The site is being developed and we hope to have it active the beginning of the new year. It is called [www.Iranrooyan.org](http://www.Iranrooyan.org). Rooyan means growth and development. We capture Iranian women’s stories in this site and we hope to raise international awareness about their situation through it.

***There are all kinds of religions and factions in Iran. How do activists reconcile their differences?***

They may have philosophical differences but they have one goal in mind. A good example is the one-million-signature campaign which was a grassroots movement.

---

## *Program Summary — November 23, 2010*

# Looking at You: Working Women Then and Now

The November meeting’s featured speakers were **Sara Manzano-Diaz**, director of the Women’s Bureau in the US Department of Labor, and **Harriett Harper**, long-time CWI board member, retired Women’s Bureau chief economist. Both speakers addressed the past and current undertakings of the Women’s Bureau and were introduced by CWI former president and present Board of Directors member **Ruth Nadel**. Nadel worked with the Women’s Bureau for 21 years before her retirement in 1989 and led the establishment of a childcare center in the Department of Labor, the first government office to offer such a service. She continued to work to promote employer childcare options, creating a



*Sara Manzano-Diaz*



*Harriett Harper*

program with the Alliance for Childcare focused on how to balance work and family. In the 1980s Nadel also worked on eldercare issues.

Harriett Harper discussed the state and objectives of the Women’s Bureau during her employment there, which began in 1979. She described the period when she began working with the bureau as a time of “great transition for women — a period when women were coming into their own in many aspects of public life.” At that time, women made up 35 to 45 percent of the labor force and earned only 59 cents for every dollar earned by a man. They were also employed primarily in traditional occupations. Ultimately, Harper noted, the



issues faced by women today are the same issues that women faced in the 1980s and even the 1920s, when the Women's Bureau was created. She listed a number of issues that the Bureau was focused on at the time, including equal pay, employer-provided childcare, incarcerated and immigrant women, women in nontraditional jobs, alternative work patterns, displaced homemakers, women entrepreneurs, and women's educational backgrounds as reflected in their work and opportunities.

During her time in the Division of Statistical and Economic Analysis of the Bureau, despite limited funding for the research, Harper encouraged increased attention in collecting and using statistics on women from multiple government and other sources to support the work and agenda of the Bureau. The Women's Bureau produced a significant amount of literature during her time there, she noted, including four handbooks. Harper believes that the strength of the Bureau at that time was its ability to gather and disseminate information effectively. She also noted the importance of the support it received from various women's organizations.

Women's Bureau director Sara Manzano-Diaz discussed issues on which the Women's Bureau is currently focused. Manzano-Diaz began by noting that this year celebrates the 90th anniversary of the Bureau, yet "the more things change, the more they stay the same" — women are still fighting for issues like equal pay for equal work, just as they were in the early 1900s. The pay gap, however, still exists and particularly affects minority women. Yet, she emphasized, essential accomplishments have been made, noting some of the successes of the Bureau, such as the promotion of legislation like the Equal Pay Act and the Pregnancy Discrimination Act. The Director said that now may be the first time that the Bureau has been successfully aligned with other key officials in the administration and emphasized her approval of President Barack Obama's stances on women's issues. She stated that he "has been really good for women," citing his signing of the Lilly Ledbetter Fair Pay Act and appointments of two women Supreme Court justices.

Manzano-Diaz then described her vision for the Women's Bureau: to empower working women to achieve economic security. To achieve

this objective, the Bureau will be focusing on four issue areas until 2012, the first of which is equal pay. The Bureau is part of the President's Task Force for Equal Pay and will be holding a research summit, the results of which will be presented to the task force. The group is also reviewing obligations of employer and employee rights as related to equal pay and will be creating an Equal Pay Enforcement Task Force. She indicated that the federal government has already hired 200 investigators to find out whether equal pay guidelines are being enforced in the workplace.

The Bureau will also be focusing on issues of work/life balance, which Manzano-Diaz believes is "a family issue, not only a women's issue." Obama has emphasized the benefits of workplace flexibility, which is "good for families, profit, and the planet," according to Manzano-Diaz. The bureau began hosting National Dialogue on Workplace Flexibility forums this year that highlight how workplace flexibility can be implemented, its benefits, and stories from people who have utilized it successfully.

Another priority issue area for the Bureau is reintegrating homeless women veterans into civilian life, according to Manzano-Diaz. The bureau has developed a care kit for service providers working with homeless women veterans. Finally, the Women's Bureau is focusing on advancing women into "21st century" careers, such as green and nontraditional jobs. She hopes to help women adapt to a new workforce where few blue collar jobs are available by developing new green jobs, creating new jobs instead of exporting them, and increasing the number of girls and women in the science and mathematics fields.

The talks were followed by a discussion session. During this time, Harper and Manzano-Diaz addressed the point that the Women's Bureau is, according to Harper, the "most efficient agency in the federal government," considering the fact that it advocates for 71 million women on a very small budget. Manzano-Diaz also noted that the Bureau is currently transitioning back to focusing on policy and research. Arlene Winfield, a retired Women's Bureau employee, spoke about recognizing the important role that the labor movement and unions played in women's incorporation into the labor class and in how Ruth Nadel, while working at the Women's Bureau, helped lay the ground

work for the Family and Medical Leave Act when she asked for, but was denied, permission to use some of her own leave to care for her ill husband.

Manzano-Diaz also discussed an event the bureau held in November called *Women Working Together — Writing The Next Chapter of HerStory!* which recognizes both older and younger women who have worked for working women's equal rights. The event enabled these

groups to create a dialogue about these issues and learn from and about one another. Manzano-Diaz also fielded a question about possible budget cuts for the Women's Bureau as a result of the new Congress, stating that if the agency's budget is cut, it will increase its collaborations with other groups in order to maximize its impact and will be as resourceful as possible with the funding it does receive.

**Felice Sorett** We acknowledge the passing of long-time CWI member Felice Sorett, who died in October at age 89. Felice served as treasurer of CWI from 1981-1995. Active also with League of Women Voters, she was president of one chapter, later a member of the state board, and then worked in the national League office. According to the obituary in the *Washington Post*, after she retired from the League, Felice volunteered at the Smithsonian and as a tutor for the OASIS organization.

## President's Message

The beginning of another year and resolutions. We start anew, probably tackling the same old ones, hoping for better success this time around. Unrealized New Year's resolutions also seem to be the pattern of women's issues. Each year we make a little progress, but the same issues face us. Hopefully, we will be able to maintain our momentum but we must never stop making the public aware of what is important for women and their families. The Clearinghouse on Women's Issues' mission is to provide the information that helps those interested in helping women improve their lives. Your dues keep this mission attainable so please mail a check for your dues if you haven't already done so.

We apologize for not being able to produce a November newsletter. The summaries from our October and November meetings are included in this January newsletter. We have spent much time discussing how to make the newsletter an easier task, but have thus far not come up with any workable solution. If any of you have any suggestions, **or would like to do some writing for us**, we would love your input.

Let's hope 2011 is a good year for us, but most importantly, that it is a healthy one!

*Barbara J. Ratner*

## CWI Member Organizations

Equal Visibility Everywhere (EVE)

[www.equalvisibilityeverywhere.org/](http://www.equalvisibilityeverywhere.org/)

Fairfax County Commission for Women

[www.fairfaxva.gov/host/women/local.html](http://www.fairfaxva.gov/host/women/local.html)

Federally Employed Women (FEW)

[www.few.org](http://www.few.org)

Feminist Majority Foundation (FMF)

[www.feminist.org](http://www.feminist.org)

League of Women Voters of DC

[www.lwvdc.org](http://www.lwvdc.org)

Maryland Legislative Agenda for Women (MLAW)

[www.mdlegagenda4women.org](http://www.mdlegagenda4women.org)

Maryland Women's Heritage Center

[www.mdwomensheritagecenter.org](http://www.mdwomensheritagecenter.org)

Montgomery County's Chapter of the National Organization for Women (MCNOW)

[www.mcnow.org](http://www.mcnow.org)

Montgomery County Commission for Women

[www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)

National Council of Women's Organizations (NCWO)

[www.womensorganizations.org](http://www.womensorganizations.org)

National Women's Editorial Forum

[www.mediaforum.org/NWEF](http://www.mediaforum.org/NWEF)

National Women's Law Center (NWLC)

[www.nwlc.org](http://www.nwlc.org)

Office of Women in Higher Education (OWHE)

[www.acenet.edu/](http://www.acenet.edu/)

Service Employees International Union Local 500

[www.seiu500.org/](http://www.seiu500.org/)

Union Theological Seminary

[www.utsnyc.edu](http://www.utsnyc.edu)

United For Equality, LLC

[www.united4equality.wordpress.com](http://www.united4equality.wordpress.com)

Wider Opportunities for Women (WOW)

[www.wowonline.org](http://www.wowonline.org)

Women's Research & Education Institute (WREI)

[www.wrei.org](http://www.wrei.org)

## 2010-11 Membership

NAME

ORGANIZATION

ADDRESS

CITY

STATE

ZIP

PHONE

CELL

EMAIL

**Checks should be made payable to CWI and mailed to:**

CWI, Holly T. Joseph, Treasurer, 8504 Rosewood Drive, Bethesda MD 20814

☐ Individual - \$25    ☐ Under 30 years - \$15    ☐ Organization - \$35 or three years \$90

☐ I would like to help CWI's outreach with an additional tax-deductible contribution: \$ \_\_\_\_\_

## Women at the Top in Big US Companies: Still Too Few

*From the New York Times*

"Even though women represent about half of the nation's work force, most companies in the S&P 100 have no female or minority representation according to a recent report.

"The report, *Examining the Cracks in the Ceiling: A Survey of Corporate Diversity Practices of the S&P 100*, found that 56 of those 100 companies did not have female or minority employees in their "C-Suite" or most senior positions, while only 14 of those companies have two or more diverse officers in those positions. The report found that white males represent 92 percent of the chief executives of the 100 companies.

"According to the report, women make up approximately 18 percent of director positions within the S&P 100 and just 8.4 percent of the highest-paid executive positions in those companies." The report found that 38 percent of the 100 companies "demonstrate a robust commitment to diversity, both internally and externally," with 30 percent of the companies giving their boards some oversight of diversity issues.

Among investment management companies, Calvert has long been one of the leaders in pushing for corporate diversity. "We are very concerned about the fact that women and minorities continue to be under-represented at the highest levels of management," said Barbara J. Krumsiek, the president and CEO of Calvert Group, Ltd.

"Without a pipeline of female and minority executives in highly-paid, highly responsible positions, it will be very difficult to achieve board diversity, which is critical to strong governance and good management."

## Kudos to Connecticut

According to the Partnership for Women and Families, when the newly-elected governor of Connecticut takes office, he promises "to be the first state in the nation to enact legislation allowing workers to earn paid sick days." We hope it happens and that other states take notice.

## The New Congress

*From Womens eNews*

Women make up 17 percent of Congress. Although, with the recent elections, the number of women in Congress remains the same, a record number of Republican women will take their place in the new Congress. Compared to women in other national legislatures, the US ranks 90th in the world. Most Americans would be surprised to learn that Rwanda is close to the top of the list, since it is a country considered far behind the US in many ways. "Part of the reason is because many other countries have quotas to ensure that a significant number of women are serving."

Note: Republican Susana Martinez is the first Hispanic women in the US elected to govern a state — New Mexico.



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917

Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

**Sunday,  
January 30**

**2011 Women's Legislative Briefing.** 12:30p-5p. University of Maryland Shady Grove Campus. Keynote Speaker: Sara Manzano-Diaz, Director, Women's Bureau US Department of Labor. Registration required. Admission \$15. For more information: [www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw) or call 240-777-8330.

**April 8-9**

The Feminist Majority's **Women Money Power Summit** will take place at the Renaissance Mayflower Hotel in DC April 8-9, with luncheon and congressional visits April 7. The event is cosponsored by the YWCA/USA and other organizations. Registration is now open [femmaj@feminist.org](mailto:femmaj@feminist.org)

---

*Photos: D.Anne Martin; Editor: Roslyn Kaiser; October summary draft by Sara Tabatabai, FMF Intern;  
November meeting summary draft by Allyson Gasdaska, FMF intern;  
Production: Letterforms Typography & Graphic Design.*

### CWI Board of Directors, July 2010 - June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D.Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser,  
Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*



## Girls: Body Images, Relationships and Overall Health

Media can have significant impact on growing girls. What kind of women will our girls be? The Girl Scout Research Institute's latest survey, *Girls and Body Image*, found that girls still feel intense pressure from the media to have an ideal body type. When they do not measure up to these unrealistic beauty standards, their self-esteem, body image and physical health can be damaged. The American Psychological Association issued a report on this topic in October. There will be an overview of the problem, what is being done, what should be done and how we can help.

Our speakers will be **Leslie Cameron**, Director, Administration and Communications of the American Psychological Association and **Clare Bresnahan**, Public Policy and Advocacy Associate for the Girl Scouts.

Additionally, Mary Bailey, editor of *The Watchful Eye* and chair of Montgomery County NOW's Sexualization of Youth Project, will briefly describe this project.

**Date/Time:** Tuesday, February 22, 2011 / 12 noon sharp to 1:30 pm  
Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC  
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.

The CWI meeting will be cancelled if bad weather closes government offices.

Next Meeting: Tuesday, March 22, 2011

# Looking at Equal Employment: Where We've Come and Where We're Going

WI's January speakers were **Peggy Mastroianni**, associate legal counsel of the Equal Employment Opportunity Commission (EEOC), responsible for developing legal guidance on a wide range of issues, and **Ann Hopkins**, nominated for partnership at Price Waterhouse in 1982 only to be denied, pursued her lawsuit ultimately to the Supreme Court and became the first court-ordered partner. Both speakers discussed the importance of equal opportunities and the types of discrimination that women can be subjected to in the workplace.

