



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

January 2014

www.womensclearinghouse.org

Women and STEM: The Professional Science Masters – Changing Lives and Careers-Noon January 28, 2014

Internationally recognized feminist scholar-activist **Sheila Tobias** will share her remarkable experiences and leadership in creating a more welcoming environment for women and many men to succeed in the STEM (science, technology, engineering and mathematics) fields.

Sheila Tobias is a founder of Women's Studies courses and programs. She was trained at Harvard-Radcliffe and did a terminal master's at Columbia University in the 1960s, to become a change agent and early adopter of women's studies at Cornell, Connecticut Wesleyan, Vanderbilt, and UC-San Diego. She is particularly credited with efforts to enlarge the proportion of women enrolling in mathematics and the sciences *at college* and to fashion a post-graduate (master's level) STEM curriculum to meet women's changing roles. In that connection, she pioneered the issues of "math anxiety" and (physical) science avoidance, in terms of seen and unseen barriers to women's full participation in the STEM subjects. She is the author of 14 books for the general public including *Overcoming Math Anxiety*, *They're not dumb, they're different*, *Rethinking Science as a Career*, *Women, Militarism and War* (co-editor), *Science Teaching as a Profession*, and *Faces of Feminism: An Activist's Reflections on the Women's Movement*. She has contributed new strategies to bring women from margin to mainstream.

About the Program: Sheila will be introduced by CWI Board Member **Dr. Janice Koch**, Professor Emerita from Hofstra University who organized and will be the moderator of this meeting. When Sheila Tobias co-wrote *Rethinking Science as a Career* in 1995, academic jobs in science were so scarce that many PhDs were considering changing fields. The authors had no idea that the book would help launch a whole new degree. PhD students interviewed for the book repeatedly expressed regret about lacking skills in business fundamentals, computer science and writing. Tobias realized that the gap could be met by a *new master's-level curriculum*. Further research found career options after a B.S. in science or mathematics to be "limited" and that professors in graduate programs tended to steer their students toward research careers, despite a dearth of faculty positions. Meanwhile, the business leaders she interviewed said that the STEM graduates they wanted to hire didn't have the interpersonal skills necessary for success in industry. Tobias and her colleagues decided that if a new M.S. could be tailored to offer more professional skills along with science training, the M.S. might become a competitive degree in science and mathematics instead of a consolation prize for a "failed PhD" that was usually assumed to be the case.

Date/Time: Tuesday, January 28, 2014/ 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary. Bring bag lunch.

Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

Close to Dupont Circle Metro Stations (Behind "Books a Million")

Reminder: Please Pay your CWI Dues for the 2014. See last page.

Next CWI Meeting: February 25, 2014 featuring UN Advocacy for Gender Equality

Dear CWI Members,

Happy 2014! Let's celebrate! It's hard to believe CWI is celebrating its 40th anniversary 1974 - 2014! It has been a productive and ongoing journey. CWI has provided monthly meetings on many interesting topics with top level speakers who educated us on issues of significance, encouraged us to become personally involved in advocating for them, and fostered enthusiasm so that CWI members joined other organizations and activities to support gender equality.

We continue to encourage individual and organizational members (see last page) so that they too will benefit from the growing clearinghouse of information on women's issues. Our noon meetings are open and free and we welcome interns and students who join the rest of us in gaining new perspectives on a broad variety of issues.

In 1981 Mary Keyserling, an economist and a past CWI President concluded her presentation on *Where Working Women Are in Our Economy?* by saying, "CWI has many challenges to respond to. We should do much to inform national, state, and local organizations about where women are, are going, and should be going in the interest of equity and justice and society." CWI has followed this path.

Our **CWI newsletter** has been and continues to be a source of rich information. It delivers a report on the previous month's meeting content, a list of upcoming meetings and events, and contributions of CWI members. Digitized CWI newsletters from October 2004 to now will soon be available on www.womensclearinghouse.org. The nine issues go from January-November. (There are no CWI meetings or newsletters in July, August and December). Each annual set of newsletters is completely word searchable. They will provide a great resource to complement the program and history information on the CWI website.

Our CWI Vice-President for Program, **Carolyn Cook** has redesigned our CWI website and is continually updating it while also encouraging participation via Facebook and Twitter. She does all this while carrying on other critically important national and local leadership roles. Carolyn is a local elected official now serving her third term as a DC Advisory Neighborhood Commissioner. Nationally, Carolyn and her mother formed the social enterprise, United 4 Equality, LLC (U4E), that advocates for a national work/life agenda via ratification of the Equal Rights Amendment by 2015. Carolyn authored the new joint resolution in Congress to remove any deadline for ratification of the ERA in the final three states needed. It was introduced by Senator Ben Cardin (D-MD), Senator Mark Kirk (R-IL), and Congressman Rob Andrews (D-NJ). To confirm whether your members of Congress have co-sponsored H.J. Res. 43 & S.J. Res. 15, and if not, how to contact them, go to www.united4equality.com. As described in the following summary of the November CWI meeting, Carolyn is also the DC delegate to Vision 2020.

Not least, CWI provides the opportunity for members to come together socially -- like-minded interested and interesting women, who can talk and share the world's concerns and beliefs. A meeting in 1981 "*The Role of Voluntary Organizations in Public Policy*" was presented by Diana Luzano, Special Assistant to the President and Deputy Director, Office Of Public Liaison. Has this role changed? How do we keep organizations, such as CWI, relevant to the changing populations and issues? Our March 2014 meeting will provide a platform for this discussion.

So let's celebrate and look to the future, as we become informed and active and face the present and future issues of importance. We welcome all ideas on how to celebrate CWI's 40th Anniversary.

Cordially, Harriett Stonehill and Sue Klein, CWI Co-Presidents

CWI PROGRAM SUMMARY – November 26, 2013, Trailblazing Women Past & Present

On November 26th, the Clearinghouse on Women's Issues hosted a pre-Thanksgiving potluck lunch celebration, bringing together feminist leaders (and their delicious home cooked dishes) for an entertaining and enlightening presentation on **"Trailblazing Women Past and Present"**.

While the food and great company were compelling enough reasons to gather, **Kate Campbell Stevenson**, actress, singer, educator, and feminist activist showed how people of all ages can learn about and become empowered by our history of accomplishments. She shared her intriguing path to creating *Women Back to the Future*, an original one woman musical designed to educate children and adults about important women who have shaped American history and treated the audience to several performance numbers from her repertoire.

Kate described her own journey to becoming a feminist actress, which was wrought with condescending male producers, shallow audiences, and realizing her own children's school curriculum was painfully silent on important women in American history. After discovering that her mother herself had endured the sexist culture of the 1950's while still managing to lead a productive and successful life, Kate decided that she wanted to create a realistic experience of both the struggles and successes of important women in American history for her viewers.

In *Women Back to the Future* Kate employs various artistic mediums, including theatre, music, and poetry, to bring important women's stories to life. She has performed her original material for the past seventeen years to young and old audiences alike. She continues to innovate and search for intriguing women's stories yet to be told. In finding them she has created performances to highlight the accomplishments of women leaders in STEM as well as electoral politics. Please check out her web page www.katecampbellstevenson.com to see photos of Kate performing in costume and learn about how you can arrange for her to come and educate and entertain your special young or adult audiences not only during Women's history month, but year round.



Kate is also sharing the following resources that she found helpful in preparing her portrayals. Resources such as these can also help folks follow up and do their own part in learning about and building on our feminist legacy:

- Maryland Women's Heritage Center www.mdwomensheritagecenter.org
- The National Women History Museum www.nwhm.org (has a great web-site while waiting for approvals for a physical building in Washington, DC.)
- The National Women's History Project www.nwhp.org has resources for all ages. For example see **Amelia to Zora**, 32 pages, Grades 1-3. Discover women who have made a difference in people's lives ranging from adventurer Amelia Earhart, to computer pioneer Grace Hopper, to Novelist Zora Neale Hurston. <<http://shop.nwhp.org/amelia-to-zora-p4674.aspx>> Paperback, \$7.95 #0884
- Geena Davis Institute on Gender in Media <http://www.seejane.org>

Additional Highlights of the November 26 meeting.

Kate acknowledged:

- **Linda Linzey** for being selected to receive the Dorothy Lloyd Women's Rights award from the Maryland Education Association Women's Concerns Committee on January 18, 2014 Martin Luther King Commemorative Breakfast and for being an early and strong supporter of Kate's performances for school children over the years.
- **Diana M. Bailey** was also applauded for her new position as Managing Director of the Maryland Women's Heritage Center.

CWI is also proud to announce that:

- CWI Board member **Carmen Delgado Votaw** will be recognized as a National Women's History Project March 2014 Honoree *as a Woman of Character, Courage and Commitment* at the March 27, Gala at the Willard Hotel in Washington DC. For tickets see <http://shop.nwhp.org/nwhp-gala-reception-and-dinner-c263.asp>
- CWI Vice-President for Programs, **Carolyn Cook** will receive the 2014 ALICE PAUL EQUALITY AWARD bestowed by the Alice Paul Institute in honor of her work to advance equality for women. The Alice Paul Institute is a non-profit organization dedicated to educating the public about the life and work of New Jersey's most famous suffragist, Alice Stokes Paul (1885-1977), author of the Equal Rights Amendment, founder of the National Women's Party, and a life-long activist for women's equality. For tickets at the celebration in the Westin Hotel in Mt. Laurel, NJ see <https://www.eventbrite.com/e/2014-alice-paul-equality-awards-tickets-9864721648>

CWI often highlights other feminist organizations at its meetings. The September 26, 2013 meeting featured **Vision 2020** <http://www.drexel.edu/vision2020/>. Carmen Delgado Votaw explained the goals and activities of Vision 2020, a national coalition of organizations and individuals in all 50 states united in the commitment to achieve women's economic and social equality. Vision 2020 is a project of the Institute for Women's Health and Leadership, Drexel University, Philadelphia, PA. CWI Board Member Carmen Delgado Votaw, CWI vice president for program, Carolyn Cook, and Kate Campbell Stevenson all have leadership roles in Vision 2020 and CWI just joined Vision 2020 as a National Ally. Following is Vision 2020's **Equality in Sight** (<http://equalityinsight.wordpress.com>) description of our CWI meeting.