**Ann Hopkins** commented on changes in the workplace environment since 1984, when she sued Price Waterhouse alleging sex discrimination in the partnership admission process. In 1984 while "30 percent of law firm associates were women, only 5 percent of partners were women." She doubted that the statistic has changed much. The US Supreme Court had largely turned over. Most of the federal circuit and appellate judges who presided over the legal proceedings in her case were no longer on the bench. Anti-nepotism policies that worked largely to the disadvantage of women were eliminated as discriminatory. Most private business clubs had changed policies to become more accommodating to women and minorities. When she was denied admission to the partnership and asked the EEOC to help with a federal lawsuit, the EEOC was unable to act because *Hishon v. King and Spalding* was before the US Supreme Court. At issue in that case was whether or not the constitutional right to freedom of association was paramount in decisions to admit partners to the firm. When the Supreme Court ruled in favor of *Hishon*, Ann Hopkins sued under Title VII of the Civil Rights Act of 1964.

Hopkins never expected a seven-year litigation involving two trials, two appeals, and a



Peggy Mastroianni



Ann Hopkins

coerced trip to the Supreme Court. The fact that she was the only woman in the partner candidate group and stereotypical comments revealed in the course of that litigation played a major role in the ultimate outcome of the case. One such widely publicized comment was that Hopkins should "walk, talk and dress more femininely, wear jewelry and makeup and have her hair styled." At the end of the litigation she returned to Price Waterhouse as a partner.

Hopkins won both an individual and a collective battle for all women in the workplace. Firms or companies could no longer deny partnership because they did not envision women as part of their entity. Class action lawsuits are especially useful in reducing the stigma and fear that prevents many women from denouncing injustices that occur in the workplace, but Hopkins describes individual court cases as playing an equally important role. In her case, numerous organizations such as the National Organization for Women and the Women's Legal Defense Fund joined forces with her team of attorneys to wage a legal war on sex discrimination in the workplace. More details on this important case and its implications are in Ann Branigar Hopkins' book *So Ordered: Making Partner the Hard Way*.

**Peggy Mastroianni** discussed the current status of the United States Equal Employment Opportunity Commission and three forms of discrimination increasingly found in the workplace. Mastroianni described the difficulties the agency faced between the years of 2000-2008 due to lack of funding. The diminished budget during those years led to a 25 percent reduction in the EEOC's staff, and a 30 percent reduction of investigators, whom the EEOC consider to be the backbone of the Commission's work. This dramatic cut in

## *Program Summary, continued*

resources, Mastroianni explained, led to a backlog in the Commission's work that is now being reduced due to increased funding from the Obama administration. However, there are concerns about how long this increased budget will continue. Regardless of budgeting issues, Mastroianni emphasized the demand for the Commission's work. "We got 100,000 charges last year," Mastroianni stated, "29 percent alleged sex discrimination and we had over six thousand pregnancy charges." Mastroianni then discussed three prominent forms of discrimination in the workplace today: pregnancy discrimination, caregiver discrimination and appearance discrimination.

Pregnancy discrimination pervades all career levels and job distinctions. A woman who is pregnant can expect a tremendous amount of resistance when applying for low-paying jobs such as in fast food restaurants, and may not even make it through the application process. Similarly, in higher paying positions women can expect discrimination during and after a pregnancy. Many women return from maternity leave only to be denied the possibility of promotion and some are even forced into a lower position or income. To demonstrate pregnancy discrimination Mastroianni provided the example of a case recently settled by the EEOC with AKAL security. The independent contractor provides security services for a variety of customers including certain United States military bases. Pregnant AKAL security employees were forced to perform a variety of endurance tests designed specifically to force pregnant employees out of AKAL's service, and out of a job. It was through this example that Mastroianni introduced independent contractors as a significant part of discrimination in the modern workplace.

Mastroianni asserted that caregivers are not a protected group and therefore must find a legal "hook" in order to prosecute acts of workplace discrimination perpetrated against them. She identified two "hooks" through which caregivers may find protection under the law: Title VII's provision against sex discrimination and stereotyping as well as the American Disabilities Act, which protects those who care for disabled individuals from "association discrimination." Association discrimination, for instance, would

be effective when an individual is wrongly fired for using more medical insurance than his or her employer is comfortable with as a result of caring for a disabled partner or child.

To explain the manner in which Title VII may be applied to caregiver discrimination, Mastroianni recalled the Chadwick case in Maine in which a woman with three children and in the process of pursuing her Master's degree was denied a promotion. She found out a year later that the promotion was denied not for anything she, "did or didn't do, but because... [she] had such a full plate." In other words, the plaintiff had been discriminated against for being a caregiver and as such, in her company's opinion, deemed unable to handle an increased workload. This violated Title VII's provision against stereotyping, which — in the words of former Supreme Court Justice Rehnquist — "is an insufficient reason for disqualifying someone for whom the generalization [stereotype] does not apply." This provision against stereotyping is especially effective to combat workplace discrimination, as it does not require a male "comparator" through which to determine if discrimination is present.

Finally Mastroianni discussed appearance discrimination. Appearance discrimination should not be confused with the implementation and enforcement of a dress code, over which employers have a tremendous amount of control so long as they apply the dress code uniformly. For instance, she recalled a case where a casino implemented a "personal best" dress code policy that required all women to wear makeup at work. This was considered well within the employer's right and not enough of an increased burden on women.

What is the importance of class action suits in facilitating change and greater equality in the workplace? When asked how individuals should attempt to combat systemic discrimination, Mastroianni suggested using the EEOC for directed investigation or to bring any information beyond speculation to the EEOC commissioners, whom she referred to as a gifted and a highly motivated group who can also file charges. For additional information on EEOC visit: [www.eeoc.gov](http://www.eeoc.gov).

## Here we go again

### *Roll Call*

The Equal Rights Amendment (ERA), “a nearly century-old proposal that would change the constitution and affirm equality of men and women ... continues to hover over Capitol Hill ... Debuting in both chambers in 1923, the proposal was reintroduced in each Congress until it finally passed the House and Senate in 1972. Members, however, placed a seven-year time limit of the ERA’s ratification, and when the deadline came and went ... only 35 of the 38 states needed to enact the amendment had ratified the ERA ... the movement never fully recovered. ... The proposal’s once-strong bipartisan support has waned.”

Now Supreme Court Justice Antonin Scalia has demonstrated the importance of the ERA. In a recent interview, he said “The Constitution doesn’t require women to be given the same rights as men ... many judges would disagree, citing the 14th amendment for equal protection of the sexes....”

Sen. Bob Menendez (D-NJ) at an ERA rally to protest Scalia’s comments said, “Three- fourths of Americans assume that the ERA is in our Constitution. Many others believe that social progress has eclipsed the need for it. But Justice Scalia’s recent comments have made it crystal clear that until equal protection for women is explicitly spelled out in the Constitution, the courts might not guarantee it. ... Stepping in for long-time ERA supporter and late Sen. Edward Kennedy (D-Mass) Menendez has taken up the torch in fighting to pass the ERA, along with his House counterpart, Rep. Carolyn Maloney. The New York Democrat has proposed an ERA bill in seven of her nine completed terms in hopes of

re-passing the amendment without a time limit for ratification....

For all the bravado of Menendez, Maloney, and feminists on the Hill ... Congressional passage of the bill is highly unlikely in this political atmosphere.

## Women’s Media Center Sundance Video

*From NCWO (National Council of Women’s Organizations)*

“In this season of Oscars, Golden Globes, Emmys and other awards, the Women’s Media Center has produced a video calling filmmakers, news networks, talk shows, radio programs, and media conglomerates to account for not allowing women to tell their stories or even show their faces. The statistics are appalling. This short film is clever and persuasive ... you can watch the Women’s Media Center Sundance video on this link,” [www.youtube.com/watch?v=s-6xsRG9PWA](http://www.youtube.com/watch?v=s-6xsRG9PWA).

## U.N. Women’s “Superagency”

The ceremonial opening of the new United Nations women’s “superagency” is scheduled to take place Feb. 24. The four U.N. gender agencies and offices now comprise this new entity. The agency was established in July 2010 by a vote of the U.N. General Assembly, and it actually opened in January. At that time it lacked a budget, some staff members and detailed programs. The official opening of the women’s agency will coincide with the annual month-long session of the Commission on the Status of Women, usually attended by participants from around the world.

It is expected that the agency’s financing will require \$500 million annually. Nearly \$77 million has been received from various country pledges.

## President’s Message

The shift of power in the House of Representatives is already demonstrating an attack on women’s issues (i.e. social security). Granted some of these issues are not just women’s, but they affect women disproportionately. Please pay attention to what is being proposed and speak out. We need to have our voices heard, individually and collectively.

CWI presents topics at our meetings that are timely and that will help your understanding of an issue. We welcome meeting topics and speaker suggestions.

*Barbara J. Ratner*



## A Strange Stirring

*A Strange Stirring: The Feminine Mystique and American Women at the Dawn of the 1960s* is a new book that examines the controversy that erupted in 1963 when Betty Friedan published *The Feminine Mystique* ... Stephanie Coontz writes about the dawn of the 1960s when the sexual revolution had barely begun." Based on exhaustive research and interviews, and challenging both conservative and liberal myths about Friedan, *A Strange Stirring* illuminates how a generation of women came to realize that their dissatisfaction with domestic life didn't reflect their personal weakness, but rather a social and political injustice.

## Working Closer with Women Online

*Posted by Sarah Bernard on the 1/31 weekly edition of the White House Council on Women and Girls Highlights*

The White House brought together a diverse group of 25 online programming leaders who touch millions of women across the country for a day of policy briefings and a candid discussion of how to work more closely together. Our challenge to the group was to find the right ways to keep women engaged with their government so that they are better-informed and more active citizens. Much of the day was spent with senior administration officials taking the group through some key issues and priorities including: the White House Council on Women and Girls, military families, health care, the First Lady's *Let's Move!* initiative, education, the economy, opportunities for women business owners, workplace flexibility, and the to-be-launched Bureau of Consumer Financial Protection.

President Obama was able to stop by, and Valerie Jarrett took questions as we closed out the day. All agreed that this was only the beginning of an ongoing dialogue and relationship. As part of our continued efforts to engage more citizens online, the Women's Online Summit followed two previous gatherings that reached out to African American and Hispanic communities.

## Paycheck Fairness Act

As last year ended, the Senate, by two votes short, failed to act on the Paycheck Fairness Act, a bill that would call for equal pay for women doing the same job as men.

## CWI Member Organizations

ACE/Office of Women in Higher Education (OWHE)  
[www.acenet.edu/](http://www.acenet.edu/)

Fairfax County Commission for Women  
[www.fairfaxva.gov/host/women/local.html](http://www.fairfaxva.gov/host/women/local.html)

Federally Employed Women (FEW)  
[www.few.org](http://www.few.org)

Feminist Majority Foundation (FMF)  
[www.feminist.org](http://www.feminist.org)

League of Women Voters of DC  
[www.lwvdc.org](http://www.lwvdc.org)

Maryland Legislative Agenda for Women (MLAW)  
[www.mdlegagenda4women.org](http://www.mdlegagenda4women.org)

Maryland Women's Heritage Center  
[www.MDWomensHeritageCenter.org](http://www.MDWomensHeritageCenter.org)

Montgomery County Commission for Women  
[www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)

Montgomery County's Chapter of the National Organization for Women (MCNOW)  
[www.mcmdnow.org](http://www.mcmdnow.org)

National Council of Women's Organizations (NCWO)  
[www.womensorganizations.org](http://www.womensorganizations.org)

National Women's Law Center (NWLC)  
[www.nwlc.org](http://www.nwlc.org)

Service Employees International Union (SEIU) Local 500  
[www.seiu500.org](http://www.seiu500.org)

Union Theological Seminary  
[www.utsnyc.edu](http://www.utsnyc.edu)

United For Equality, LLC  
[www.united4equality.wordpress.com](http://www.united4equality.wordpress.com)

Wider Opportunities for Women (WOW)  
[www.wowonline.org](http://www.wowonline.org)

Women's Research & Education Institute (WREI)  
[www.wrei.org](http://www.wrei.org)



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917

Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

- April 8-9**      **Women, Money, Power Summit & Luncheon.** Renaissance Mayflower Hotel, 1127 Connecticut Ave NW. Luncheon and Congressional Visit on April 7. Summit April 8-9. More information: [www.feministmajority.org](http://www.feministmajority.org).
- Thursday, May 12**      The Leadership Conference on Civil Rights will hold the 35th **Annual Hubert H. Humphrey Civil and Human Rights Award Dinner.** Washington Hilton Hotel. 1919 Connecticut Avenue NW. For information: [www.civilrights.org](http://www.civilrights.org)

---

*Photos: D.Anne Martin; Editor: Roslyn Kaiser; January summary draft by Liberty Slater and Elizabeth Plank, FMF Interns; Production: Letterforms Typography & Graphic Design.*

#### CWI Board of Directors, July 2010 - June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D.Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser, Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*

## Issues Affecting Hispanic and Latina Women

The growing segments of the Hispanic population, according to the U.S. Census, are 29.3 million Mexican Americans, 4.1 million Puerto Ricans, 1.5 million Cuban Americans and 1.2 million Dominicans.

Our panel discussion will address the issues that affect these women; challenges facing young girls in these populations; and the collaboration or lack of contact with major feminist organizations. The panel also will review the development of Hispanic women's organizations in the United States.

**Carmen Delgado Votaw**, member of the Clearinghouse on Women's Issues and member, Board of Directors of the National Conference of Puerto Rican Women, Inc., will moderate the panel discussion.

**Alma Morales Riojas**, President and CEO of MANA, a Latina organization, will speak about Mexican American and other Latina women. **Alicia Diaz**, Director, Office of the Cuban National Council, will speak about Cuban-American women.

**Date/Time:** Tuesday, March 22, 2011 / 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC

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.

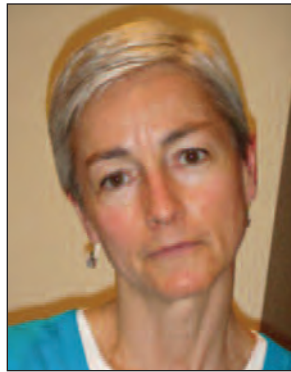
Please allow time to go through the sign-in system.

The CWI meeting will be cancelled if bad weather closes government offices.

Next Meeting: Tuesday, April 26, 2011

## Girls: Body Images, Relationships and Overall Health

WI's February speakers were **Leslie Cameron**, Director, Administration and Communications of the American Psychological Association and **Clare Bresnahan**, Public Policy and Advocacy Associate for the Girl Scouts. Additionally, **Mary Bailey**, editor of *The Watchful Eye* and chair of Montgomery County NOW's Sexualization of Youth Project, briefly described this project.



Leslie Cameron



Clare Bresnahan



Mary Bailey

music videos, music lyrics, Bratz dolls, a stripper pole for little girls, clothing with sexually explicit phrases across the chest, an advertisement for the TV show *Gossip Girl*, and photographs from the recent *Glee* photo shoot for *GQ* magazine.

Cameron also noted that Black and Hispanic women were often depicted in stereotypes, clothed in animal prints or otherwise portrayed as being exotic.

**Leslie Cameron** discussed the genesis of the Report of the APA Task Force on the Sexualization of Girls which is available for free at [www.apa.org/pi/women/programs/girls/report.aspx](http://www.apa.org/pi/women/programs/girls/report.aspx). The task force's definition of sexualization contains four components. Sexualization can be identified when: a person's value comes only from his or her sexual appeal or behavior; a person is held to a narrow standard of beauty; a person is made into an object for another's sexual use; and finally when sexuality is inappropriately imposed upon an individual. To demonstrate this final point, Cameron referred to a photograph of a group of seven or eight year-old girls drenched in makeup and dressed in clothes more likely to be found on much older women, including high heels. "These are little girls," explained Cameron, "being portrayed as 'big girls,' or women, and they are inappropriately made to look sexualized." Sexualization does not require all four components to be present, two or three of these factors are enough to indicate its incidence.

Cameron then went on to identify examples suggesting the sexualization of young girls throughout society. These examples included

Similarly, images of Asian women were sometimes sexualized and depicted as subservient.

After discussing some of the manifestations of the sexualization of young girls in society, Cameron described the harmful effects of this sexualization on women. Evidence indicates that sexualization has cognitive and emotional consequences. It can undermine an individual's confidence; it can also lead to body image problems as well as feelings of shame and anxiety. Similarly, sexualization negatively affects mental and physical health.

Cameron ended her presentation with an overview of what can be done to counteract these effects. Cameron discussed the positive results that would come from the media choosing to portray women in roles where they are judged for their actions and accomplishments rather than their appearance. The importance of media literacy campaigns, diverse athletic and extracurricular programs, and comprehensive sexuality education programs in schools was stressed. So, too, were alternatives to popular culture, such as community or religious organizations. Cameron also encouraged parents to watch television with their children and then



## Program Summary, continued

discuss what has been seen on the screen. Most of all, Cameron shared the importance of girls speaking up and acting upon their beliefs. At the close of her talk, Cameron directed the Clearinghouse to several organizations, such as SPARK, the Girl Scouts of America, Girls Inc., the Campaign for a Commercial Free Childhood, Parent's Television Council, and the "Evolution" video in Dove's Campaign for real beauty. Cameron also encouraged the Clearinghouse to review the APA's sexualization tip sheets, which has been tailored to girls and parents.

**Clare Bresnahan** began her presentation by underlining the increasing impact of the media on today's youth. A study by the Kaiser Family Foundation shows that teenagers spend approximately ten hours of recreational time watching media sources everyday. She explained that unhealthy media images have become so ingrained in media representations and youth culture that adolescent girls may not have the tools to detect them and understand the impact. The overwhelming saturation of sexualized images of women is dangerously affecting their cognitive and social development. As they grow up, they are disproportionately concerned with their appearance and thus developing self-esteem and confidence issues. A whopping 90 percent of girls feel the pressure to be thin, and more than half of them are already dieting. Bresnahan explains that three of the most common mental health problems for girls are tied to the sexualized images of women in the media. Girls come to understand their physical appearance as their defining attribute and measure of their value. Intersecting inequalities also impact the representation of certain groups of women. For instance, black females are often portrayed as being more violent and are often placed in exotic contexts. Social hierarchies are also emphasized in storylines involving an overweight or disabled child. Animated film and television programming do not escape these static gender dynamics since studies show that one in three female characters do not have significant speaking roles.

In an effort to remedy the problematic misrepresentation of women in the media,

Bresnahan discussed the proposed bill *Healthy Media for Youth Act* which focuses on promoting healthy body images, developing positive active role models and portraying equal and healthy relationships. If passed, it would establish a grant program for media literacy and empowerment groups. The bill would encourage and facilitate the research on health impacts of various types of media on teens and would create a national taskforce on women and girls in the media. This taskforce would be composed of a wide range of different interest groups such as Girl Scouts, media representatives, and advertisers.

The media's crucial role was highlighted when Bresnahan stressed that change will never occur without all stakeholders working together. *The Healthy Media for Youth Summit* in October 2010 was a first step toward that goal. Another event to watch for is the *Blue Ribbon Commission on Healthy Media for Youth*. It will highlight the importance of empowering young girls and finding alternatives to the sexualized images of females in the media today. Amongst others, actress Geena Davis will co-chair the Commission and representatives from *Seventeen Magazine* will be members. For more information, visit: [www.girlscouts.org/who\\_we\\_are/advocacy/watch\\_whatyouwatch/](http://www.girlscouts.org/who_we_are/advocacy/watch_whatyouwatch/).

**Mary Bailey** noted that sexualization is not limited to girls, but can have serious consequences for boys as well. As editor of *The Watchful Eye*, the monthly newsletter of Montgomery County NOW's Sexualization of Youth Project, Bailey said that "while girls are being channeled by the media and others to be sex objects, boys — through their easy access to online pornography — are being inculcated to seeing girls through predatory eyes." Boys should not be getting their main sexual education from pornography, she said, because it reduces their empathy and crowds out romantic impulses.

Among other efforts, the Project has sent the American Psychological Association's educational suggestions to the County's public school system, but response so far has been modest. The Project's latest target is Wal-Mart's new product line of anti-aging cosmetics for girls — ages 8 to

## Program Summary, continued

12. Called Geo-Girls, the line offers 69 separate products, including moisturizers, exfoliators, and makeup. “Wal-Mart is not women’s friend,” she said. “First it underpaid us, and now it’s starting in on our daughters.” An upcoming Montgomery County NOW press conference will define the

threat that stores like Wal-Mart are placing on children’s development and the importance of emphasizing young girls’ love of “horses, hiking, and books” over a premature concern with appearance. For more information visit [www.mcmdnow.org](http://www.mcmdnow.org).

---

## Deep Cuts to the Social Security Administration

*From the Frances Perkins Center, Newcastle, Maine*

During this time of economic hardship for many, Social Security claims have reached an all time high and are still increasing. The Social Security Administration (SSA) has been understaffed for a decade. In 2009, the average processing time for disability claims was 491 days. SSA’s outdated and aging data processing system needs to be replaced to ensure uninterrupted benefit payments. While the administrative costs for the program are very low, a small increase is needed to handle the higher load.

To improve service, President Obama requested increased funding for SSA. However, the budget passed by Republicans in the House of Representatives reduces SSA funding for the rest of 2011.

This is the effect of those cuts on Social Security, retirees, disabled workers, and families:

- SSA’s budget would be cut \$1.7 billion below the level needed to provide promised service levels and current projects.
- SSA has projected that its workers could be furloughed for up to one month out of the seven remaining months in 2011.

- Up to 400,000 people would have their retirement, survivors, and Medicare applications significantly delayed, becoming part of a large and growing backlog.
- Up to 290,000 people would have their disability benefit applications delayed, leading to 30 days of additional wait time, over and above the already unacceptable 491 day backlog.
- SSA’s essential new National Computer Center would be put at risk. A cut of \$118 million will at best slow its completion, which is already over a year behind schedule, and at worst make the building impossible to complete.

The proposed cuts will simply make it harder for workers and their families to claim the benefits they have earned. Social Security hasn’t contributed a penny to the federal deficit; it currently has a \$2.6 trillion surplus and is estimated to run a \$113 billion surplus this year. Its budget should not be cut to reduce the deficit.

To find out what you can do to stand up for Social Security go to [www.FrancesPerkinsCenter.org](http://www.FrancesPerkinsCenter.org) or [www.StrengthenSocialSecurity.org](http://www.StrengthenSocialSecurity.org)

---

## Women of Wal-Mart

*From The National Women’s Law Center press release*

The National Women’s Law Center, together with the American Civil Liberties Union and 32 other organizations have filed a “Friend of the Court” brief to support the women of Wal-Mart in the Supreme Court case *Wal-Mart v. Dukes*.

The brief says that even though women tended to have higher performance ratings and more seniority, on average they earned \$5,000 less than men, had to wait significantly longer for promotions than men, and were less likely to be promoted to higher positions. Also, women employed at Wal-Mart say that they regularly faced gender stereotyping and these stereotypes affected pay and promotion decisions because the company relied on subjective decisions made by individual managers. “At the heart of this case is an important question — Is Wal-Mart too big to be held accountable?”

## Women's History Month: Pelosi Statement

"During Women's History Month we honor the giants who paved the path for progress and equality. From those who marched for suffrage, to those who suffered for advancement, to those who have broken glass ceilings in every aspect of modern life, this month is an opportunity for us to celebrate the women who came before us. As this year's theme says, our history is our strength.

"This month we also recognize the silent heroes of the present: women who make history every day as mothers and daughters, community leaders, and proud citizens. It is in their honor, and with the highest aspirations for future generations of women, that we recommit ourselves to expanding opportunities for all. With opportunity in mind, in the last Congress we took action to ensure health care for all Americans. On this Women's History Month, for the first time, no longer is being a woman a preexisting condition.

"Today, we must also recommit to addressing the economic challenges facing Americans; indeed women have been particularly hard hit by this downturn. To do so, we must focus on the top priority of the American people: creating jobs. But instead, some in Congress are prioritizing legislation that is extreme and divisive, dangerous to women's health, and is nothing less than the most comprehensive and radical assault on reproductive freedom in our lifetime. At the same time they are restricting reproductive choice, Republicans are limiting access to family planning and primary care, even when it saves lives.

"This month, let's come together to honor the labors of America's women, in the workplace and at home, with our own best efforts to ensure progress. And let us never forget that we come to this place because of the brave, relentless and optimistic actions of the women heroes of our nation's history."

## Women in America: Indicators of Social and Economic Well-being

The White House Council on Women and Girls has issued a new report, *Women in America*, a comprehensive resource for information on women's lives today. The report provides a statistical portrait showing how women's lives are changing in five critical areas: people, families, and income; education; employment and health; crime and violence; and women veterans. This study says not enough has changed in the disparity between men and women's salaries since the 1960s.

The study was conducted with the Office of Management and Budget and the Economics and Statistics Administration within the Department of Commerce.

"Facts are important in helping to paint a picture of how lives of American women are changing over time and in pointing toward the actions and policies that might be most needed. Better understanding women's social and economic well-being now and in the past will help generate ideas to help us all win the future."

## March Movies about Women

Acknowledging women's history month, *Women's eNews* lists some movies that will open in March, about women and mostly directed by women:

- *The Imperialists Are Still Alive* writer-director Zeina Durra's film about a well-to-do Manhattan artist's Arab descent.
- *Certified Copy* by director Iranian Abbas Kiarostami, set in Tuscany with Juliette Binoche.
- Cary Fukunaga's *Jane Eyre* emphasizes the hard and dark realities of impoverished, powerless Victorian-era girls and women.
- Catherine Hardwicke's *Red Riding Hood*, a gothic genre with damsels in distress.
- Jordan Scott's *Cracks*, a dramatic thriller about repressed teenage girls, set in an elite British boarding school.

## Women, Money and Power Summit

The Feminist Majority, in partnership with the YWCA, presents the *Women, Money and Power Summit* Thursday, April 7, through Saturday, April 9 in Washington DC. House Democratic Leader Nancy Pelosi will speak at the luncheon April 7 (also congressional visit day) and there will be a salute to Nobel laureate Shirin Ebadi who fights for women's rights in Iran. For further information, contact [www.feministmajority.org](http://www.feministmajority.org)



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917  
Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

- March 27** **Real Portraits: Katharine Graham.** Double feature 1 pm. McEvoy Auditorium, National Portrait Gallery. [www.npg.si.edu](http://www.npg.si.edu)
- April 22 - June 5** **"RUINED" Arena Stage.** 2009 Pulitzer Prize-winning play by Lynn Nottage, one of the country's leading female black playwrights. This play promotes stopping violence against women and bringing justice and equality to the world of the sexes. For more information, visit [www.arenastage.org](http://www.arenastage.org) or call 202-488-4380.
- May 4** **Iona's Art of Caring Luncheon.** Mayflower Hotel. Noon-2 pm. Benefits family caregiver programs and services at Iona. Call 202-895-9416 for tickets. [www.iona.org](http://www.iona.org)

---

*Photos: D.Anne Martin; Editor: Roslyn Kaiser; February summary draft by Liberty Slater and Elizabeth Plank, FMF Interns; Production: Letterforms Typography & Graphic Design.*

#### CWI Board of Directors, July 2010 - June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D.Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser, Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*



## Religious and Moral Issues Affecting Women's Health Care

Religious and moral objections as well as state laws that limit access to reproductive care have a severe affect on women's health care. There have been an increasing number of hospital consolidations; religiously affiliated institutions are taking over or merging with secular ones and imposing religious directives on them. More health care workers are refusing to provide certain types of services.

These trends will be explored to help us understand how "conscience" rules and religious guidance affect a range of medical services; how women's organizations are fighting attempts to restrict care and to assure that women, especially poor women and teenagers, have access to the services they need.

Our speakers will be **Amy Taylor**, Interim Vice President of Public Policy and Advocacy, Planned Parenthood Federation of America, and **Marissa Valeri**, Senior Associate for Domestic Programs at Catholics for Choice.