Vision 2020 Delegates Carolyn Cook (DC), Kate Campbell Stevenson (MD), and Visionary Delegate Carmen Delgado Votaw



On November 26, Vision 2020 Maryland Delegate Kate Campbell Stevenson, spoke on "Trailblazing Women, Past and Present." at The Clearinghouse on Women's Issues held in Washington, DC. The Clearinghouse on Women's Issues (CWI) is a Vision 2020 National Ally that presents expert speakers on current topics which impact the lives of women, particularly public policies that affect women economically, educationally, medically and legally. They also cooperate and exchange information with other organizations that work to improve the status of women, nationally and internationally.

Campbell Stevenson shared why and how she uses the transformational power of the arts to promote women's history and women's leadership. Her one-woman show, Forging Frontiers: Women Leaders in STEM is Campbell Stevenson's

Vision 2020 Maryland State Initiative and features Marine Biologist, Rachel Carson and Arctic explorer, Louise A. Boyd along with contemporary STEM leaders. equalityinsight | December 17, 2013 <http://wp.me/pRDtz-pS>

Coming Events

Note: CWI member organizations are especially encouraged to send us events for future newsletters.

Sunday, January 26, 2014 Women's Legislative Briefing Montgomery County Commission for Women. Universities at Shady Grove. Check <http://www.montgomerycountymd.gov/cfw/> for details, co-sponsorship and registration.

Sunday, February 16, 2014, 3-5 PM. The Women's National Democratic Club is hosting a tea to help **Ruth Nadel, CWI Board Member Emeritae, celebrate her 100th Birthday on February 18.** For cost and additional information call 202-232-7363 or visit www.democraticwomen.org.

Tuesday, February 25, 2014. Noon to 1:30 CWI Meeting UN Advocacy for Gender Equality, Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

Thursday, March 20, 2014, 6-9 PM. CWI Vice President, Carolyn Cook will receive the **2014 Alice Paul Equality Award** at the Alice Paul Institute celebration at the Westin Hotel in Mt. Laurel, NJ. For tickets see <https://www.eventbrite.com/e/2014-alice-paul-equality-awards-tickets-9864721648>

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Saturday, March 29 to Monday March 31, 2014 National Young Feminist Leadership Conference, Double Tree Crystal City <http://feministcampus.org/conferences/2014-nyflc/>

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: D. Anne Martin. Meeting Summary by Carley Townes. Newsletter organized by Sue Klein

CWI Board of Directors, July 2013 – June 2014

OFFICERS: Co-Presidents, Sue Klein and Harriett Stonehill; VP Program, Carolyn A. Cook; Co-VPs Membership, Kathryn Braeman and Linda Fihelly; Treasurer, Holly Taggart Joseph; Secretary, D. Anne Martin

DIRECTORS: Kellye McIntosh, Janice Koch, Elaine Newman, Carmen Delgado Votaw

DIRECTORS EMERITAE: Ruth G. Nadel and Ellen S. Overton **EX OFFICIO:** Barbara J. Ratner

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Clearinghouse on Women's Issues Membership Form

Bring a check payable to CWI along with this form to CWI Meeting or mail to:

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NAME _____
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Enclosed is a check for CWI membership for September 2013 – September 2014.

____ Individual (\$25.00)
____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

TOTAL ENCLOSED \$_____

*If organizational member indicate if you would like your organization to be listed as a supporting member on CWI's website along with a link to the website. (Listing subject to CWI approval)

Membership dues & contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.

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February 2014

www.womensclearinghouse.org

Implementation of the United Nations Millennium Goals and their Effects on Women and Girls

Noon Tuesday, February 25, 2014

Panel: Stephenie Foster and June Zeitlin

At the February 25 meeting two experts will review the United Nations Millennium Goals that affect women and children and discuss the United States efforts regarding them on the eve of the UN Commission on the Status of Women March meeting. It will also review possibilities for US ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Stephenie Foster has over 25 years experience in policy advocacy, government affairs, program development and law, focusing on the critical role of women in advancing public policy and development. Prior to joining the State Department's Office of Global Women's Issues as a Senior Policy Advisor, she served at the U.S. Embassy in Kabul, Afghanistan. Foster has participated in numerous international programs and projects. Previously she served as Chief of Staff to US Senators Barbara Mikulski and Christopher Dodd, held senior positions at Legacy and Planned Parenthood and was General Counsel for the General Services Administration.

June Zeitlin, Director Human Rights Policy, Leadership Conference on Civil and Human Rights engages in public policy and advocacy on behalf of women in the United States and globally. Her work includes the CEDAW Education Project, a broad coalition to educate policy makers and the public on the Convention on the Elimination of All Forms of Discrimination Against Women. Zeitlin also works for the ratification of the Convention on the Rights of Persons with Disabilities. She serves as Special Representative on Gender Issues for the Organization for Security and Cooperation in Europe. Zeitlin's previous work at the Ford Foundation and as Executive Director of the Women's Environment and Development Organization (WEDO) focused on overseeing programs on women's rights, social justice, and democratic governance.

About the Program: Carmen Delgado Votaw and Harriett Stonehill facilitate this meeting. We will celebrate CWI Board member **Ruth Nadel's 100th birthday** (Feb. 18).

Date/Time: Tuesday, February 28, 2014/ 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary. Bring bag lunch.

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Next CWI Meeting: March 28, 2014 featuring Recent Women's History

Dear CWI Members,

It is indeed very exciting to note the increased audience CWI is receiving. The dynamic topics of the past meetings have led to new groups attending these meetings. At our January 28th meeting ***Women and STEM: The Professional Science Masters -- Changing Lives and Careers***, presented by Sheila Tobias and facilitated by Janice Koch, CWI welcomed several professionals and students from the Women's Studies Department at Georgetown University. Our future topic choices should include those areas where we encourage young women's participation and hopefully their future membership.

An additional outreach effort occurred post-September 24th meeting. This meeting ***Title IX Enforcement Challenges For High School Athletes: Remedies to Advance Change***, was moderated by Kat Braeman, and held in the Mayor's Press Room. This CWI Public Forum led to Kat Braeman's presenting testimony in support of District of Columbia Bill 20-0469, "***Title IX Athletic Equity Act of 2013***" to the City Council Education Committee Hearing on January 22nd, 2014 on behalf of CWI. This was an issue that CWI agreed needed addressing and support.

Recently CWI received a request from a US Congresswoman to present her position on ERA Proposal. CWI has not acted on this invitation.

As CWI opens new venues and new opportunities for involvement and advocacy, we urge all our members to distribute CWI flyers when attending other organizational meetings and events. As we continue into CWI's 41st year, let us seek new topics and new outreach to keep the organization vibrant and meet current issues.

The first CWI's 40th anniversary celebration will be our March 25th meeting, facilitated by Carolyn Cook (Can Carolyn give us a topic ?) celebrating Women's History Month.

We can conclude with the poem to Ruth Nadel.

Ruth G. Nadel

Director Emeritus



Ruth was a member of the first class at the City University of New York's Baruch College that admitted women. She received her Bachelor's degree in Business Administration and later got her Master's in Education and became a teacher. Ruth married and became a home maker with four boys.

However, she always remained an active volunteer and her unpaid work did not go unnoticed. She was elected to the school board in Santa Barbara, CA, where she helped establish The Santa Barbara Scholarship Foundation to provide support for "Anyone seeking further or higher education— whether to be a plumber or an engineer, a student or an artist," she said. Today, the organization is rated today as one of the best nonprofits in the country.

In 1968, Ruth was encouraged to apply for a midlevel vacancy in the Department of Labor's Women's Bureau, testing whether unpaid volunteer work of equivalent level which she had done could be accepted as work experience. Ruth was hired and worked there for 21 years! She earned the Department's Distinguished Service Award for her contribution in designing and developing the first on-site, employer-supported child care center and related child care options for working families. As their dependent care specialist, she also made sure that eldercare was added in the 80's.

When Ruth retired in 1989, she chose to return to "professional volunteerism," or pro bono work, as she calls it. She served as co-chair of the National Council of Women's Organization's Global Women's Task Force, the Woman's National Democratic Club Board of Governors, IONA Citizens Advisory Council, produced a weekly national legislative call-in for OWL, and helped establish the Volunteer Neighbors Network in her condo community. Today, Ruth is actively involved with Women's National Democratic Club, The Clearinghouse on Women's Issues, the League of Women Voters, and the American Association of University Women. Ruth is also an appointed Commissioner for the DC Commission on Aging and actively works to end the stigma of ageism.

CWI Program Summary - January 28, 2014, Women and STEM: The Professional Science Masters – Changing Lives and Careers



CWI Board member Dr. Janice Koch, Professor Emerita of Science Education from Hofstra University arranged this program and introduced featured speaker, **Sheila Tobias**. (<http://sheilatobias.com/index.html>). Tobias is the author of numerous books on the topics of math avoidance and reforming college science, including *Overcoming Math Anxiety*, *Breaking the Science Barrier*, and *Rethinking Science as a Career*, as well as books on feminism such as *Women, Militarism, and War* and *Faces of Feminism*. Tobias often speaks publicly about college and university curricula, general education, post-baccalaureate alternatives, professional masters in science and mathematics, and women's studies. For this Clearinghouse forum, she analyzed the appeal to women in STEM of a new program that she and others launched in 1997 called the Professional Science Masters. The PSM, as it is known, is a 2-year Master's degree in any math or science subject area featuring "plus courses" in communications, management, regulatory affairs, that especially appeal to fully trained STEM majors who want a career outside of research science.

The idea for a new graduate degree in science germinated in the 1990s, when Sheila Tobias and two colleagues stumbled on a "gap" in hiring at the master's level in the science/math/technology work force that she persuaded first the publisher of the book, *Rethinking Science as a Career* (1995) and then a major Foundation (Alfred P. Sloan) only a freshly conceived "professional science masters" could fill.

Today, 300 PSM programs (listed in some detail on sciencemasters.com) offer "science/math PLUS" master's programs in 127 universities around the country, attracting and graduating 38% women. "For women," Tobias explained at the Clearinghouse meeting, "professionalizing" a science or math bachelor's degree offers many advantages: a terminal degree at age 24; a career up and running by age 30; and portability ("you can take the degree anywhere"). Graduates find that the degree functions as a *differentiator* when competing for positions in biotech, environmental policy, forensics, and financial mathematics in particular.

PSM programs are not only "academic." The Sloan Foundation required them to solicit input from local business leaders in curriculum planning, particularly of the programs' signature "plus courses" in business fundamentals, regulatory affairs, communication, project management, and entrepreneurship. Future employers also provide on-site internships, career guidance, and eventually jobs for PSM graduates. Of ~ 3,300 graduates from PSM programs currently being tracked (2000-2012), 95% are employed, many having begun at starting salaries of \$60,000.

Tobias told the Coalition that she thinks of the PSM as a "third-generation feminist intervention," one that benefits women without explicitly stating that it is for women. PSM does this by enabling STEM graduates to complete their "terminal" degree early, and get a STEM-based career up and running before 30, which in turn gives them the flexibility to take time off and to take care of a family, or even change careers. Tobias was at pains to demonstrate that the PSM is not for women only but for all STEM majors who are looking for adventure outside of research. Tobias' eloquent words were empowering to all who attended.

Coming Events

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Thursday, March 27, 2014. House of Representatives Briefing on ERA

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Photos: D. Anne Martin. Meeting Summary by Sheila Tobias, Abby Weingarten, Adina Katz, Charlotte Shapiro. Newsletter organized by Sue Klein

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c/o Holly Taggart Joseph (Treasurer)
8504 Rosewood Drive
Bethesda MD 20814

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TOTAL ENCLOSED \$_____

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March 2014

www.womensclearinghouse.org

Let's Talk about Women's Rights: ***Forty Years in Forty Minutes to Celebrate CWI's 40th Anniversary***

Speaker: Genevieve Carminati, Women's and Gender Studies Program Director,
Montgomery College

With opening remarks by CWI founding mothers:

Ruth Nadel, Elaine Newman and Ellen Overton

Looking back on the past forty years since the Clearinghouse on Women's Issues was first established, U.S. women have made great strides toward equality. "Women's rights" was once a proud rallying cry. However, today when we mention women's rights in general (but not some more specific rights such as reproductive rights or pay equity), it seems we are largely talking about women in other nations, as if in the United States there were no more work to do. Now, we are more likely to speak of rights here as they pertain to "gender" or "family" than to women. But what disservice do we do to women – to all of us – when we ignore the continuing need to actively champion the full range of women's rights? What political or societal changes contribute to our disregard or, at least, some unwillingness to say that women are still not receiving equal rights? This presenter begs the question, and asks: Could we please talk about women's rights? (Note: The summary of the 2/25/14 CWI meeting on the implementation of the UN Millennium Development Goals indicates similar advice to include more of a women rights focus as exemplified by CEDAW in the next UN goals.)

ABOUT GENEVIEVE CARMINATI - Genevieve Carminati is a Professor of English and College-wide Women's and Gender Studies Program Director, at Montgomery College, where she teaches women's studies, essay writing, creative writing, film, and literature. She is the president of the Mid-Atlantic Region Women's Studies Association and Chair of the Board for the HERS Foundation. She is also a poet and writer, examining issues of gender and class, power and justice in her work.

Date/Time: Tuesday, March 25, 2014/ 12 noon sharp to 1:30 pm

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Close to Dupont Circle Metro Stations (Entrance on New Hampshire Ave. behind "Books a Million")

Reminder: Please Encourage Other Organizations with Feminist Goals to Join CWI.

Next CWI Meeting: April, 22 2014 "Building the Political Pipeline: Enticing Women to Run for Office"

Dear CWI Members,

The CWI meeting held on February 25th on the topic "Implementation of the United Nations Millennium Goals and Their Effects on Women and Girls" let us further recognize the continuing problems of attaining and implementing the established "Convention on the Elimination of All Forms of Discrimination Against Women" (CEDAW). The implementation of this goal presents years of continuing monitoring and advocacy. It needs the ongoing support of NGOs such as CWI to reinforce and educate policy makers and the general public to the importance of this work.

We, as active members of CWI, need to keep our efforts on supporting these principles by participating in other organizational meetings, by presenting CWI's mission at these meetings, and by extending invitations to these like-minded organizations to attend CWI meetings. We receive and share invitations from other organizations to attend their events and we hope you will do so.



Our highly skilled CWI Board members and officers are also very active in other organizations. For example, our wonderful secretary and photographer, **D. Anne Martin** is also the Co-President of the Women's National Democratic Club (WNDC) www.democraticwoman.org which just hosted another gala 100th Birthday party on February 16 for Ruth Nadel -- a long time member and leader of WNDC. Anne also served as President of the DC AAUW chapter. She retired from the Federal Emergency Management Agency as Director, Readiness Division and is a graduate of the Federal Executive Institute, the U.S. Army War College and holds both Bachelors and Masters Degrees in Business Administration and Management. She has extensive expertise and experience in public speaking, managing multi-million dollar projects and organizations, policy development, operations, planning, programming, and budgeting.

Our fantastic super conscientious treasurer, **Holly Taggart Joseph**, has been active in many



organizations such as the League of Women Voters, a peace group, Fund Our Communities, her local garden club and recently served as co-president of Montgomery County National Organization for women. Holly is from Oklahoma City and after college worked for her senator and then raised her two children and was active in the PTA.

CWI is not an isolated, insular organization. We are a conduit for support to many other organizations who have significant local, national, and international goals. We can join in these endeavors. When you attend a meeting, a conference, a seminar, please identify yourself as a CWI member, and then share your newly gained information with CWI members at the following meeting. We also suggest that you submit this event for our Newsletter. CWI has committed 2014 to very exciting and significant meetings and speakers. Please invite other attendees at other events to attend CWI meetings.

CWI will celebrate the first 40th Anniversary Event at the March 25th meeting. Let's kick it off with a renewed commitment to bring imperative issues affecting women and girls to our meeting topics, to increase a diverse membership, to share CWI's vision, and to broaden our out-reach efforts with like-minded organizations.

As it is said, "Life begins at 40." So let's keep young in spirit and effort, and meet our goals.

Co-Presidents, Harriett Stonehill and Sue Klein

CWI Program Summary – February 25, 2014, Implementation of the U.N. Millennium Goals and their Effects on Women and Girls

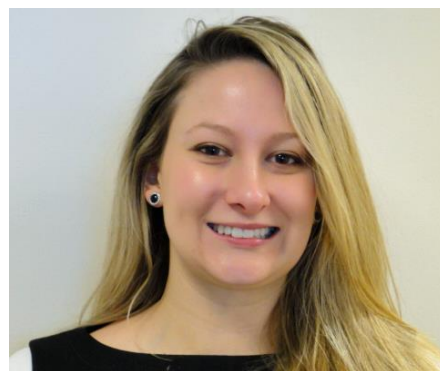
CWI Board members **Carmen Delgado Votaw** and **Harriet Stonehill** facilitated this meeting and introduced guest speakers Stephenie Foster (U.S. Department of State), Katherine Brandon (United Nations Foundation) and June Zeitlin (Leadership Conference on Civil and Human Rights). All three women have long histories advocating for women's rights and women's empowerment, moderator Votaw indicated, and are experts on the Millennium Goals and their implementation.