**Date/Time:** Tuesday, April 26, 2011 / 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC

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, May 24, 2011

## Hispanic and Latina Women: Do You Know Us?

CWI's March speakers were **Carmen Delgado Votaw**, a member of the Clearinghouse on Women's Issues and member of the Board of Directors of the National Conference of Puerto Rican Women Inc., **Alma Morales Riojas**, President and CEO of MANA, a National Latina Organization, and **Alicia Diaz**, Director, Federal Affairs, Cuban American National Council.

**Carmen Delgado Votaw** began the discussion explaining that Latino

women do not get a chance to explain their concerns very often, so she thanked CWI for giving them this opportunity. She said the panel does not speak for all Latino women, but will talk about their views of where they are as women, what kinds of issues they want us to help them with, and how we can make sisterhood more meaningful. She mentioned that Latinos have made progress in social and economic areas, however, they still have far to go. Delgado Votaw cited the evidence that Latinos have only 26 (eight female) members of Congress and just one male in the Senate. She also cited the lack of Latinas in higher education, confessing that she does not have any yardsticks to measure how well Latinos have done in the last 50 to 60 years, but they are certainly not there in the ranks of leadership in majority women's organizations and are not really a force in solving the problems that affect their community.

The 2010 census reports there are 4 million living on the island of Puerto Rico and 4.2 million living in the US mainland — half are women.

Delgado Votaw stated that it is a challenge to work with our counterparts on the island, realizing that they have different issues. She feels we need to combine their strength with our strength and our knowledge of what is happening in the US, so that they can be more integrated in the defense of women's rights. This is espe-

cially true in fighting violence against women, there are still situations where husbands kill their wives out of jealousy. We appear better equipped to



*Carmen Delgado Votaw*



*Alma Morales Riojas*



*Alicia Diaz*

handle these situations because we know where the resources are. She points out that the Cubans have concerns with what happens on the island of Cuba and the same for Mexicans with Mexico, but not for the Puerto Ricans because they are American citizens. Puerto Ricans have joined the fight for fair immigration laws because they realize that even though they do not have the same problem with access to the mainland, they might be considered immigrants. They sometime cannot join the fight on some issues because they do not have the resources and because the rest of the population does not join them. In addition, she stated that many have been poor and their organizations have been starved for years having very limited capital.

**Alma Morales Riojas** thanked Carmen for being a hero to the Latino community and for women at large. She stated the latest number from the census that showed 52 million Hispanics live in the US, and out of that number 60-65 percent of those have Mexican heritage, 4.1 million have Puerto Rican, and 1.5 million

## Program Summary, continued

have Cuban heritage. She points out that this is significant, because if you look at the east coast and Washington DC where policy is made, most people think of Latinos as Puerto Rican or Cuban. If the country is going to consider Latinos as just Puerto Rican or Cuban then it is going to be a problem for the future not just for Mexican-Americans because there are different nuances for the different populations. If we are looking to the future of our country then that is an investment we need to be making. She points out that Mexican-Americans have the youngest youth population, and the reason why schools are open is because these kids are in the classrooms.

Morales Riojas wants people to understand that in the census of the 70s, 80s and 90s the Mexican-American population was undercounted, but now there are correct numbers because Spanish-speaking census workers were hired. There is a fear that this increase represents illegal immigration; that is untrue. The other thing that is important to recognize is that not all counted on the census are immigrants. Remembering that from Texas to Oregon that territory was once part of Mexico, you have a large number of people with Mexican heritage that have never been to Mexico. She states that next to education, immigration is the biggest issue for the Mexican community, and would like help in getting people to understand this issue so that we do not fear the people who come across the border. In fact, many of them were here to welcome you. Morales Riojas spoke about her childhood in Texas and how she learned to read and write English from her older brothers. She can remember that if you spoke Spanish in school, you were kicked out. She also remembers her teacher using the term “dirty Mexicans” when describing who America was fighting at the Alamo. For years you were considered ignorant if you spoke in the southwest with an accent. She points out that the United States is the second largest Spanish-speaking country in the world and that by 2040 one-fourth of the US population will be Spanish speaking. She suggests that you should have your grandkids learn Spanish.

Morales Riojas stressed that education is so very important to Latinas. She points out that her organization has the only mentoring program for young Latinas. It has a 97 percent graduation rate, and almost zero percent teen pregnancy rate; however, they have to work really hard to get money and find volunteers to keep the program going. They partner with schools, AFT (American Federation of Teachers) and the NEA (National Education Association). She praised the National Women’s History Museum for wanting to include Latinas, because she talked about an exercise they did with her kids at the Smithsonian to find Latinas in history that affected their communities. At the end of the day, they came back with empty sheets. She ended her discussion by hoping that you will get involved and help people understand about the need for education, and understand the issue of immigration because the majority has the power to change policy.

**Alicia Diaz** expressed that she is not asked to speak about Cuban women often, so this is a rare opportunity. She mentioned that Cuban women often dichotomize their remarks from the island and America. There is a huge body of knowledge about half the Cuban population that is unknown. So, if the title of this event is *Hispanic-American Women, Do You Know Us?* the answer from the Cuban-Americans is: NO. Let’s change this. There were 1.6 million people of Cuban descent living in America in 2008, and they accounted for 3.5 percent of the Hispanic population. The man to woman ratio is equal, and 60 percent are foreign born. The age of the Cuban-American population is older than the average population of the US: the average age 41, and for women, 55 years old. Thirty-eight percent of the population are US citizens, of the female population 70 percent are US citizens. The reason for this being the Cuban Adjustment Act. Cubans are never undocumented. When Cubans go to Mexico, and then cross the border, they look for an American official to begin the process of entering and hopefully staying in the US. Cuban women have been in the US for a

## *Program Summary, continued*

median of 28 years. Cuban women put a lot of importance on education and family. Diaz points out that Cuban-Americans report and perceive a non-discriminatory relationship with their host community; however, she also points out that does not mean that in that population discrimination does not exist.

The National Association of Cuban-American Women was founded in 1972 by Ana Maria Perera, an American, to provide services for Cuban-American women, and also includes other women. The organization's goals are to work with other women's organizations to ensure a strong national platform responding to common concerns. Membership in this organization includes states from all over the US providing services to all minority women including: increasing awareness of education and career opportunities for minority women, promoting participation of minority women in Hispanic community service activities, developing leadership skills, advancing the career goals of its members, and accurately portraying characteristics, values, and concerns of Cuban-American women.

In contrast is the Coalition of Cuban-American Women. This organization is completely dedicated to ending human rights violations in Cuba and sends out information on these violations around the world. They are advocates for Cuban people and for the movement in Cuba. They began in 1995, and the membership includes Europe, and all over the world. They feel as though the world has not fully denounced human rights violations in Cuba.

The women's organization in Cuba is called the Ladies in White. This group is an opposition movement in Cuba consisting of wives and other female relatives of jailed dissidents. The women protest the imprisonments by attending Mass each Sunday wearing white dresses and then silently walking through the streets dressed in white. The color white is chosen to symbolize peace. There is a movement to award them the Nobel Peace Prize. Diaz ended her discussion by saying that the assertion that Fidel Castro's revolution brought women's rights along is wrong. Raul Castro's wife, Vilma Espin, led it but the agenda was not really a woman's agenda.

### **Geraldine A. Ferraro, Who Ended Men's Club of National Politics, Dies at 75**

*The headline of a NY Times obituary for Ferraro, who died March 26*

"Geraldine A. Ferraro, a barrier-breaking woman, paved the way for Sarah Palin and Hillary Rodham Clinton. A lawyer and three-term congresswoman, she "made anything seem possible as the vice-presidential nominee ... 64 years after women won the right to vote, a woman had removed the 'men only' sign from the White House door.

"Ann Richards, who later became governor of Texas, said that after the Ferraro nomination, 'The first thing I could think of was not winning in the political sense, but of my two daughters.' She added, 'To think ... of the numbers of young women who can now aspire to anything.' Ferraro co-sponsored the Economic Equity Act, which was intended to accomplish many of the aims of the never-ratified Equal Rights Amendment; she supported financing for abortions, ... she was elected secretary of the Democratic caucus, giving her influence on committee assignments ... and later became chairwoman of the 1984 Platform Committee. She said that in becoming the first woman to hold that post she owed much to a group of Democratic women Congressional staffers, abortion rights activists, labor leaders and others who called themselves Team A and lobbied for her appointment."



## Statement by Nancy Pelosi on the Passing of Geraldine Ferraro

“Geraldine Ferraro will be deeply missed. She not only made history when she was nominated for Vice President, she inspired women across the country to reach their own greatness as they strengthened our country. Her service in the House is a source of pride to all of us in Congress.

“In 1984, her nomination was greeted with thunderous applause in the Moscone Center in San Francisco. The drumbeat that Geraldine Ferraro began that day in July will continue for a long time to come....”

## Clara Barton

Clara Barton lived the last 15 years of her life in a large house in Bethesda, adjacent to Glen Echo Park. Open to the public every day, there are guided tours on the hour. On Saturday, April 16, there will be a 7-9pm open house and at 7:30pm, a 45-minute one-woman show about Barton. Free. For more information call 301-320-1410.

Barton, who was never a nurse, received permission during the Civil War to transport supplies to battlefields. She was known as the Angel of the Battlefield, and became president of the Red Cross. She also was interested in rights for women and African Americans. She died at age 90.

## Work for a Woman

*From Association of Women in Science (AWIS) March 2011 newsletter*

“Women thrive in companies led by women and tend to climb the career ladder far more effectively when there are already women on the boards or in the C-suites of the companies they work for, says David Matsa of Northwestern University’s Kellogg School of Management. That’s probably because female business leaders tend to champion and mentor women in a way that male bosses are reluctant to emulate.”

We are still hoping someone will volunteer to help write and edit the newsletter.  
Call Barbara Ratner at 301-493-0002.

## Shirtwaist Fire Leaves Work Hazards Smoldering

*From WeNews by Allison Weingarten March 25, 2011*

*A notorious fire that killed New York City female garment workers 100 years ago is good reason to remember another group of predominantly female workers—nurses—who would benefit from New York lawmakers’ passage of a safety bill this spring.*

“Today marks the 100th anniversary of the Triangle Shirtwaist Factory fire, which stole the innocent lives of 146 workers in New York’s garment industry, most of them young, female and recent immigrants. The gross violation of basic human safety at the factory—the workers were locked in a room and unable to flee—was a turning point for workers and governmental entities.”

“From the ashes of the fire rose a labor movement fighting for one common cause: to improve the lives of working people. Labor organizations led an effort to force policy makers to establish the New York State Department of Labor. At the same time, employees were realizing the benefits of labor representation and forming and joining unions. Both the Department of Labor and the tradition of commitment to unionization in New York helps keep workers safe on the job to this day. This event haunts and inspires my work as legislative director of the Assembly’s subcommittee on workplace safety, chaired by Assemblyman Rory Lancman.

“But a century after the Triangle Shirtwaist Factory fire, hazardous working conditions, especially for immigrant and minority women, are all too easy to find. For instance, women working in nail salons are surrounded by toxic chemicals, often six or seven days a week, while women working in homecare services are threatened by violence as they enter unfamiliar homes. In 2009, the percentage of female workers experiencing injuries resulting in days away from work increased from 37 to 39 percent, while the proportion of women in the work force stayed the same, according to the federal Bureau of Labor Statistics. To counter these growing injury statistics, the subcommittee on workplace safety is working closely with labor representatives.”



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917  
Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

- April 16**    **National Capital Chapter Walk to End Violence Against Women and Girls.** 9:30am-Noon. Gateway Park, Rosslyn, VA to Dupont Circle, Washington, DC. US National Committee for UN Women, National Capital Chapter. Help raise funds for the UN Trust Fund to End Violence Against Women and Girls. Registration Fee: \$20 non-members; \$15 members; \$10 students. For more information, visit <http://www.unwomen-usnc.org/natcapital/calendarofevents> or contact [NCC5KWalk@gmail.com](mailto:NCC5KWalk@gmail.com)
- April 22 - June 5**    **"RUINED" Arena Stage.** 2009 Pulitzer Prize-winning play by Lynn Nottage, one of the country's leading female black playwrights. This play promotes stopping violence against women and bringing justice and equality to the world of the sexes. For more information, visit [www.arenastage.org](http://www.arenastage.org) or call 202-488-4380.

---

*Photos: D. Anne Martin; Editor: Roslyn Kaiser; March summary draft by Matthew Chaffer, Alliance For Justice Intern; Production: Letterforms Typography & Graphic Design.*

### CWI Board of Directors, July 2010 - June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D. Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser, Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*



## Arab-American and Muslim Women: Dispelling Myths, Building Bridges

May's meeting features discussion on social and political issues of concern and political participation by Arab-American and Muslim women. The recent House Homeland Security hearings chaired by Representative Peter King (R-NY) on the so-called "radicalization of Muslims" shed light on some of the bigotry and hate that exists in American society; however, it also provided an opportunity for like-minded individuals and organizations to stand together in support of true American ideals and values grounded in our Constitution and laws. We hope our meeting will encourage positive dialogue.

Our speakers will be **Aseel Elborn**, National Outreach and Fundraising Coordinator, Council on American-Islamic Relations (CAIR) and **Lobna Ismail**, Founder and President of Connecting Cultures, Inc.

**Date/Time:** Tuesday, May 24, 2011 / 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC

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, June 28, 2011

## Religious and Moral Issues Affecting Women's Health Care

CWI's April speakers were **Marissa Valeri**, Senior Associate for Domestic Programs at Catholics for Choice, and **Amy Taylor**, Interim Vice President of Public Policy and Advocacy, Planned Parenthood Federation of America. The meeting began by thanking Clearinghouse member Linda Mahoney, president of Maryland NOW, for suggesting this discussion on Religious and Moral Issues Affecting Women's Health Care. Mahoney spoke briefly about her work on the topic in Montgomery County, Maryland.



Marissa Valeri

**Marissa Valeri** gave a brief background of her organization, Catholics for Choice, founded in 1973. The organization supports a national network of advocates who work on reproductive health and justice issues from a Catholic or interfaith perspective and helps pro-choice Catholics around the country be heard in the public sphere. Catholics for Choice also has many free materials on its web site [www.CatholicsForChoice.org](http://www.CatholicsForChoice.org). Valeri continued to give the Clearinghouse the "nuts and bolts" of Catholic health services in the United States.

In the 1980s, Catholics for Choice began to look specifically at the rise of Catholic health-care in the United States and its effects. Valeri discussed how the increased involvement of the United States Conference of Catholic Bishops (USCCB) in Catholic-owned healthcare facilities might be due to the failure of the church "to convince Catholics to follow its lead in opposing abortion and modern method of family planning." This failure led the USCCB to impose their position on reproductive health by other means: primarily through the Ethical and Religious Directives for Catholic Health Services, commonly referred to simply as the "Directives." The directives were first established in 1971 and are now 72 in number. Created by Bishops with

absolutely no medical background, these directives restrict health practitioners in Catholic hospitals from providing basic, and often lifesaving, care relating to reproductive health. For instance, the directives forbid care for women experiencing an ectopic pregnancy. The directives also prohibit Catholic hospitals from providing in-vitro fertilization (IVF) services, access to contraception, tubal ligation or other sterilization serv-



Amy Taylor

ices, education about any other contraceptive methods except for "natural family planning," and access to abortion — even in cases of rape and incest. The directives apply to all patients in Catholic hospitals, irrespective of their religious affiliation.

Valeri continued by providing several examples of the directives at work, such as in St. Joseph's Hospital in Phoenix, Arizona. Bishop Thomas Olmsted revoked their Catholic status after the hospital's ethics committee voted to provide a lifesaving abortion to a young mother of four children who was suffering from pulmonary hypertension. By removing the Catholic status of the hospital, Bishop Olmsted has made it impossible for anyone in the hospital to attend mass on the premises and Sister Margaret McBride, the only nun on the ethics committee, was excommunicated.

One of the most problematic aspects of the directives is that it is "a group of people with a background in theology is setting policies on biology, which is never a good thing." As in the case of St. Joseph's, the directives inevitably pit Bishops against the medical professionals attempting to follow their Hippocratic oath. Essentially this means that Catholic hospitals are providing a lower standard of healthcare while still using, "significant amounts of public funding, including state and federal grants."



## Program Summary, continued

Valeri pointed out that this is especially worrisome when one considers the size of Catholic healthcare in the United States. Catholic hospitals provide 122,000 hospital beds across the country. One in six patient hospitalizations occur in Catholic hospitals. For many women, especially in rural areas, Catholic hospitals are the only medical center options, thus denying many women their basic right to reproductive care. An article on this subject was published in the Spring 2011 issue of *Ms. Magazine* entitled *Treatment Denied: The opinions that count most at Catholic hospitals are those of bishops, not doctors. Are they whom women want to entrust with their reproductive health care?*

Amy Taylor spoke on two topics: the reasons why Planned Parenthood's campaign against de-funding was successful and what Planned Parenthood can see on the horizon in terms of threats to reproductive health, especially on the state level. Taylor described the events that led to Planned Parenthood fighting for its survival as "a confluence of a perfect storm." This perfect storm began, Taylor explained, in the last election when 188 pro-choice members of the House were reduced to 160. Not only were the new members of Congress anti-choice, but they had run specifically on this platform. This meant that many of the members who are needed for an effective congress, such as the moderate republicans and democrats, were removed from the political environment. Taylor also noted the delay of congress to pass a budget until the very last minute as another contributing factor to this maelstrom. Taylor also discussed how the sting operations conducted by Lila Rose and her organization "Live Action" created an anti-Planned Parenthood sentiment that echoed into the Representative Mike Pence (R-IN) amendment to defund Planned Parenthood.

Pence, possibly a future presidential candidate, and his amendment gained a great deal of support because of the false claim that public money may contribute to abortion services in Planned Parenthood facilities. Taylor emphasized the controls that go into the funding of abortion services make this impossible. Though there were defenders of Planned Parenthood on the

floor of the house such as Rep. Frank Pallone, Rep. Debbie Wasserman Schultz, Rep. Stephen Lynch, Rep. Rosa DeLauro, Rep. Jackie Speier, and Rep. Gwen Moore, Planned Parenthood lost the house vote on this amendment 240-185. Planned Parenthood was disappointed at the margin of this loss, but the result was not a surprise. "We knew we would lose the vote," Taylor said, "but we didn't want to lose the debate." Planned Parenthood used the points brought up in the debate in the House to inform their strategy in the Senate.

Taylor outlined the major campaign strategies used by Planned Parenthood to sway the Senate. One of the first measures employed by Planned Parenthood was to buy a large pink "truth bus" to tour 90 cities across the country to talk to people about Planned Parenthood's true activities, dispelling politicized myths filtering through the public sphere. They also ran an Action Fund advertisement emphasizing Planned Parenthood's cancer testing facilities on television in Washington D.C. as well as other ads in the Southern states with crucial political supporters. Planned Parenthood ran over 80 events, attracting 10,000 participants during this period of time. Similarly the organization collected signatures for a petition. This *I Stand with Planned Parenthood* petition attracted 825,268 signatures and revealed a whole new demographic of supporters that was both young (under 35) and diverse, with 52 percent of the total number representing diverse supporters. Taylor went on to detail the response of this demographic to the plight of Planned Parenthood. She highlighted some of the grassroots campaigns, such as the *I Have Sex* viral video and Facebook campaign developed by students at Wesleyan University, and their importance in the movement to block the de-funding of Planned Parenthood.

Taylor also discussed how crucial support from anti-choice, Democratic Senator Harry Reid and his avowal of "hell no" to the de-funding of Planned Parenthood was to Planned Parenthood's success. This kind of support made room in the public sphere for other conservatives and anti-choice members of the government to discuss their support of Planned

## Program Summary, continued

Parenthood's work. This allowed the discourse surrounding the issue of de-funding of Planned Parenthood to become a bi-partisan discussion about the crucial women's health services that Planned Parenthood provides — and that members of the government on both sides of the aisle were willing to shut down the government for — rather than a shallow and crude debate of abortion. Taylor also praised President Obama's strong, private support of Planned Parenthood, refusing to even entertain discussions about the defunding of Planned Parenthood in negotiations with the Speaker of the House, John Boehner.

Taylor ended by summarizing what Planned Parenthood expects to encounter in the near future. She emphasized that Planned Parenthood's fight for funds is not over and that it will likely appear again on the appropriations bills this

summer. She also spoke about an upcoming bill that could totally block public funds for abortion services, as well as private healthcare coverage for the procedure, which should be in the news in the next few weeks. Taylor also cited the continued fight against Title X cuts and Medicaid block grants, as well as the potential impact of health care reform on Planned Parenthood as issues on the horizon. Taylor ended by bringing the Clearinghouse's attention to the relatively unopposed state bills restricting abortions, either by imposing greater restrictions on the length of time that women can procure abortions or by implementing measures where women have to wait three days for their abortion or have to watch an ultrasound before obtaining an abortion. The Planned Parenthood web page is [www.plannedparenthood.org](http://www.plannedparenthood.org).

### The CWI Nominating Committee presents the 2011-12 slate:

<i>President</i>	<i>VP Membership</i>	<i>Secretary</i>	<i>Directors</i>	<i>Lifetime Directors</i>
<b>Barbara Ratner</b>	<b>Kellye McIntosh / D. Anne Martin</b>	<b>Carolyn Cook</b>	<b>Elaine Newman Harriett Stonehill</b>	<i>Emerita</i> <b>Roslyn Kaiser Ruth Nadel</b>

## Women and Girls with Disabilities

The Center for Women Policy Studies has announced the publication of four new 2011 Barbara Faye Waxman Fiduccia Papers on Women and Girls with Disabilities.”

[www.centerwomenpolicy.org/](http://www.centerwomenpolicy.org/)

## Cyberstalking, a new crime

Cyberstalking is a growing problem for women as rapid technological advances make online intrusion ever more possible. There is a standard set of safety precautions, but as one safety advocate says, “This crime can be hard to stop.”

“Each year, 3.4 million adults are victims of stalking, and 1-in-4 has become the target of cyberstalking — threatening behavior or unwanted advances that use computer communications. A February 2011 [DontDateHimGirl.com](http://DontDateHimGirl.com)

poll of 700 respondents found that 40 percent of women have faced dating violence via social media: dates had sent them harassing text messages, posted disturbing status updates about them on Facebook and fired off angry ‘tweets’ on Twitter ... There are laws in all 50 states that address the use of technology in stalking and Congress is considering a bill (called Simplifying the Ambiguous Law, Keeping Everyone Reliably Safe Act or the STALKERS Act) that would extend the definition of stalking to include cyberstalking.

## Sewall-Belmont Reopens

Starting May 18 the renovated Sewall-Belmont House & Museum will be open to the public for tours, which will take place Wednesday through Sunday from noon to 5:00 pm. For group tours, contact [education@sewallbelmont.org](mailto:education@sewallbelmont.org).

## Susan B. Anthony and Fashion

*The New York Times*

It is said that Susan B. Anthony usually wore a red shawl and carried an alligator handbag. Rarely known for style “to her, a bag was not a fashion statement but a symbol of independence at a time when women were not allowed to enter into a contract or even open a bank account. And yet, Ms. Anthony is now the namesake of what appears to be an ‘it’ bag.

“The Susan B. Anthony House is a museum that operates in her former residence in Rochester. Recently the museum has been selling these handbags (\$250) made of fake alligator; its design was inspired by one of Anthony’s bags in the shape of a doctor’s bag. More than 500 have been sold already, with some famous people ordering them. The 17-inch-long crescent shaped purse ... is inscribed with two of Anthony’s mottos: ‘Failure is impossible’ and ‘Every woman needs a purse of her own.’ In her purse, Anthony kept copies of her speeches and the transcript of her trial after she was arrested in 1827 for voting in the presidential election. The new version is large enough to accommodate a mini-laptop. Anthony herself was a brilliant fundraiser; she said, “Any advertising is good. Get praise if possible, blame if you have to. But never stop being talked about.”

## Gender Disparity

*The Geena Davis Institute on Gender in Media*

Movies: “A new report from the University of Southern California’s Annenberg School for Communications and Journalism says films oversexualize teen girls much more than teen boys, with 40 percent of female teens dressed in sexually revealing clothing compared to 6.7 percent of teen males in films. The girl’s statistic even beats out the young adult female figure of 32.4 percent.”

Women’s Sports: “While women’s sports, specifically basketball, have made great strides in gaining audience attention, media coverage isn’t staying on the same pace. While Internet technologies are helping, there are still big hurdles in getting mainstream outlets to give female sports games equal footing in programming. And surprisingly, the increasing numbers of female journalists isn’t a factor in changing the landscape.”

## Recession, “Mancession”

*WomenseNews.org*

Recent spotlight on men and the recession masks women’s real losses, according to [www.WomenseNews.org](http://www.WomenseNews.org), which calls it “mancession” ... “the burning question is what explains the idea that men’s job-loss woes exceed those of women?

“More men may have lost their jobs ... because they had higher-paying jobs in the first place. Outsourcing and cuts in the manufacturing sector, especially well-paid union jobs, hit men hard. ... More women may have survived, but it was because they were in much more poorly paid jobs in health care and service industries that are hard to send to Bangladesh. But these jobs often can’t support a family.”

Joan Entmacher, vice president for family economic security at the National Women’s Law Center said, “The recovery is really not happening for women at all. It’s a slow recovery over all, but it’s really leaving women behind.”

## Title IX: Engaging Men to Help End Violence Against Women

Vice President Joe Biden and Secretary of Education Arne Duncan announced new guidance on Title IX to address sexual assault on college campuses. Earlier this month at the University of New Hampshire. Speaking directly to male students, Biden emphasized what he has said often — that everyone must play a part to end violence against women. He said, “You guys have an absolute obligation as men to speak up ... If you see a man in any way threatening on this campus, if a friend even hints at potential abuse, you have an obligation to speak up. Peer to peer, friend to friend, — we know what works best and that’s how real change happens.”

Biden announced that the Department of Justice, through its Office on Violence Against Women, awarded \$6.9 million to 23 projects aimed to empower men to speak out on violence against women. Called the Engaging Men Grant Program, it encourages men to work as allies with women and girls to prevent violence.



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917  
Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

- Thursday, June 9** Lissa Muscatine and her husband, Bradley Graham on **The Future of the Bookstore Business and the Future of Politics and Prose.**  
Luncheon 12:15-2:00pm; Members \$25, Nonmembers \$30; Lecture only \$10.  
Woman's National Democratic Club, 1526 New Hampshire Avenue NW  
Reservations: 202-232-7363, ext 3003 or [pfitzgerald@democraticwoman.org](mailto:pfitzgerald@democraticwoman.org)
- Tuesday, June 28** **CWI's Annual Meeting.** Voting in the 2011-12 board. Featuring our organizational members focusing on their activist priorities.

---

*Photos: D.Anne Martin; Editor: Roslyn Kaiser; April summary draft by Liberty Slater, FMF Intern; Production: Letterforms Typography & Graphic Design.*

### CWI Board of Directors, July 2010 - June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D.Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser, Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*





## Meet our Member Organizations

CWI's June meeting will present speakers and materials from our organization members highlighting their activities for women and girls. By joining CWI they show appreciation for our efforts and our programs. This is a great opportunity for our members and guests to hear them discuss their important missions, goals and activist priorities. Also, members will vote on the Board of Directors slate for 2011-12.

Our invited organization members include the: American Council on Education Office of Women in Higher Education; Center for Women Policy Studies; Fairfax County Commission for Women; Federally Employed Women; Feminist Majority Foundation; League of Women Voters of DC; Maryland Legislative Agenda for Women; Maryland Women's Heritage Center; Montgomery County Commission for Women; Montgomery County National Organization for Women; National Women's Law Center; Service Employees International Union (SEIU Local #500); United For Equality; Union Theological Seminary NYC; Wider Opportunities for Women; Women's Institute for a Secure Retirement (WISER); and Women's Research & Education Institute (WRED).