Stephenie Foster, a lawyer, is currently serving as a Senior Policy Advisor at the Secretary's Office of Global Women's Issues (S/GWI) at the U. S. Department of State under Catherine M. Russell, Ambassador-at-Large for Global Women's Issues. Ambassador Russell succeeded Ambassador Melanne Vermeer who occupied the post when Hillary Clinton was Secretary of State. S/GWI continues its broad work on women's economic empowerment, political participation, fighting gender based violence and working to integrate women into conflict prevention and peace building efforts. Foster previously served at the U.S. Embassy in Kabul, Afghanistan, has worked as chief of staff for Senators Mikulski and Dodd, and for organizations such as Legacy and Planned Parenthood. She spoke about the upcoming meeting of the Commission on the Status of Women (CSW), which will evaluate the progress made on women's issues as the United Nations evaluates its development programs through the U.N. Millennium Development Goals (MDGs) target date of 2015. She also remarked on progress that has been made with several MDGs, including reductions in poverty, maternal mortality, educational gains made at the primary school level for girls, and the implementation of laws to reduce or eliminate child marriage. On many of these goals, she and later Katherine Brandon noted that there was much more progress for women in South Asia than in Africa. For more information on activities of this important office in the Department of State visit:

<http://www.state.gov/s/gwi/>



Katherine Brandon is currently the Senior Communications Officer for Women, Girls and Population at the United Nations Foundation. Her previous positions were with a Senate Oversight Committee, the White House Communications Department, and the Gates Foundation. She explained that initially Ted Turner wanted to donate a Billion dollars to pay the US UN debt, but found this was not allowed so he used the money instead to start the UN Foundation. Women and girls, climate change and global health were quickly established as the three mission areas. She provided many examples of progress and gaps in meeting the MDGs (especially MDG3 (gender equity and empowerment of women) and MDG 5 (maternal mortality reduced 47% since 1990) and noted that so far only two countries had met all the 2015 MDG's. Since the goals are fairly general she said the UN Foundation www.unfoundation.org has created a My World App <http://www.unfoundation.org/features/my-world-2015.html> or <http://www.myworld2015.org/> for people to vote on new development agenda goals and share views with global leaders on gender gaps. She urged us to use our voice in social media to speak about the gender gaps. Some of this participatory process may help identify what works best for whom in closing these gaps. In expanding on MDG 3 Brandon noted that in addition to progress on gender parity in



primary education, some progress has also been made with regard to economic opportunities for women. MDG 5 (reducing maternal mortality) has been nearly halved since 1990. One somewhat neglected but very cost effective solution that would have substantial positive impact is increasing the availability of contraception, which, among other benefits, would decrease maternal and infant mortality by one-third. She mentioned that Jeanne Shaheen will be introducing legislation, Girls Count, early in March to promote registration at birth, and requested support for it.



June Zeitlin is the Director of Human Rights Policy, The Leadership Conference on Civil and Human Rights. Her CEDAW Education Project works with a broad coalition to educate policy-makers and the public on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) also known as the Treaty for Women's Equality. She also is a special Representative on Gender Issues for the Organization for Security and Cooperation in Europe. Zeitlin previously worked at the Ford Foundation and was Executive Director of the Women's Environment and Development Organization (WEDO). Zeitlin brought up the continued need (after 35 years) to get the US

Senate to ratify CEDAW, which requires a 2/3 vote. She urged Stephenie Foster to ask Secretary of State Kerry and the White House to reiterate their support for CEDAW at events for International Women's Day. Zeitlin explained that after countries ratify CEDAW they are supposed to submit a report which is reviewed by the CEDAW Committee and the country may receive recommendations for improvement. There are also many wonderful stories about how CEDAW has helped provide a framework for including women's rights in the laws of many countries including constitutions of countries such as Afghanistan. Zeitlin also pointed out that while the international community is considering the next steps for development, it is important to consider both how women's rights which are not explicit development goals should be included in the next global priorities. There was also agreement that gender equity should be better mainstreamed into other established goals such as clean water and sanitation. For more information visit: www.CEDAW2014.org. A handout provided by Zeitlin includes up-to-date information about the seven unratified countries, including the U.S.

One of the cross-cutting themes was the problem of gaps in the development agenda and the myths that keep getting perpetuated about what CEDAW does. Some meeting participants noted that a rights framework is not necessarily incorporated into the *development* goals, but pointed out that CEDAW is focused on *women's rights*. The discussion then explored the ways in which the future UN goals and CEDAW can provide a framework for human rights, empowerment, and development. Brandon also pointed out that conversations about the new direction for international development, which will come into play in 2015 after the MDGs expire, have included discussions about the inclusion of Sexual and Reproductive Health and Rights (SRHR), which are both controversial but arguably necessary for women's advancement in society. Members of the panel pointed out that reproductive health is an easy, cost-effective way to target development goals and enable women to access other opportunities, and that reducing the unmet need for contraception could also reduce maternal mortality and infant mortality alike.

The conversation was educational and enlightening, and a reminder to all present that while progress is being made, there is still so much more we can do to further women's interests around the world.

After the UN Program Part of the 2-25-14 Meeting, CWI Helped Ruth Nadel Celebrate Her 100th Birthday



CWI celebrated Past-President and Board Member Emerita, Ruth Nadel's 100th birthday with a beautiful birthday cake, refreshments, much love, and many kudos and a special poem by CWI co-president, Harriett Stonehill. (See February 2014 CWI newsletter for the poem and more information on Ruth's wonderful feminist accomplishments.) In the photo on the right Board member Ellen Overton is seated and Co-President Harriett Stonehill is standing. Ruth is wearing her CWI birthday crown in both photos.



Ruth shared her wisdom with CWI members and guests as to the significance of her volunteer efforts in Santa Barbara, CA to establish scholarships for girls that continues today. Ruth also shared that the skills she developed in her life-long volunteer efforts led to her obtaining a paid career with the Women's Bureau in the U.S Department of Labor in Washington, DC. In this position Ruth helped establish the first federal on-site day-care program and provided initial guidance on provisions in the Family Sick Leave Act.

Ruth Nadel remains an inspiration and role model to women and girls of all ages in the 21st century. She says "Volunteer to get important ideas and things accomplished." Ruth, continue to inspire and guide us!

Coming Events

In addition to the events below, check out CWI's new Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us and we promise to return the favor. Members, be sure to share your women's advocacy news, inspirational women's quotes and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org.

Wednesday, March 5, 2014, 7:30pm - 9 pm. American Women: The Long and Winding Road: Years of Hope, Turmoil and Anger (1960s – 1970s) Spring 2014 Lecture Series continues at historic Lorton Workhouse Museum & Arts Center: Register online at www.workhousearts.org or call 703-584-2900 for information.

Thursday, March 6, 2014, 12:30pm to 2pm. "Men's Turkey is the 17th Largest Economy of the World; What about Women's Turkey?" Features Zeliha Unaldi, a prominent feminist from Turkey and CWI Co-President, Sue Klein, Education Equity Director, Feminist Majority Foundation. Kay Spiritual Life Center, American University, 4400 Mass. Ave, NW. Free but RSVP at hasnawomensturkey.eventbrite.com or contact info@hasna.org.

Tuesday March 18, 3-5pm, National Council of Women's Organizations meeting, American Federation of Teachers, 555 New Jersey Ave, NW, DC Contact Dawn Aldrich at dawn@ncwo-online.org to let her know the representatives from your organization who will attend.

Thursday, March 20, 2014, 6-9pm. CWI Vice President, Carolyn Cook will receive the 2014 Alice Paul Equality Award at the Alice Paul Institute celebration at the Westin Hotel in Mt. Laurel, NJ. For tickets see <https://www.eventbrite.com/e/2014-alice-paul-equality-awards-tickets-9864721648>

Thursday, March 20, 2014, 7:30 to 9:30pm; "Revenge of the Women's Studies Professor: A One Women Play with Dr. Bonnie Morris, George Washington University, Fonger Hall, Room 108 2201 G St. NW. Tickets are free at <http://nwhm.ticketleap.com/revenge-of-the-womens-studies-professor/>

Sunday, March 23, 2014, 2pm. Deeds Not Words: Alice Paul and the Fight for Women's Voting Rights – a staged reading. Tickets: \$10 adults/ \$5 children under 18. Purchase online at www.workhousearts.org/performing-arts-list or call Lorton Workhouse Arts Center at 703-589-2900 for information.

Tuesday, March 25, 2014, Noon to 1:30pm CWI Meeting. The Women's Movement from 1974, "Let's Talk about Women's Rights: Forty Years in Forty Minutes" Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

Wednesday, March 26, 2014, "Standing Up for Change: Women and the Civil Rights Movement" 5:30-7:15pm, Morton Auditorium 805 21st Street, NW, Washington, DC. Tickets at <http://nwhm.ticketleap.com/civil-rights/> To obtain free tickets, hit checkout then put in **coalition** as the discount code and hit the APPLY Button. This will clear the registered price to ZERO. Proceed to Check Out and give your name and email.

Thursday, March 27, 2014. CWI Board Member Carmen Delgado Votaw will be one of the National Women's History Project Honorees at their Gala Event at the Willard Hotel in Washington DC. For tickets see <http://shop.nwhp.org/nwhp-gala-reception-and-dinner-c263.asp>

Saturday, March 29 to Monday March 31, 2014 National Young Feminist Leadership Conference, Double Tree Crystal City <http://feministcampus.org/conferences/2014-nyflc/>

Wednesday, April 2, 2014: Breaking the Glass Ceiling (1980s to Present) and Wednesday, April 30: Equality: What Does It Really Mean, a panel discussion with CWI Vice President Carolyn A. Cook to discuss her work to revive and accomplish the Equal Rights Amendment by 2015. Historic Lorton Workhouse Museum & Arts Center: Register online at www.workhousearts.org or call 703-584-2900 for information.