The Clearinghouse is a member of the National Council of Women's Organizations (NCWO), and they also have been invited to present at our June meeting.

**Date/Time:** Tuesday, June 28, 2011 / 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC

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, September 27, 2011

## Arab American and Muslim Women: Dispelling Myths, Building Bridges

WT's May speakers were **Noha Bakr**, Montgomery County Commissioner with the Montgomery County Commission for Women, **Aseel Elborn**, the National Outreach Coordinator for the Council on American Islamic Relations (CAIR) and **Lobna "Luby" Ismail**, the Founder and President of Connecting Cultures LLC, who works as a training specialist with over 15 years of experience in the areas of cross-cultural communication, cultural competence, Arab and

American cultures, and Islamic awareness and religious diversity.

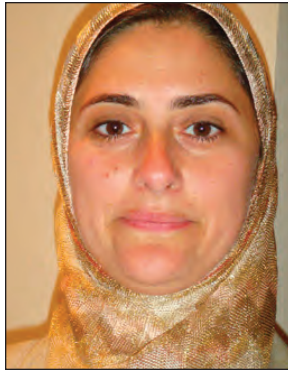
**Aseel Elborn** opened the presentation talking about her work with CAIR, the largest American-Muslim civil rights advocacy group in the United States. She made it clear before she began that all of her views of Islamic and Muslim women are from readings and personal experiences, but she is not a scholar on the subject. She used her presentation to debunk the myths surrounding the status of women in Islam. Elborn said that the Qur'an states that women are the "twin halves of men" and that God created men and women equal; the only thing that makes one person better than the other is their level of piety, not their gender. She discussed women's rights today and stated that there are few human rights at all in Muslim countries today, for both men and women. She attributes this lack of human rights to the practices of colonization and the ruling of Muslim countries under former presidents and dictators. Colonization created a jumble of cultures and practices in Muslim countries that are

not attributed to the Islamic faith but are actually derived from their mother countries. She said that in Muslim countries women's rights take a back seat to issues of governmental oppression, and made references to the current happenings in the Middle East. She said that based on current events in Libya or Syria, for example, we can see

that the rights of the people given by the Qur'an are going to take some time to go into effect after the government revolutions. Elborn finished her



*Aseel Elborn*



*Noha Bakr*



*Luby Ismail*

segment of the presentation with a quick run down of women's rights that were listed in the Qur'an 1400 years ago, long before the women's revolution in America occurred. These rights include: a woman's property cannot be seized by her husband; a woman cannot be denied the right to an education; forced marriage is prohibited; women can initiate divorce; women can enter into contracts without interference from men; women receive equal pay for equal work; and women have the right to vote and hold public office. These are rights that are basic today but were instilled in the Qur'an in 600 AD. She concluded by saying that these rights in the Qur'an are the word of God and therefore have to be taken as they are written as their rights — not optional rights.

**Noha Bakr** opened her segment of the presentation by discussing the teachings and practice variances among both men and women and Muslim and non-Muslim countries. She expressed that there is a need for education of both men and women on the words of the Qur'an regarding

## *Program Summary, continued*

women's rights — and their rights need to use these words as building blocks to more equality for women. She explained that traditions vary from culture to culture; not all traditions that are thought to be Muslim are actually Muslim traditions but are more the countries cultural practices. Another problem with the practices of Muslim teachings is that there is a lack of leadership; there is no Sunni “head” equivalent to the Catholic Pope that Muslims can look to for cohesive guidance. Bakr said that in general, American Muslim women pursue higher education, work at good jobs, experience a smaller pay gap between themselves and American Muslim men than between non-Muslim men and women, and attend mosque equally, if not more frequently, than American Muslim men. She highlighted some of the issues facing American Muslim women today; the same issues that are facing all American women with the addition of discrimination, hate crimes, and other acts of racism. American Muslim women are often marginalized and viewed as “others.” She also presented many opportunities to move forward together, by working with American Muslim organizations on issues that affect everyone and reaching out to American Muslim groups with an understanding of their culture and challenges.

**Luby Ismail** shared her personal story of growing up in a small, southern, Christian town with all Evangelical Christian friends that she bonded with over their love for God as an example of how two different religions can coexist peacefully. She said that she “did the impossible” by sharing her Muslim beliefs with strong Christians and continued to show respect for one another despite their differences. Ismail defined the term “Muslim world” as being the entire world, not just one region. She stated that Muslims, just like Christians, are spread out throughout the entire world population. She then quizzed the audience on what were some images they thought of when they think of Muslim women. The answers included: head covering, length of dress, the Qur'an, subservient/submissive/conservative/oppressed/backwards, foreign/not English-speaking,

uneducated and pious. Ismail pointed out that these are all untrue stereotypes and encouraged everyone to not let the media rule the image of American Muslim women; to find their own definition by breaking boundaries and stereotypes. She mentions Asma Mahfouz, an Egyptian woman standing up for her people and asking them to fight for their civil rights, as an example of a Muslim woman taking an active role in revolutions across the world.

## **Discussion**

***Q: Tell us more about the organizations you are involved with.***

***A: Luby***

Connecting Cultures is an organization that I started after my first son was born. The organization works with numerous public and private groups by training them on issues dealing with Muslim cultures both in the United States and abroad.

***A: Aseel***

CAIR is an organization that works to enhance the understanding of Islam and promotes the civil rights of American Muslims. Their civil rights department includes lawyers that conduct legal advocacy and training across the county with 30 different chapters. CAIR provides educational workshops and interviews on topics related to American Muslims on all major news networks.

***A: Noha***

Noha is currently doing consulting and works for the Montgomery County Commission for Women as a familiar face for Muslim women in the community to whom they can turn to for advice and help.

***Q: What is Islam?***

***A:*** Islam, along with Judaism and Christianity, is one of the three monotheistic Abrahamic religions and dates back over 1400 years. A Muslim is a person who follows the religion of Islam. Both ‘Islam and Muslim’ are derived from the Arabic

## *Program Summary, continued*

word which means ‘peace,’ a principle that is central to the faith. Often, the religion of Islam gets blamed for problems that are not religious, but political and economic.

Islam is a parochial system dating back to pre-Muslim years. This system is responsible for some of the traditions that are social not religious, and shows that religion is not everything when it comes to Muslim practices/culture. Issues that deal with the economy and politics are examples of issues that are Islamic, not Muslim.

***Q: What is the importance of marriage in Muslim culture? Are single/career women accepted? What about the LGBT population?***

*A:* Arranged marriages do still exist, however, they are not traditional. In fact, an older woman proposed to the Prophet Muhammad. In arranged marriages today, parochial traditions and poverty play a large role. Muslims believe that God created Adam and Eve in order to procreate, but practice a “leave them be in their homes policy” when discussing gay or lesbian individuals. They believe that “only God can judge.”

Marriage in Islam is a peaceful, respectful and loving bond of partnership in which the main criteria is that both parties agree to the marriage. Forced arranged marriages are prohibited in Islam. Where they do occur, it is the cultural practice of the people. Single and career women are certainly accepted and many Muslim women are single by choice.

***Q: Is sex segregation a part of Muslim culture?***

*A:* Segregation mainly occurs in Gulf countries, however, Americans have a bad connotation with the word “segregation” that is not always correct when used within the Muslim world. Segregation is used in a mosque for personal prayer time.

***Q: Why do you choose to, or not to, wear the head dress?***

*A: Luby*

The Qur’an says to “dress modestly” and to me, the definition of modesty is based on time and place. In America, I feel that my dress is modest enough and I do not need to wear a headdress at all times. However, I do cover my hair during prayer.

*A: Aseel and Noha*

There is a verse in the Qur’an that says that a woman needs to cover her hair, and it is a verse that we both take seriously. In a historical context, covering your hair is a sign of protection by God and wards off those looking to harm women. Muslim men also have regulation on their dress — it just is not talked about as much as Muslim women’s dress regulations. Both Aseel and Noha only started to wear the head dress in college, post 9/11, despite both of their parent’s objections. Their parents felt that they were putting themselves in harm’s way by covering their hair in a growing hostile environment for Muslims in America. However, both felt it was important to their religion and continue to cover their hair today.

## **President’s Message**

We close this year knowing that the Clearinghouse presented some excellent programs. Our meetings have been consistently well attended. I am so grateful to the Board who selects the topics, all of our program arrangers who handle the meeting presentations, those of you who bring the snacks, and all of our members and guests who attend.

Washington is supplying enough topics to fill next year! Look for some interesting programs. If you have any program or speaker suggestions, please let us know.

Enjoy your summer. Thank you for another wonderful year.

— *Barbara J Ratner*



## National Women's Law Center, Social Security

Because of all the discussion and debate on Social Security issues, NWLC has published 50 fact sheets, one for each state, to highlight “what these programs really mean to the individuals and families who rely on them ... (they) paint a picture of just how critical Social Security is for women and their families, including how many women and children receive Social Security in each state, average benefits and Social Security’s role in lifting residents out of poverty.” Contact [action@nwlc.org](mailto:action@nwlc.org).

## Feds Gender Pay Gap Better Than Private Sector

*From a Joe Davidson column, Washington Post*

“Uncle Sam strives to be the model employer, and in at least one area, he’s making progress. When it comes to equal pay for equal work, the federal government is significantly closer to that goal than the nation as a whole. Closing the gender pay gap has been the focus of the Equal Employment Opportunity Commission at two dozen events around the country in April and May.

“Women in the federal government make 11 cents less on the dollar than their male counterparts according to the most recent data available from the General Accounting Office (GAO). The wage gap is even greater for women of color and women with disabilities ... By the time of retirement, the real cost of the wage gap to a woman and her family is not just lower wages but also lowered pensions and Social Security benefits.”

The glass ceiling still exists for highly educated and professionally experienced women who are unable to get selected for the top management positions that are typically filled by white men. The author points out, “Women make up less than a third of the Senior Executive Service.”

## Maryland Women in STEM

Coming soon: A new timeline exhibit *Explorations and Discoveries: Maryland Women in STEM* (science, technology, engineering, and math). Some of the notable women who will be honored include: Rachel Carson, considered the founder of the environmentalist movement; Rita Colwell, first woman director of the National Science Foundation; and Astronauts Judith Resnick and Mary Cleave, two of the first women to fly in space. For more information contact Program Chair Linda Shevitz, [lshevitz@msde.state.md.us](mailto:lshevitz@msde.state.md.us) or phone (410) 767-0428.

## New Head for Center for Women Policy studies

The Center for Women Policy Studies has elected Arizona State Senator Linda J. Lopez, who is Senate minority caucus whip, to be chair of the board of directors. There are also two new appointments to the board of directors: Susie Johnson, who leads the public policy program of the women’s division of the General Board of Global Ministries; and Yolanda Richardson, vice president for international programs at the Campaign for Tobacco Free Kids. Both Johnson and Richardson have had long-term experience working on women’s issues.

## U.N.’s Superagency for Women

*WomenseNews.org*

The U.N.’s new superagency for women is scheduled to hold a country executive board vote in June on the group’s first strategic plan. The organization, under the leadership of Executive Director Michele Bachelet (the former president of Chile), has conducted consultative sessions in 71 countries this year, seeking advice from advocates and academics around the globe.

“Regional Directors have surveyed 3,700 partner organizations. Among them, 31 percent were government representatives; 47 percent were civil-society and academic groups; and 22 percent were U.N. system members, including staffers from four groups being combined under U.N. Women ... Bachelet made sure that indigenous women views were sought out ... many participants saw a key role for U.N. women in ensuring that gender equality is factored into governments’ policies and programs. They also want U.N. women to provide a ‘knowledge hub’ for gender-equality effort.”



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917  
Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

**July 7 Trivia Night Competition.** The Sewall-Belmont House & Museum and the Woodrow Wilson House are co-sponsoring a trivia night. You are invited to come solo or with a team and compete for prizes by testing your knowledge of trivia from the early 1900s. Prizes will be awarded for the best team name, highest score and more. Teams will sign up to compete for either the Sewall-Belmont House & Museum or the Woodrow Wilson House. The event will be held at the newly renovated Sewall-House & Museum on July 7, 6:30-8:30 pm. For more information, visit [www.sewallbelmont.org](http://www.sewallbelmont.org).

---

*Photos: D. Anne Martin; Editor: Roslyn Kaiser; May summary draft by Leah Tingley, Alliance for Justice Intern; Production: Letterforms Typography & Graphic Design.*

### CWI Board of Directors, July 2010 – June 2011

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D. Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Harriett Stonehill

**DIRECTORS:** Sarah Albert, Alvin Golub, Linda Fihelly, Roslyn Kaiser, Ruth G. Nadel, Bernice Sandler, Ellen S. Overton, *ex officio*



## Street Harassment: An Emerging Global Issue

Street harassment is a human rights issue: a pervasive social practice that functions as an intimidation and control mechanism around the world. Harassers not only limit women's mobility and personal freedom, but can affect every aspect of women's lives, denying women and girls equal education, economic opportunities, political participation, and access to public resources (streets, parks, and public transportation).

**Marty Langelan**, a martial artist and past president of the DC Rape Crisis Center, has been researching, developing, and testing effective tactics to stop harassment and assault for more than 30 years. Langelan is the author of *Back Off: How to Confront and Stop Sexual Harassment and Harassers*, and is on the faculty of the Women & Politics Institute at American University.

**Holly Kearn** founded the website [www.StopStreetHarassment.org](http://www.StopStreetHarassment.org) and wrote *Stop Street Harassment: Making Public Places Safe and Welcoming for Women*. She's an international speaker on the topic and her work is widely cited, including by the UN. She also works full-time for AAUW.

**Date/Time:** Tuesday, September 27, 2011 / 12 noon sharp to 1:30 pm.

Open to the public, no reservation necessary.

**Sept.  
Meeting  
Place:**

**Alliance for Justice, 11 Dupont Circle NW, 2nd Floor,  
Washington, DC (Building entrance is on New Hampshire Ave.)**

There is a vending machine with sodas and snacks on site.

Metro: Red Line, Dupont Circle, Q Street exit

**September is *Renew Your Membership* month.**

**Please fill out the form on page 5 and mail it with your dues.**

### IMPORTANT NOTICE

Please allow time to go through the sign-in system.