Wednesday, April 2, 2014, 6pm to 9:30pm Running Start Congressional Reception and Women to Watch Awards Ceremony, Hyatt Capitol Hill , <http://runningstartonline.org/event/8th-annual-women-watch-awards>

Tuesday, April 22, 2014, Noon to 1:30pm CWI Meeting. Building the Political Pipeline: Enticing Women to Run for Office, Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

Also check out the many exciting events at the **Maryland Women's Heritage Center**, a CWI organizational member, at www.mdwomensheritagecenter.org

WI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

*Photos: D. Anne Martin. Meeting Summary by Randi Saunders, Carmen Delgado Votaw and the Presenters.
Newsletter organized by Sue Klein*

CWI Board of Directors, July 2013 – June 2014

OFFICERS: Co-Presidents, Sue Klein and Harriett Stonehill; VP Program, Carolyn A. Cook; Co-VPs Membership, Kathryn Braeman and Linda Fihelly; Treasurer, Holly Taggart Joseph; Secretary, D. Anne Martin

DIRECTORS: Kellye McIntosh, Janice Koch, Elaine Newman, Carmen Delgado Votaw

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Clearinghouse on Women's Issues Membership Form

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Bring a check payable to CWI along with this form to CWI Meeting or mail to:

CWI
c/o Holly Taggart Joseph (Treasurer)
8504 Rosewood Drive
Bethesda MD 20814

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PRIMARY REPRESENTATIVE (if organization*) _____
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CITY _____ STATE ____ ZIP _____
PHONE _____ CELL _____
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WEBSITE _____

Enclosed is a check for CWI membership for September 2013 – September 2014.

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____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

TOTAL ENCLOSED \$_____

*If organizational member indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)

Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

April 2014

www.womensclearinghouse.org

BUILDING THE POLITICAL PIPELINE:

Encouraging Young Women to the Run for Office

Across the country, the biggest political story is “Will Hillary run or not?” Another question is how many young women are in the political pipeline. We need many more young women to run for office to change the current balance of power across the country. Less than 1% of Congress are women under 40. Only 26% of student government presidents at the Top 100 schools are female. Susannah Wellford and Kate Farrar will share their expertise on building young women's political ambition and creating a pipeline of young women candidates. ELECT HER is a program brought to fifty college campuses by the American Association of University Women (AAUW) and Running Start to provide campus women leaders with the skills and strategies to run for office. Women Under Forty Political Action Committee (WUFPAC) is a national women's group dedicated to electing young women to political office. It is the only political action committee in the United States devoted to helping young women of all parties run for elected office.

Susannah Wellford, Esq. is Chair of the Board of Running Start. Over the past ten years, she founded two organizations to raise the political voice of young women in America. In 2007, she founded Running Start. Running Start furthers the work begun by WUFPAC, which Susannah co-founded in 1999 and led for the first five years. After receiving her J.D. from the University of Virginia School of Law in 1998, she worked at Verner, Liipfert, Bernhard, McPherson and Hand, lobbying for state and local governments, foreign governments, corporate entities and trade associations before Congress and the Executive Branch. Prior to law school, she worked for Hillary Clinton's Health Care Task Force. She was a Legislative Assistant for Senator Wyche Fowler from Georgia. Ms. Wellford is a 1990 graduate of Davidson College and lives in Washington, DC with her twin thirteen year old sons.

Kate Farrar, Vice President of the AAUW Campus Leadership Programs, manages programs, such as ELECT HER to ensure college women assume leadership roles and acquire skills to succeed. She is also the President of Women Under Forty Political Action Committee (WUFPAC). Prior to assuming her current position, Kate was the associate director of National Programs and Policy at Wider Opportunities for Women. She was a 2011 WIN Young Woman of Achievement awardee and member of the Center for Progressive Leadership's 2011 Executive Fellowship. Her writing has been featured in the *Huffington Post* and the *Daily Muse*. She earned a bachelor's degree in political science from the University of Connecticut and a master's in public administration from the Maxwell School at Syracuse University.

For further details contact Kat Braeman at katbraeman@gmail.com or 202-549-3696.

Date/Time: Tuesday, April 22, 2014/ 12 noon sharp to 1:30 pm

Open to the public, no reservation necessary. Bring bag lunch.

Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

Close to Dupont Circle Metro Stations (Entrance on New Hampshire Ave. behind “Books a Million”)

Next CWI Meeting: May 27, 2014 “Equality for women with disabilities”

Dear CWI Members,

For the past 40 years as forward-looking CWI members, we have explored, examined and analyzed the significant issues affecting women locally, nationally and globally. We have advocated for redress, and for the passage of laws to benefit women's lives. Our March 25 meeting attended by those who braved the snow heard Women's Studies Professor Genevieve Carminati remind us of many of the important feminist gains over the past 40 years of CWI's existence.

For our April 22, 2014 meeting, Susanna Wellford and Kate Farrar will share insights and strategies on encouraging young women to run for office. However, as our VP Kat Braeman (organizer of this meeting) points out, even young women will need to be vigilant and savvy in defeating the all too common sexism they will probably experience as they seek elected positions. Kat notes that the April 12 *New York Times* article on "Reclaiming the Words that Smear" http://mobile.nytimes.com/2014/04/13/sunday-review/reclaiming-the-words-that-smear.html?emc=edit_tnt_20140413&nid=67491090&ntemail0=y&r=0&referrer= is a helpful introduction to this challenge.

It is good to stop and "smell the roses." Such a moment was delivered recently by Federal Reserve Chair, Janet L. Yellen, the first woman to lead the Central Bank in its 100 year history. At a March 2014 women's history celebration she said, "It is no coincidence that America's great success in the past century came as women steadily increased their participation in every aspect of society." "Making fuller use of the talents and efforts in the workplace has made us more productive and prosperous. I would hope that our Nation continues to reap the benefits of greater participation by women in the economy, and that we do everything that we can to foster that participation."

As CWI celebrates its 40th anniversary, we need to recommit and gather new energy and dedication to address these issues and to understand the actions needed. We would like to let you know more about our CWI Vice Presidents for Membership who play a key role in sustaining our all volunteer organization.

Kathryn "Kat" Braeman Co-Vice President Membership



Kathryn "Kat" Braeman is committed to achieving equity by empowering women and girls to be effective advocates. After a federal career as a lawyer and administrative judge, Kat is now a personal coach and the author of the forthcoming book, "The Katalyst Connection: Seven Keys to Being an Empowering Leader." Kat has had a wide variety of leadership roles in AAUW and now serves on their National Board. She has also been a leader in legal and community groups and is a member of the Cosmos Club. She has a BA from Northwestern University, an MA from the University of Kansas in English, and a Juris Doctor degree from the University of Nebraska in law. Her daughter Elizabeth Kristen is a public interest lawyer and Title IX advocate in San Francisco. Her son David and grandsons live in southern Indiana. At KU she created the Margaret Fuller award for feminist studies.

At 32 she ran for public office and was described as an eloquent and dedicated spokesman for human rights. She has been a single parent who believes in "passing the ball" to the next generation. See www.thekatalystconnection.com.



Linda Fihelly Co-Vice President membership

Linda Fihelly retired from the Federal Government after a 36-year career as a personnel management/occupational specialist. She received a Director's Award for Superior Accomplishment while at the U.S. Office of Personnel Management. Linda helped to establish and served in leadership roles in several local women's organizations in the 1970s and 1980s. She was instrumental in developing the Family Crisis Center of Prince George's County and served on its Board of Directors. She was named a life member in appreciation for her contributions. Her work as a women's

rights advocate was recognized in the 1994 book *Women of Achievement in Prince George's County History*. In addition to serving as a CWI officer for many years, Linda is a board member of the Women's Action Coalition of Prince George's County and the Southern Prince George's Business and Professional Women. She also serves on the Maryland State Council of the National Organization for Women and the planning committee for the annual Prince George's County Women's Empowerment Conference, among her other activities.

Thanks to all, Co-Presidents, [Harriett Stonehill](#) and [Sue Klein](#)

CWI Program Summary – March 25, 2014, Let's Talk about Women's Rights: Forty Years in Forty Minutes to Celebrate CWI's 40th Anniversary

CWI's Vice President, Carolyn A. Cook, welcomed Professor Genevieve Carminati, Professor of English and the Program Director of Women's and Gender Studies at all three campuses of Montgomery College in Maryland to discuss the evolution and state of the women's rights movement in the United States. [Due to weather, the honoring of CWI's founding mothers, Ruth Nadel, Elaine Newman, and Ellen Overton was postponed.]

Carolyn A. Cook, CEO and Founder of United 4 Equality, LLC opened the program. Cook proposed the congressional joint resolutions SJR 15 & HJR 43 to eliminate any deadline placed upon the Equal Rights Amendment for passage by three more states. Cook pointed out that equal rights for women as one half of the U.S. workforce is "an economic and business imperative and that once the Equal Rights Amendment succeeds here, women in other countries will be better able to push for similar results.

Genevieve Carminati's presentation of women's rights placed women's suffrage front and center. "It seems that many have the uninformed notion that it just became time for women to have the vote – or, in other words, that there was or is an inherent desire to award women's rights on the part of those in power. This denies an understanding that the reason women need to have their rights addressed is that there has been a systematic effort to deny or limit those rights."

She highlighted important legal rights but questioned why some of these rights were even debatable. The passage of Title IX of the 1972 Education Amendments prohibits sex discrimination in all aspects of education programs and activities that receive federal support. In *Eisenstadt v. Baird*, 405 U.S. 438 (1972), the Supreme Court ruled that the right to privacy encompasses an unmarried person's right to use contraceptives. In *Roe v. Wade* (1973) the U.S. Supreme Court declared that the Constitution protects a woman's right to terminate an early pregnancy, thus making abortion legal in the U.S. In *Pittsburgh Press v. Pittsburgh Commission on Human Relations*, 413 U.S. 376 (1973), the U.S. Supreme Court banned sex-segregated "help wanted" advertising as a violation of Title VII of the Civil Rights Act of 1964. In 1974 Congress outlawed housing discrimination and credit discrimination on the basis of sex. The *Cleveland Board of Education v. LaFleur* (1974) decision determined that it was illegal to force pregnant women to take maternity leave on the assumption they were incapable of working in their physical condition. The 1974 Women's Educational Equity Act provided funding to support the implementation of Title IX. *Taylor v. Louisiana*, 419 U.S. 522 (1975) denied states the right to exclude women from juries.



Carminati tackled issues that the women's rights movement in the United States is still working on today: Violence against women is an epidemic in the United States; a woman is battered or harmed usually by an intimate partner every 15 seconds. Her list also included pay equity, women's health insurance (which has been disproportionately expensive), political representation (the US currently ranks 77th in worldwide female leadership despite having a higher percentage of female voters), long-term care insurance, access to military careers, and equity in classrooms and in the workplace.

Carminati invited the audience to weigh-in with the following questions and an informative discussion ensued. "How do we make a world in which women really are civilly, socially, politically, economically and religiously equal? Do laws themselves make this happen? If not, how do we truly change society to assure women's rights? How do we change attitudes and expectations? Do we need to work for passing of the Equal Rights Amendment to ensure that, "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex"?

A video presentation of Professor Carminati's CWI meeting presentation is available
@facebook.com/womensclearinghouse.com

Celebrating March Honors

Carolyn Cook, CWI Vice President, received the 2014 Alice Paul Equality Award for her work on behalf of renewed attention to the 3 state strategy to obtain ratification of the Equal Rights Amendment. This Alice Paul Institute www.alicepaul.org celebration was in Mt. Laurel, NJ. Carolyn, Sue Klein and Holly Joseph also attended the March 27 Hill briefing on the continued need for the ERA which was introduced by Senator Cardin who Holly Joseph recruited to sponsor the Senate three state strategy resolution.

Carmen Delgado Votaw, one of CWI's esteemed Board Members was honored by the National Women's History Project at their Awards Ceremony at the Willard Hotel on March 27. Earlier in the month, Carmen also received the Julia Henderson Award from the Women in Public Service of the American Public Service Association (APSA) at the Mayflower Hotel. Among many other Women's History Month events, Votaw was a speaker at the Cosmos Club, the Department of Energy and the U.S. Mint. She was also featured in the March 16th *Washington Post*, *KidsPost*. Her message was consistent. Women need to continue advocating for themselves, they must collect their own history and publicize it, and they should actively embrace a "global sisterhood" to ensure a better world for all.



Left to Right: Photos of Carmen and CWI members Holly Joseph and Linda Mahoney, Sue Klein and Becky Schergens celebrating with Carmen at the March 27 Gala

Coming Events

In addition to the events below, check out CWI's new Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us and we promise to return the favor. Members, be sure to share your women's advocacy news, inspirational women's quotes and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

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Tuesday, May 27, 2014, Noon to 1:30pm CWI Meeting. Equality for Women with Disabilities, Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

WI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: D. Anne Martin. Meeting Summary by Randi Saunders and Carolyn Cook. Newsletter organized by Sue Klein

CWI Board of Directors, July 2013 – June 2014

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Bethesda MD 20814

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____ Individual (\$25.00)
____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

TOTAL ENCLOSED \$_____

*If organizational member indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)

Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

May 2014

www.womensclearinghouse.org

Women and Girls with Disabilities: Gender Matters, Disability Matters to All of Us

There are more than 26 million women and girls with disabilities in our country. Most of us have family members, friends or colleagues who have disabilities even though we might not think of them as “disabled.” Virtually all of us will become disabled, broadly defined, as we age. How does gender affect disability issues and vice versa? How do issues of accessibility affect women with disabilities and what kinds of activism is needed to expand economic, political, and social access for all women? **Harilyn Rousso** and **Heidi Case** will discuss the intersection between gender and disability issues and increase our understanding of how disability can enhance our professional and personal lives.

Harilyn Rousso is a writer, painter, educator, social worker, psychotherapist and activist who has worked in the disability rights field, with a particular emphasis on issues of women and girls with disabilities, for more than twenty-five years. She is the founder of the Networking Project for Disabled Women and Girls of the YWCA/NYC, a unique mentoring program that has been replicated widely, and the president of Disabilities Unlimited Consulting Services which provides education and training on disability equity issues. In addition to her recent memoir, *Don't Call Me Inspirational: A Disabled Feminist Talks Back* (Temple University Press, 2013), Rousso is the author of numerous publications on gender and disability, including *Disabled, Female and Proud!* and *Strong Proud Sisters: Girls and Young Women with Disabilities* and is the co-editor of *Double Jeopardy, and Addressing Gender Equity in Special Education*. She is also the executive producer of the award-winning documentary *Positive Images: Portraits of Women with Disabilities*, which was shown on PBS. Rousso is a former board member of the National Women's Hall of Fame, the Center for Women Policy Studies, the Ms. Foundation for Women, the Sister Fund and Educational Equity Concepts, and a former commissioner with the New York City Commission on Human Rights. In 2003, she was selected by the National Women's History Project as an honoree for National Women's History Month.

Heidi Case is a disability and LGBT rights advocate and activist. She is a long-time member of NOW (National Organization for Women) and past chair of the NOW National Disability Rights Task Force. From 2010-2013, Case worked on a grant from the DOJ's Office of Violence Against Women in DC focused on women with cognitive or mental health disabilities and sexual and domestic violence. She co-wrote a training curriculum for this project to be used with women with the targeted disabilities that covered, self-esteem, healthy relationships, sex education and understanding and healing from gender based violence. In 2013, Case was appointed by the Board of the DC Region's Public and Para-transit System to serve on the Accessibility Advisory Committee and served on the board of Metro DC SAGE (Services and Advocacy for Gay and Lesbian Elders). Her recent presentations addressed “Healthy Relationships” for women with cognitive and developmental disabilities, and “Elderly and Disabled Individuals: Sexual Justice and Rights.” She and her wife of 30 years became the first gay foster parents in Dallas, TX and fostered and adopted 3 children with disabilities. Case communicates in three languages: English, Spanish, and Sign Language.

Date/Time: Tuesday, May 27, 2014/ 12 noon sharp to 1:30 pm

Harilyn Rousso will read from and sign copies of her memoir, *Don't Call Me Inspirational*, directly after the meeting.

The meeting is open to the public, no reservation necessary. Bring a bag lunch.

Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

(Close to Dupont Circle Metro Stations (Entrance on New Hampshire Ave. behind “Books a Million”)

Next CWI Meeting: June 24, 2014 “What Helps Progressive Feminist Organizations Thrive?”

Dear CWI Members,

As The Clearinghouse on Women's Issues celebrates its 40th anniversary year of providing information and supporting advocacy for gender equality in the U.S and globally, we are focusing on how we can better meet today's challenges, especially challenges faced by young feminists, both female and male. For example, our May 2013 meeting was on "Violence Against Women: Can Legal Protections in Education Save Lives?" We believe that this meeting was one of the many catalysts for action by the U.S. Department of Education and the U.S. Department of Justice in their subsequent guidance and enforcement activities to address the problems of sexual assault on college campuses. It is noteworthy that as this CWI newsletter goes to press, we are able to point our readers to ***"Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault"***. This April 2014 report, information on over 50 campus investigations, and many additional guidance documents which are designed to help prevent sexual assault on college campuses (using legal remedies such as Title IX and the Clery and Campus SaVE Acts) are available on a new website www.NotAlone.gov.

CWI's April 2014 meeting focused attention on young women. We learned about two major organizations designed to encourage young women to run for office. (See meeting summary on the next page.) A key message from our presenters is that these young women need to develop self-confidence as a vital attitude that determines the success of a woman in the workplace, in the boardroom, and in life. The May 2014 issue of *Atlantic Magazine* documents the importance of confidence in her promotions, her salary and her success. The authors Claire Shipman, reporter at *ABC News*, and Katy Kay, anchor, *BBC World News America*, conclude "Even successful women lack self-assurance at work. Men have too much." One finding was that when graduating students predicted their salaries in five years, men stated they deserved \$80,000 annually, whereas women felt they should earn \$64,000, or 20% less. The failure of many women to break the glass ceiling is attributed to acute lack of confidence. They also note that success correlates as closely with confidence as it does with competence and that confidence is the stuff that turns thoughts into actions. CWI's commitment to advocacy and support of significant legislation serves as an important step in helping feminists gain this essential attitude of confidence.

CWI is a wonderful organization for adult feminists at all stages to obtain important insights about a wide range of issues at our in-depth monthly meetings. It also provides an opportunity for the presenters and other experts in these issues to inform others about them and work together to serve as a catalyst for action by well informed feminists with confidence gained by increased knowledge and support of their colleagues who are able to attend the meetings and read the newsletters.

The CWI Nominations Committee encourages CWI members to inform committee members, **Carmen Delgado Votaw** cdelgadovovo@aol.com and **Sue Klein** sklein@feminist.org if you would like to join the CWI Board as soon as possible so we can prepare the slate for our June 24, 2014 elections meeting.

This month we are highlighting our wonderful retiring CWI Board Member, **Dr. Janice Koch**, who has served since 2012. Among other contributions, she organized the inspiring January 2014 CWI meeting on *Women and STEM: The Professional Science Masters – Changing Lives and Careers* featuring Sheila Tobias. Janice Koch, Ph.D. is Professor Emerita of Science Education, Hofstra University. She is the author of *Science Stories: A Science Methods Book for Elementary and Middle School Teachers 5th Ed (2013)*, *Teach2 (2014)*, and a lead author of "Gender Equity in Science, Engineering, and Technology" in the 2007 *Handbook for Achieving Gender Equity through Education* and much more. She directed the IDEAS Institute at Hofstra and taught courses in Science Education, Qualitative Research, and Gender Studies. She now consults on science curriculum projects across the country and works on NSF grants. CWI is looking for another fantastic feminist to serve on the Board when Dr. Koch's term ends in June 2014.