**Next Meeting: Tuesday, October 25, 2011**

## Meet Our Member Organizations



*Debra Louallen-Cole*  
Office of Women in Higher Education (OWHE), since 1973, has provided information and counsel to constituencies within the higher education community regarding policies, issues, education and research that influence women's equity, diversity and advancement. [www.acenet.edu/](http://www.acenet.edu/)



*Lee Helfrich*

**Fairfax County Commission for Women (CFW)** is working towards recommendations to improve housing policy and programs for domestic violence victims. Housing and domestic violence were the issues of concern to women in

Fairfax County. This local CFW has been advising the Fairfax County Board of Supervisors since 1971. Commissioners are appointed by the Board and serve as volunteers. CFW is charged with advising the Board on ways to promote the full equality of women and girls in Fairfax County. Despite countywide budget cuts CFW hopes to maintain its biannual strategic planning process. CFW's most recent recommendation is to create a Domestic Violence in the Workplace policy for the County.

[www.fairfaxva.gov/host/women/local.html](http://www.fairfaxva.gov/host/women/local.html)

**Feminist Majority Foundation (FMF)**, founded in 1987, is a cutting-edge organization dedicated to women's equality, reproductive health, and non-violence. In all spheres, FMF utilizes research and action to empower women economically, socially, and politically. The



*Alison Grady*



*Brittanie Leibold*

organization believes that feminists — both women and men, girls and boys — are the majority, but this majority must be empowered. Led by FMF President Eleanor Smeal, the research and action programs focus on advancing the legal, social and political equality of women with men, countering the backlash to women's advancement, and recruiting and training young feminists to encourage future leadership for the feminist movement in the United States. [www.feminist.org](http://www.feminist.org)

**DC League of Women Voters**, a nonpartisan political organization, encourages informed and active participation in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy. It never supports or opposes any political party or candidate. The League of Women Voters, therefore, plays two separate and distinct roles. One is Voters Service/Citizen Education: presenting unbiased nonpartisan information about elections, the voting process, and issues. The second is Action/Advocacy: after study, using its positions to advocate for or against particular policies in the public interest. [www.lwvdc.org](http://www.lwvdc.org)



*Goody Braun*



## Program Summary, continued



*Holly Taggart Joseph*

### **Montgomery County's Chapter of the National Organization for Women (MCNOW)**

addresses local, state, and national level issues that are of greatest concern to women, among them pay equity, access to affordable health care for themselves and their families, and issues of

domestic violence. It is a support group for women as well as an advocacy organization. It is political in that it seeks strong and effective public officials to advance its positions on women's issues. [www.mcndnow.org](http://www.mcndnow.org)



*Anne McLeer*

### **Service Employees International Union Local 500 (SEIU)**

represents 18,000 women and men working in childcare and education, and in service to communities and the public interest in Maryland and Washington, DC. Many of its members are women

who work in traditionally "feminized" jobs, like childcare providers, paraeducators, and Head Start teachers. The important work done by these women has historically been invisibilized and under-valued. Through their union these women work to bring respect and professionalization to their jobs, while empowering themselves as leaders and advocates in their communities, and fighting to gain a voice in decision-making in their industries. SEIU Local 500 also represents adjunct and part-time faculty in area colleges and universities and works to expand collective bargaining rights to thousands of other part-time faculty members, childcare providers and other workers who remain marginalized and struggling to survive in the low-wage workforce.

[www.seiu500.org](http://www.seiu500.org)



*Carolyn Cook*

### **United 4 Equality, LLC**

(U4E) is a woman-owned, social justice enterprise based in Washington, DC solely committed to the ratification of the Equal Rights Amendment by 2015.

U4E is the architect and strategist behind HJ Res. 47 introduced in the 112th Congress on

March 8, 2011 in solidarity with the 100th anniversary of International Women's Day. United 4 Equality urges Congress to remove the time limit for ratification of the Equal Rights Amendment in the final three states required. United 4 Equality is available to provide lively, interactive presentations on the Equal Rights Amendment to groups. It also convenes eight-week girls' empowerment groups and Mother/Daughter circles to celebrate women's shared experiences in the quest to define themselves as individuals and collectively. For more information, visit [www.united4equality.com](http://www.united4equality.com); LIKE us on Facebook and FOLLOW us on Twitter.

### **Wider Opportunities for Women (WOW)**

works nationally and in its home community of Washington, DC to build pathways to economic security for America's women, their families, and elders. WOW has a distinctive history in changing the landscape of women and work. For more than 40 years, WOW has helped women learn to earn, with programs emphasizing literacy, technical and nontraditional skills, the welfare-to-work transition, career development, and retirement security. Since 1964, WOW has trained more than 10,000 women for well-paid work in the DC area. Employment opportunities must be plentiful in both urban and rural areas and varied to provide pathways for workers to



*Sarah Gonzalez Bocinski*

## Program Summary, continued

progress to increasingly higher-paying positions, both within and across industries, so that their economic strength can grow along with family responsibilities and ultimately ensure a secure retirement. To this extent, WOW leads the Family Economic Self-Sufficiency Project and Elder Economic Security Initiative that advocate for economic security throughout one's life.

[www.wowonline.org](http://www.wowonline.org)



Lara Hinz

**Women's Institute for a Secure Retirement (WISER)** is a nonprofit organization that works to help women, educators and policymakers understand the important issues surrounding women's retirement income. For more than 15 years, WISER has been educating women about

the unique challenges they face when it comes to retirement and providing them the information, tools and resources they need to ensure their financial security in their later years. WISER creates a variety of consumer publications including fact sheets, booklets and a quarterly newsletter that explain in easy-to-understand language the complex issues surrounding Social Security, divorce, pay equity, pensions, savings and investments, banking, home-ownership, long-term care and disability insurance. Through our National Education and Resource Center on Women and Retirement Planning, WISER also partners with dozens of organizations across the country to provide trainings, workshops, and targeted education in order to reach women most at-risk of poverty in old age. [www.wiserwomen.org](http://www.wiserwomen.org)

**The Women's Research & Education Institute (WREI)** has two major programs. The Congressional Fellowships on Women & Public Policy which have brought more than 250 talented graduate students to Capitol Hill since 1980 to work in House and Senate offices for eight months as full-time legislative assistants. WREI Fellows come from a wide range of academic disciplines master the



Bernice Sandler

lobbyists. WREI's Women in the Military project has advocated for the rights and responsibilities of U.S. servicewomen for a quarter century. WREI will hold its seventh conference for active duty and veterans, academics, advocates, and congressional staff at the Women in Military Service American Memorial at Arlington Cemetery the end of October. The seventh edition of *Women in the Military: Where They Stand*, a helpful, up-to-the-minute report on the role of women soldiers, sailors, marines, airmen, and coastguardsmen was released in January. [www.wrei.org](http://www.wrei.org)



Ashley Horne

### **National Council of Women's Organizations**

**(NCWO)** is a non-partisan coalition of more than 230 progressive women's groups that advocates for the 12 million women they represent. While these groups are diverse and their membership varied,

all work for equal participation in the economic, social, and political life of their country and their world. The Council addresses critical issues that impact women and their families: from workplace and economic equity to international development; from affirmative action and Social Security to the women's vote; from the portrayal of women in the media to enhancing girls' self-image; and from Title IX and other education rights to health and insurance challenges.

[www.womensorganizations.org](http://www.womensorganizations.org)

## 2011-12 Membership / Payable in September

NAME \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_

ZIP \_\_\_\_\_

PHONE \_\_\_\_\_

CELL \_\_\_\_\_

EMAIL \_\_\_\_\_

**Checks should be made payable to CWI and mailed to:**

CWI, Holly T. Joseph, Treasurer, 8504 Rosewood Drive, Bethesda MD 20814

☐ Individual - \$25      ☐ Under 30 years - \$15      ☐ Organization - \$35 or three years \$90

☐ Virtual-\$20 (live outside metro Washington area/electronic newsletter only)

☐ I would like to help CWI's outreach with an additional tax-deductible contribution: \$ \_\_\_\_\_

### President's Message

CWI begins our 38th year. We are enthusiastically lining up knowledgeable speakers for our meetings who will present interesting topics.

It's membership renewal time. See the form above to renew your membership easily. Members' dues pay for CWI newsletters, speakers' lunches, our support of the Montgomery County Commission for Women's Legislative Briefing and our membership in the National Council of Women's Organizations.

We welcome your suggestions so feel free to contact us. Our email is [cwi-info@womensclearinghouse.org](mailto:cwi-info@womensclearinghouse.org) and our phone is 301-493-0002.

— Barbara J. Ratner

### Other CWI Organization Members

**Center for Women Policy Studies**

[www.centerwomenpolicy.org/](http://www.centerwomenpolicy.org/)

**Federally Employed Women (FEW)**

[www.few.org](http://www.few.org)

**Feminist Peace Network (FPN)**

[www.feministpeacenetwork.org/](http://www.feministpeacenetwork.org/)

**Maryland Legislative Agenda for Women (MLAW)** [www.mdlegagenda4women.org](http://www.mdlegagenda4women.org)

**Maryland Women's Heritage Center**

[www.MDWomensHeritageCenter.org](http://www.MDWomensHeritageCenter.org)

**Montgomery County Commission for Women**

[www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)

**National Women's Law Center (NWLC)**

[www.nwlc.org](http://www.nwlc.org)

**Union Theological Seminary** [www.utsnyc.edu](http://www.utsnyc.edu)

### Al Golub

CWI Board Member Al Golub died of idiopathic pulmonary fibrosis June 26 at his home in Silver Spring at the age of 83. The only male on CWI's board, Al was a valued member for seven years. He was a committed feminist, enthusiastic, friendly and diligent. He always actively contributed to our organization: offering suggestions for speakers, arranging programs, serving on the nominating committee, and asking thought-provoking questions of the speakers. When he mentioned that it was to men's advantage to support feminism, we discussed presenting a program on this topic, but unfortunately, it was not to be. What an interesting meeting that would have been!

Al spent nearly 20 years as executive director of the Washington Psychiatric Society, served as an economist at the US Department of Labor, and rose to become deputy director of the Equal Opportunity Commission. Al was the husband of Maxine Golub, father of Jennifer and Rebecca and grandfather of four. We appreciate Al's dedication to the Clearinghouse and doubt we can fill his shoes.



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917

Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

**Monday,  
September 19**

**Feminism in Politics: Discussion and Workshop**, Montgomery County NOW's Monthly Meeting, Rockville (MD) Library, 7-9 pm. Experts will answer questions and help you get more involved in national, state and local issues. Free and open to the public. For more information, visit [www.mcmdnow.org](http://www.mcmdnow.org).

**Wednesday,  
September 21**

**Sewall-Belmont 2011 Alice Award Luncheon**, Sewall-Belmont House & Museum, DC, 12 noon. Celebrating **The Honorable Dianne Feinstein**, US Senator, California, and **The Honorable Olympia J. Snowe**, US Senator, Maine. For more information, visit [www.sewallbelmont.org/programs/alice-award-2011/](http://www.sewallbelmont.org/programs/alice-award-2011/)

**Wednesday,  
September 21**

**She Should Run Inaugural National Conversation featuring the launch of She Should Run In Action**, Union Station, DC, 6 pm. Discover strategic ways for women to advance in public and corporate leadership. For more information, visit [www.sheshouldrun.org/pages/she-should-run-in-action.html](http://www.sheshouldrun.org/pages/she-should-run-in-action.html).

---

*Photos: D. Anne Martin; Editor: Roslyn Kaiser; Production: Letterforms Typography & Graphic Design.*

### CWI Board of Directors, July 2011 - June 2012

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D. Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Carolyn Cook

**DIRECTORS:** Linda Fihelly, Bernice Sandler, Harriett Stonehill

**DIRECTORS EMERITA:** Roslyn Kaiser and Ruth G. Nadel

**EX OFFICIO:** Ellen S. Overton





## Peace: Will We Ever See Peace Rather than War?

Have we gotten so used to war that it has become the norm rather than peace? Peace activists say no, hoping and working to change the culture, to end and avert wars. How does peace affect women and their families? Why have people seeking peace had to take to the streets in order to be heard? How do we organize in order to effect change in this area?

**Jean Athey**, head of *Peace Action Montgomery* and founder of *Fund Our Communities* — *Bring the War Dollars Home*, recently organized a series of local town halls for communities to come together on redirecting war funds back to local communities to restore the services which have diminished due to the current conflicts.

**Medea Benjamin**, co-founder of CODEPINK and Global Exchange, is a nationally recognized social activist who has worked in Latin America and Africa for the United Nations as a nutritionist and economist. CODEPINK has been a lead organization for the DC protests at Freedom Plaza.

**Date/Time:** **Tuesday, October 25, 2011 / 12 noon sharp to 1:30 pm.**

Open to the public, no reservation necessary.

**Place:** **One Dupont Circle, 8th Floor Kellogg Room, Washington DC**

Bring brown bag lunch, soft drinks available from a machine.

*To pay your 2011-12 dues, go to the membership tab on our website and download the form.*

### 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 22, 2011**

## Street Harassment: An Emerging Global Issue

CWI's September speakers were **Marty Langelan**, author of *Back Off: How to Confront and Stop Sexual Harassment and Harassers*, former president of the DC Rape Crisis Center, martial arts trainer, and faculty member at American University, Women & Politics Institute, and **Holly Kearl** of the American Association of University Women (AAUW), author of *Stop Street Harassment: Making Public Places Safe and Welcoming for Women* and founder of the website [www.StopStreetHarassment.org](http://www.StopStreetHarassment.org).

**Marty Langelan** explained what street harassment is and presented productive techniques for ending it. She said that all types of sexual harassment are used to create fear and control public spaces. What gives street harassment its power is not just the public humiliation, but also the underlying threat of violence and escalation. Even animals react to aggressive staring, for example, as a prelude to attack.