Cordially, Co-Presidents *Harriett Stonehill* and *Sue Klein*

CWI Program Summary – April 22, 2014, Building the Political Pipeline: Encouraging Young Women to Run for Office

Kate Farrar and **Susannah Wellford** (left and right in photo) set the context for the need to elect more women with the following statistics. Today there are more women leaders globally than ever before, but 80% of the world's leaders are men. Women own only 1% of the property and goods in the world, and make only 10% of the income, despite holding 66% of the jobs. Fewer than 1 in 4 elected officials at the state and federal level are women; 5 of 50 governors are women; 18.5% of our Congress are women. Of roughly 5000 Committee Chairs in the history of Congress, only 29 have been women, and in our 100 biggest cities, only 12 have had women mayors. (Hopefully DC will rejoin that group in November!) A meeting attendee commented that there were very few women on boards of corporations as men prefer to have people like them. The presenters continued by pointing out that the US ranks 83rd in the world for the number of women in office. This matters because adding women to leadership grows GDP and strengthens economies. Women bring new solutions and perspectives to politics, and they work collaboratively across party lines. If we want a better stronger, country, and world we need to get more women into politics. Running Start works with young women because there is some evidence that interest in leadership peaks in girls at age 8. By the time they get to college, twice as many men as women want to run for office, and by the time they are professionals in their 40s, even women lawyers and CEO's are half as likely to think they are as qualified to run for office as men.



Susannah Wellford, Esq., is the Chair of the Board of Running Start www.runningstartonline.org. Over the last 10 years, she founded two organizations to raise the political voice of young women in America: Women Under Forty Political Action Committee (WUFPAC) www.wufpac.org in 1999 and Running Start in 2007.

Kate Farrar is the current President of WUFPAC and Vice President of the AAUW Campus Leadership Programs, managing programs such as ELECT HER: Campus Women Win (#electher or <http://www.aauw.org/article/elect-her-campus-women-win-50-schools-in-2014/>) to ensure college women assume leadership roles and acquire skills to succeed. ELECT HER teaches skills like how to mobilize a campaign for student government, how to present a message, and how to present oneself confidently as a candidate.

Both presenters have worked to see that women run for office and succeed. They agreed that one of the internal barriers to this success is that often women do not think of themselves as high achievers or strong. Since 2007, 7500 young women have trained in Running Start's four programs for high school, college, recent college graduates, and young professional women. They will train 1500 young women this year. ELECT HER, will train young women in 50 colleges and universities this year. Next year, they will do 60 college trainings. Fifty thousand women have applied to these programs since 2007, showing that young women are hungry to learn more about how to get into politics. Young women learn

leadership skills, such as networking and public speaking, and are introduced to mentors who will help them on their path to politics. They noted that women who played sports were more likely to want to get into politics. Young women also benefit from talking about politics with their families, so please talk to your children about politics! Women candidates need high impact experience and leadership programs. Women still often face barriers such as more child rearing responsibilities than men even if men are doing more in this area. We know that women need to run, but we want to learn more about the reasons they do not run. We need to challenge the sex stereotyped views of women's roles and teach our potential candidates skills such as fundraising. Women do not give much money to political campaigns, particularly stay-at-home moms.

Coming DC Area Events

In addition to the events below, check out CWI's new Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us and we promise to return the favor. Members, be sure to share your women's advocacy news, inspirational women's quotes and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

Thursday, May 15, 2014, Symposium, 9:30 AM to 4:30pm, Reception 4:30-6:30pm. Dialogue on Diversity. *Health Care Reform and an age of Wellness.* American Federation of Teachers 555 New Jersey Ave. NW. Free, Register at www.dialogueondiversity.org or call 703-631-0650.

Tuesday, May 27, 2014, Noon to 1:30pm CWI Meeting. *Women and Girl with Disabilities: Gender Matters, Disability Matters to All of Us.* Free, Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

Monday, June 23, 2014. White House Summit on Working Families hosted by the White House Council on Women and Girls, the Center for American Progress and the U.S Department of Labor. Omni Shoreham Hotel, 2500 Calvert St., NW Washington, DC. For details visit: <http://workingfamiliesummit.org/>

Tuesday, June 24, 2014, Noon to 1:30pm CWI Meeting. *What Helps Progressive Feminist Organizations Thrive?* Free, Alliance for Justice 2nd Floor, 11 Dupont Circle, NW.

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: D. Anne Martin. Meeting Summary by Sally Martinez. Newsletter organized by Sue Klein

CWI Board of Directors, July 2013 – June 2014

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Clearinghouse on Women's Issues Membership Form

www.womensclearinghouse.org

1. Bring a check* payable to CWI along with this form to a CWI Meeting or mail to:

Holly Taggart Joseph, CWI Treasurer
8504 Rosewood Drive
Bethesda MD 20814-1434

2. Or you may also join online using PayPal by going to the membership section of www.womensclearinghouse.org

NAME _____
PRIMARY REPRESENTATIVE (if organization*) _____
ADDRESS _____
CITY _____ STATE ____ ZIP _____
PHONE _____ CELL _____
EMAIL _____
WEBSITE _____

Enclosed is a check for CWI membership for May 2014 – August 2015.

____ Individual (\$25.00)
____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

____ Please check here if this is a renewal for 2014-15.

TOTAL ENCLOSED \$_____

*If organizational member, indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)

Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

June 24, 2014

www.womensclearinghouse.org

What Helps Progressive Feminist Organizations Survive and Thrive?

This 40th Anniversary Celebration meeting is co-hosted by the **Clearinghouse on Women's Issues** and the **National Council of Women's Organizations (NCWO)**. The lead presenter, **Dr. Laura Woliver**, a political science and Women's and Gender Studies Professor at the University of South Carolina, Columbia has been studying NCWO and other feminist organizations and issues for years. She has led the Committee on the Status of Women in the Profession and the Women's Caucus for Political Science of the American Political Science Association and directed her university's Women's and Gender Studies Program. Her BA and MA degrees are from the Univ. of Colorado-Boulder and her Ph.D. is from the Univ. of Wisconsin-Madison.

Dr. Woliver will describe the types of progressive feminist policy focused organizations and the special challenges and contributions of coalitions of feminist organizations such as NCWO. Are these organizations separated by sex, race, age, focus area? What are the common features of feminist organizations 40 years old or more? In coalitions such as NCWO how do feminist organizations interact? What are other feminist coalition groups? (The National Council for Research on Women, recently renamed Re: Gender; National Council of Negro Women; and the National Coalition for Women and Girls in Education). Why do some like the Federation of Organizations for Professional Women no longer exist? Do groups with grass-roots members and state/local chapters have advantages over other groups such as multi-issue policy focused groups? What is the role of external funding in helping groups survive? Do all feminist progressive groups have substantial dependence on volunteers? What are the recommendations for key elements that help a feminist organization survive and thrive? Is this the same as for most other types of progressive issue focused organizations? How does this apply to multi-focus groups such as CWI or NCWO? Are feminist organizations more tolerant of disagreements on policy strategies which support common feminist goals than organizations with other purposes?

Dr. Woliver will then explain why various feminist organizations were created in 1974 and moderate a panel of representatives of some of these 40 year old national feminist organizations who will suggest three practices that have helped their organization survive and thrive. Panelists to date include: CWI founding mothers **Ruth Nadel** and **Ellen Overton**; **Dr. Shari Miles-Cohan**, Sr. Director, Women's Program Office, American Psychological Association; **Connie Leak**, President, Coalition of Labor Union Women (CLUW); **Connie LaSalle**, Women's Campaign Fund (WCF); and representatives from the Women's Sports Foundation and Wider Opportunities for Women. The panel will be followed by meeting attendees' sharing insights on how our organizations succeed and a brief summary by **Shireen Mitchell**, President of NCWO.

Date/Time: Tuesday, June 24, 2014/ 12 noon sharp to 2pm

Meeting is free and open to the public. See sign-up instructions below. Bring a bag lunch.

Location: American Federation of Teachers, 555 New Jersey Ave, NW, Washington, DC

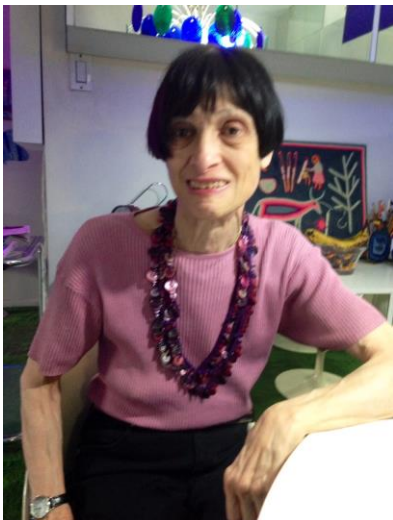
(Union Station red line metro stop. Walk to corner of F and New Jersey Ave - [click here](#) or paste the following link in your browser to view the map <http://goo.gl/maps/H47to>)

To expedite the security check-in process, please use this [link](#) to let dawn@ncwo-online.org know who will attend. https://docs.google.com/forms/d/1dW0HX70NPPvH0P4n06_9kiUe-J0XoFX1Uzg0Ap0fdg8/viewform

CWI Program Summary – May 28, 2014, Women and Girls with Disabilities: Gender Matters, Disability Matters to All of Us

Harilyn Rousso is a writer, painter, educator, social worker, psychotherapist and activist who has worked in the disability rights field, with a particular emphasis on issues of women and girls with disabilities, for more than twenty-five years. She is the founder of the Networking Project for Disabled Women and Girls of the YWCA/NYC, a unique mentoring program that has been replicated widely, and the President of Disabilities Unlimited Consulting Services, which provides education and training on disability equity issues. In addition to her recent memoir, *Don't Call Me Inspirational: A Disabled Feminist Talks Back* (Temple University Press, 2013), Rousso is the author of numerous publications on gender and disability, including *Disabled, Female and Proud!* and *Strong Proud Sisters: Girls and Young Women with Disabilities* and is the co-editor of *Double Jeopardy*, and *Addressing Gender Equity in Special Education*. She is also the executive producer of the award-winning documentary *Positive Images: Portraits of Women with Disabilities*, which was shown on PBS. Rousso is a former board member of the National Women's Hall of Fame, the Center for Women Policy Studies, the Ms. Foundation for Women, the Sister Fund and Educational Equity Concepts, and a former commissioner with the New York City Commission on Human Rights. In 2003, she was selected by the National Women's History Project as an honoree for National Women's History Month. Further information about her work can be obtained at her website, www.harilynrousso.com.