Langelan discussed "learned helplessness" and the cultural conditioning that makes it hard for women to respond. She explained that the traditional techniques that are taught to girls to combat harassment actually do not work. They are psychologically damaging to women because they do not allow us to confront the problem. She calls these "failure tactics." Pretending to ignore the situation or running away from it does not end the harassment and can actually make it worse. For those harassers who are "rape-testing" (using a verbal or physical intrusion to test women's reactions and select targets for assault), this passive behavior could be what they are looking for. She explained that yelling obscenities back could also escalate the situation.

So what should a woman who is being harassed do? Langelan said we now have an entire toolkit of "verbal self-defense:" positive, action-

based responses. One vital tool is the "All Purpose Statement:" Look at the harasser, maintain a calm, steady tone, and say, "*Stop harassing women. I*

*don't like it, no one likes it. Show some respect.*"

This statement can be a powerful tool both for those being harassed and for bystanders. Another useful technique is the "A-B-C" approach: Interrupt the harasser by saying, *when you do A, the effect is B, and I want you to do C instead.* Langelan said there are about 30 tactics that really work. She

discussed what men can say, as allies, and cited two verses from the Koran that Muslim women are now using to confront street harassers. She described many individual and group tactics, including ways to stop persistent harassers. All of the techniques involve naming the behavior, giving calm, clear commands, and holding the harassers accountable. These nonviolent intervention techniques shift the power dynamics and stop harassers in their tracks.

**Holly Kearl** focused her presentation on international attempts at curbing harassment. She stressed that street harassment is a global problem, even in areas where women's clothes completely cover their bodies. This, she emphasized, demonstrates that it is not a question of women asking for harassment like some have been claiming. For example, 90% of women in Yemen report that they have been harassed, despite the fact that women are completely covered, showing only their eyes.

Harassment on public transportation is also an ongoing issue. Kearl mentioned that some cities including Beijing, Delhi, Seoul, and Tokyo, have women-only transportation. She called this a band-aid solution that does not stop the harassment or address the underlying causes. This special women's transportation is not offered with enough frequency for most women to use and women are still surrounded by harassers on train platforms or bus stops. In America, cities like Boston and New



Marty Langelan



Holly Kearl

## Program Summary, continued

York have undertaken more effective strategies such as public service announcement campaigns in an effort to curb harassment. Organizations like Holla Back DC are advocating for similar initiatives in Washington, DC.

Kearl's discussion of the international attempts to end street harassment provided an overview of the global nature of this problem. Women in Afghanistan marched through the streets of Kabul to protest street harassment and are making a documentary to raise awareness. In Egypt and Lebanon, groups have put together "*Harass Maps*" which track where harassment occurs. In Egypt, twitter campaigns have also emerged and in Lebanon, a group has put together a character named Salwa, a cartoon character who represents the typical girl in Beirut. She is used as an awareness-raising tool as well as a teaching tool to educate women and men about harassment. India has also made attempts to fight harassment. A project called *Blank Noise* has large groups of women gather on the streets to challenge the notion that public spaces are not for women. Another project, *Mend the Gap*, draws attention to harassment on public transportation through the use of flash mobs. In India they have under-cover stings to help enforce their laws against harassment. In London, mayoral candidates have even taken on the issue as part of their platforms in reaction to work by the UK Anti-Street Harassment Campaign.

Last year UN Women started a five-year *Safe Cities Programme* in Egypt, Ecuador, India, Rwanda, and Papua New Guinea. The initiatives look broadly at women's safety issues and also address street harassment.

### Discussion

***Q: The word "harassment" can be viewed as benign so why call it street harassment instead of sexual harassment?***

*Langelan:* Harassment is a damaging social practice that is used to intimidate, exclude, and control people. Sexual harassment is an especially threatening, powerful form of intimidation, and a subset of general harassment.

*Kearl:* The term "street harassment" has been the leading term since the 1970s. Sexual harassment typically refers to the legal distinction and definition as in the Civil Rights Act of 1964 and Title IX regulations against sex discrimination in education. Street harassment is broader.

***Q: Women used to be taught to just ignore harassment. By walking away, you were taking care of yourself. Why is this no longer the case?***

*Langelan:* Pretending to ignore it did not make it go away. Being silent in the face of abuse is psychologically damaging. There is no reason to accept harassment as normal or inevitable. Pretending to ignore it is complicit in the sense that you are not putting an end to it.

*Kearl:* By confronting the problem, you are also helping those who might have been harassed by this person in the future.

***Q: How many cases of street harassment have been prosecuted?***

*Langelan:* In DC, almost no cases of street harassment have been prosecuted. Although some legal remedies exist, it is difficult to confront this problem strictly through the law. Direct action is a better strategy in this fight.

***Q: As various countries take on this problem, has any major world event sparked this change?***

*Kearl:* The Internet. It has been a powerful tool for reaching out and facilitates the spread of action from one country to another. As people see what was effective in another country, they adopt the practice and use it in their fight to end harassment.

Check out an August 24, 2011 *Washington Post* article featuring Langelan and Kearl, *DC's Fight Against Street Harassment* [www.washingtonpost.com/lifestyle/magazine/dcs-fight-against-street-harassment/2011/07/24/gIQAJSfe8I\\_story.html](http://www.washingtonpost.com/lifestyle/magazine/dcs-fight-against-street-harassment/2011/07/24/gIQAJSfe8I_story.html)

Kearl's website: [www.stopstreetharassment.org/strategies/](http://www.stopstreetharassment.org/strategies/) and Resources on Sexual Harassment [www.feminist.org/911/harasswhatdo.html](http://www.feminist.org/911/harasswhatdo.html) on the Feminist Majority Foundation website.



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917

Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

**Monday,  
October 17**

MCNOW monthly meeting/book discussion: ***Cinderella Ate My Daughter*** by Peggy Orenstein. 7-9 pm. Rockville Library, 21 Maryland Ave., Rockville. Free and open to the public. For more information, visit [www.mcnow.org](http://www.mcnow.org).

**Thursday,  
October 20**

**BPW Woman of Achievement Program** honoring CWI Board Member **Carolyn Cook**. 6:30 pm. Holiday Inn Gaithersburg, 2 Montgomery Village Avenue, Gaithersburg. Buffet Dinner. \$25. RSVP by October 17 to Anne Whitt 301-466-2653 or [annewhitt12@yahoo.com](mailto:annewhitt12@yahoo.com).

---

*Photos: Carolyn Cook; September summary draft by Hannah Gordon, FMF Intern;  
Production: Letterforms Typography & Graphic Design.*

#### **CWI Board of Directors, July 2011 – June 2012**

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D. Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Carolyn Cook

**DIRECTORS:** Linda Fihelly, Bernice Sandler, Harriett Stonehill

**DIRECTORS EMERITA:** Roslyn Kaiser and Ruth G. Nadel

**EX OFFICIO:** Ellen S. Overton



## Counteracting Pseudo-Science: The Truth about Girls and Boys

What are the most damaging misunderstandings about girls and boys? What are the unexpected findings about sex similarities? What are the few real findings about sex differences? What should we do to act on the truth about the needs and interests of girls and boys and to counteract sex stereotypes?

Presenter: **Rosalind Barnett**, a senior researcher at the Brandeis University Women's Studies Research Center, is co-author with journalist Caryl Rivers of a new research-based book, *The Truth about Girls and Boys: Challenging Toxic Stereotypes About Our Children*. See [thetruthaboutgirlsandboys.com](http://thetruthaboutgirlsandboys.com).

Discussant: **Janice Koch**, Professor Emerita of Science Education at Hofstra University on Long Island, New York, directed Hofstra's Institute for the Development of Education in the Advanced Sciences.

**Date/Time:** Tuesday, November 22, 2011 / 12 noon sharp to 1:30 pm.  
Open to the public, no reservation necessary.

**Place:** One Dupont Circle, 8th Floor Kellogg Room, Washington DC  
Bring brown bag lunch, soft drinks available from a machine.

*We would like to have you join us as a member.  
To pay your 2011-12 dues, go to the membership tab on our website  
[www.womensclearinghouse.org](http://www.womensclearinghouse.org) and download the form.*

### 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 24, 2012

## Peace: Will We Ever See Peace Rather than War?

CWT's October speakers were peace activists, **Jean Athey** and **Medea Benjamin**. Athey is the head of Peace Action Montgomery and founder of Fund Our Communities, Bring the War Dollars Home. Benjamin is co-founder of CODEPINK and Global Exchange. They have often worked together after meeting in 2005 protesting the Iraq war.

**Jean Athey** explained how she has had an interest in peace since the Viet Nam war. She volunteered in 2005 to take over the Montgomery County chapter of Peace Action, which had existed for over 30 years before it was almost disbanded that year. One of the first activities under new leadership was a demonstration organized at the National Mall, in which Peace Action members placed toy soldiers under all the state Christmas trees with stickers that said "Bring me home."

Athey mentioned that she believes civil resistance actions are important if change is to come. She pointed out that her own experiences with civil resistance, which have sometimes resulted in arrest, helped her begin to lose her fear, and she reminded the group of the statements of the young people responsible for leading the Arab Spring revolutions. They explained the success of these revolutions with the statement, "The people lost their fear."



*Jean Athey*

Athey outlined what she described as her reasons for becoming a peace activist:

- The horror of war and trying to imagine what it might be like to live through war.
- A sense of despair—a feeling that things were going so profoundly wrong in our country.
- The conviction that people can change things, that we have power if we will use it.
- A belief that we all have a moral responsibility to fight for justice and peace, and that democracy requires that.



*Medea Benjamin*

A key campaign of Peace Action Montgomery is forming and strengthening a statewide coalition devoted to achieving major reductions in the military budget. Fund Our Communities, Bring the War Dollars Home now consists of about 50 organizations, including labor, religious, civil rights and other groups, and it is growing. Coalition members educate citizens and lobby politicians on the importance of funding community improvements, such as education and health services, rather than spending such a high proportion of the US budget on the military. Athey pointed out that the Obama 2011 budget included 62 percent for defense and veterans, although she said that this actually understates military spending since so much is spread out in other government departments. Instead of support-

## *Program Summary, continued*

ing more than 1,000 military bases outside the US, she said, why not put our resources into jobs and infrastructure here?

Some of the accomplishments of Peace Action Montgomery and the Fund Our Communities coalition include getting a state law passed that limits military access to student information in Maryland; preventing enactment of a new law designed to provide a specific tax benefit to Lockheed Martin in Montgomery County; securing a letter signed by 46 members of the Maryland General Assembly, asking for reductions in military spending; and providing numerous educational efforts focused on the wars and military spending.

Athey stated that she believes that we are now in a historic shift, as exemplified by the Occupy Wall Street movement, and that the messages of the peace movement must be integrated within this broader movement for democracy, fairness, and to end the corporate dominance of government. But to achieve this critical change, she stated, we must all work together, and we will be most effective if we do that through organizations. She asked CWI members to request that their respective organizations in Maryland join the Fund Our Communities coalition.

**Medea Benjamin**, an internationally known social activist, worked in Latin America and Africa for the UN as an economist and nutritionist. She started her peace activism as a teen when her sister's sweet boyfriend was sent to Viet Nam and sent her sister the ear of a Viet Cong to wear as a necklace. She explained that the name CODEPINK was inspired by President Bush's changes in color codes for terrorist threats. Initially they wanted to use "Code Hot Pink" but they found this was a porn website. A key focus was to get women's voices heard in the anti-war protests. One of their biggest, almost accidental, media victories

was when a few of them decided to attend a hearing featuring Defense Secretary Donald Rumsfeld. During the hearing they unfurled their banners such as UN Inspection, not US War! Because of good media coverage of the CODEPINK members at the front of the hearing room, their message was heard around the world and many new chapters were formed.

Benjamin described how the war in Iraq not only resulted in the deaths of more than 4,000 US soldiers, but that many millions of Iraq citizens were killed and displaced. The Iraq infrastructure, which had been one of the most advanced in the Middle East, has still not recovered in critical areas such as education and health. Even with the US withdrawal in Iraq, there is much of concern about US military interventions. Benjamin is especially concerned with the use of drones to kill people (including innocent bystanders) by the US and also other countries, such as Iran and China, and with the role of the US CIA in determining US targets. She suggested the need for an international code of conduct in the use of drones.

Benjamin sees some hope in the grassroots organizations such as the Tea Party and especially Occupy Wall Street protesters. If they stay independent of political parties, she thinks they can pressure the political parties to act on their issues of interest. She is happy that many in these group demonstrations are young. In talking with them, she saw that they were upset over not finding good jobs. She also wants the peace movement to be effective and thinks that this is most likely if they stay grassroots and not attached to political parties. Benjamin said they could be more effective if women's voices are increased.

**Web sites:** Peace Action Montgomery:

[www.peaceactionmc.org](http://www.peaceactionmc.org)

Fund Our Communities: [www.ourfunds.org](http://www.ourfunds.org)

CODEPINK: [www.codepink.org](http://www.codepink.org)



## Clearinghouse on Women's Issues

10401 Grosvenor Place #917

Rockville, MD 20852

FIRST CLASS MAIL

### COMING EVENTS

**Sunday,**

**January 29, 2012**

#### **Women's Legislative Briefing**

***Presented by Montgomery County Commission for Women.***

Featuring VIP Panel Discussion: Women's Issues in the U.S. Congress.

12:30-6:00pm. General Admission \$15. University of Maryland Shady

Grove Campus, 9630 Gudelsky Drive, Rockville MD. For more

information: 240-777-8333 or [www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw).

---

*Photos: Carolyn Cook; October summary draft by Sue Klein;*

*Production: Letterforms Typography & Graphic Design.*

#### **CWI Board of Directors, July 2011 - June 2012**

**OFFICERS:** *President*, Barbara J. Ratner; *VP Program*, Sue Klein; *VP Membership Co-chairs*, Kellye McIntosh, D. Anne Martin; *Treasurer*, Holly Taggart Joseph; *Secretary*, Carolyn Cook

**DIRECTORS:** Linda Fihelly, Bernice Sandler, Harriett Stonehill

**DIRECTORS EMERITA:** Roslyn Kaiser and Ruth G. Nadel

**EX OFFICIO:** Ellen S. Overton