Heidi Case is a disability and LGBT rights advocate and activist. She is a long-time member of NOW (National Organization of Women) and past chair of the NOW National Disability Rights Task Force. From 2010-2013, Case worked on a grant from the DOJ's Office of Violence Against Women in DC focused on women with cognitive or mental health disabilities and sexual and domestic violence. She co-wrote a training curriculum for this project to be used with women with the targeted disabilities that covered, self-esteem, healthy relationships, sex education and understanding and healing from gender based violence. In 2013, Case was appointed by the Board of the DC Regions Public and Para-transit system to serve on the Accessibility Advisory Committee and served on the board of Metro DC SAGE (Services and Advocacy for Gay and Lesbian Elders). Her recent presentations addressed "Healthy Relationships" for women with cognitive and developmental disabilities, and "Elderly and Disabled Individuals: Sexual Justice and Rights." She and her wife of 30 years became the first gay foster parents in Dallas, TX and fostered and adopted 3 children with disabilities. Case communicates in three languages, English, Spanish and Sign Language.



Harilyn Rousso opened with an exercise that asked the attendees to split up into small groups and brainstorm five famous people with disabilities. She encouraged them to define disability broadly, including, for example, physical, sensory, cognitive, emotional, and health disabilities and indicated that the people could be alive today or from the past. Once some time had elapsed, the groups were asked to share the list of the people they came up with. About 20 names, including Helen Keller, Steven Hawking, and Ray Charles were identified by the various groups. However, what was striking was that even among this group of feminists, many more men than women were identified. In addition, there were considerably more Caucasians than people of color on the list. The participants acknowledged that coming up with their list of famous people, even with its inequities, was no easy task. Rousso stated that all things considered, they had done reasonably well since when she began presenting this exercise more than 20 years ago, some groups could not come up with more than one or two names. She went on to explain that there are many famous people with disabilities who have made substantial contributions to our country and the world. However, because stereotypes about disability (sick,

helpless, childlike, etc.) seem incompatible with success, when people with disabilities become successful, their disability status is often overlooked. Hence successful people with disabilities are rendered invisible. Given the stereotypes surrounding women and people of color, successful women with disabilities and successful people of color with disabilities are even more invisible, depriving all of us of important role models. How many of us realize, for example, that Harriet Tubman was a woman with a disability?

The definition of disability was not discussed prior to this exercise, so Rousso asked the group to brainstorm how they would define “disability.” After several answers were offered, she noted that there is no single definition. Even in legal terms, there are considerable differences between state, local, federal and international definitions for disability. The Social Security Administration, for example, defines disability as the inability to work—a definition, Rousso pointed out, which would not qualify her or Heidi as having disabilities. Hence it becomes clear that the definition of disability is as much rooted in society/culture as biology. Thus we can think of disability as a social construct, like gender.

That being said, the most commonly recognized definition of disability in the U.S. is the ADA (Americans with Disability Act) definition, which defines disability broadly, consisting of three major components:-- a person with a disability is an individual who has 1) a physical or mental impairment that substantially limits one or more major life activities; or 2) a record of such an impairment; or 3) is regarded as having such an impairment. What people in all three categories have in common is that they are all subject to disability discrimination. The ADA definition emphasizes that disability is a civil rights issue rather than a health issue.

One in five Americans have some type of disability, making it one of the largest minority groups in this country, one that anyone can join at any time, and most people do as they age. These include both visible and invisible disabilities. Invisible disabilities, which are quite prevalent, include learning and mental health disabilities as well as a variety of health conditions, such as diabetes and heart conditions.

There are many misconceptions about people with disabilities, especially how gender matters when it comes to the disability experience. To illustrate this, the group was challenged with a true/false quiz about disability and gender. The answers to the questions present a clear picture that there are very disparate outcomes for men and women with disabilities. Boys, for instance, are more likely to be placed in special education classes than girls because of a combination of “the three B’s”: **b**iology (gender-based biological differences vis a vis disability exist but are a relatively minor factor), **b**ehavior (boys are more likely to display disruptive behavior than girls) and **b**ias (teachers’ erroneously assume that boys will eventually have to support families, whereas girls will not, and hence boys’ education is more important), whereas girls with disabilities, less likely to “cause trouble,” and facing lower teacher expectations, are less likely to receive the specialized education they require. Once out of school, young women are less likely to be employed, tend to earn less, and are less likely to work full time than young men with disabilities. One factor contributing to their lower employment/income rates are their higher rates of adolescent pregnancy than their nondisabled female counterparts, partly the result of sexual abuse from the greater number of adults (family members, auxiliary school personnel, etc.) involved in their lives/care.

It is also noteworthy that women with disabilities experience lower marriage/committed relationship rates and higher divorce rates than men with disabilities, reflecting differences in gender roles and expectations. It remains more socially acceptable for women to provide care to their disabled male partners than vice versa. Another result of different gender roles is that women who develop disabilities as they age are less likely to receive the informal care they need from husbands/partners/family members than men who develop disabilities as they age. A further example of gender bias is that women with disabilities, with or without partners, continue to face multiple barriers to bearing and raising children. None of these barriers, however, has stopped women with disabilities from organizing. All over the world, from developing nations to here in the United States, women with disabilities have organized to confront both personal and institutional barriers and “are giving them hell”. There is an extensive, impressive global disabled women’s

movement. For one example of the international work, check out Women Enabled, <http://www.womenenabled.org/>.

Heidi Case framed the issues of disability and gender as one of access. Access, whether it is to voting or healthcare, is one of the most important things that activists of all bends can work towards. The denial of access is one of the more powerful and prevalent means of oppression, and one that is especially important for disability activists. In order to affect change, oppressed groups must have access to the political process. Disability, however, can and should be thought of as an asset, and not just impairment.

Case led the group in a guided meditation, with the eventual goal being the visualization of something from their past that they greatly desired, but could not achieve due to forces out of their control. She implored people to recall the emotions they felt when they realized they would not receive what they desired,



whether on account of their race, their sexual preference, or the prevailing power dynamic. The responses that were given by a few of the members willing to share were things such as not being able to keep up with the people in their elementary school or knowing that there were people that needed a voice, but that couldn't be helped. Case shared her own feelings of helplessness that she faced when running for class president against a boy in her class. She realized that since her classmates followed traditional stereotypes "because there were more boys than girls, there was no chance that she would win the election." She noted that these experiences are common to us all, whether or not we have a disability. One common theme that was present both in Heidi's anecdotes and in those

shared by the group was that these challenges left them with increased empathy. This understanding of the commonality of experience is an asset for all of us to use to advance a social justice agenda.

There are more concrete assets too. Case believes her excellent creative problem solving ability is related to her experience in managing these issues of "access." As she overcomes these challenges, she gains feelings of accomplishment and pride. Rouso expanded on her view, explaining "that everyone faces barriers and the kind of understanding and connection that one gains by realizing that fact leads to recognition that all women, disabled or not, face access issues that together, as a united sisterhood, we can address."

Even if a disability or a challenge might not seem to yield obvious assets, the positives can often manifest in forms such as increased tolerance and appreciation for differences or a changed point of view. And even if the challenges do not appear to benefit the individual who encounters them, they might end up benefiting those in the community by fostering increased compassion for others who have had similar experiences or understandings. Heidi reminded the group that "it was not rich countries like the United States that pioneered the UN Convention on Disabilities, but Mexico, because they realized that in order to meet their millennium development goals, that everyone, including disabled members of society must be included in the standards related to education, healthcare and full access to all the benefits of citizenship. They realized that in order to fully uplift their country, they needed to make sure that all their citizens were included in the process. Not everyone is in the same position but the differences are what make life wonderful."

Coming DC Area Events

In addition to the events below, check out CWI's Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us. Members, be sure to share your women's advocacy news, inspirational women's quotes and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

Tuesday, June 10th, 5:30-7:00 PM. As part of Wider Opportunities for Women's 50th anniversary Women & Work book event series, Dr. Mary Gatta will present her newly published book, *All I Want is a Job: Unemployed Women in the Public Workforce System*. The event will be held at the Beacon Hotel (1651 Rhode Island Ave., NW, Washington, DC) and will include light refreshments at 5:30, a discussion session, and comments by Congressman Frank Pallone. RSVP [here](#), and see the WOW [website](#) for more details on the event and upcoming Women & Work book events.

Thursday, June 12th, 6-10:00 PM. Celebrate Dolores Huerta's 84th Birthday at the Mexican Cultural Institute in Washington, DC. Dolores Huerta is one of the most important labor, civil rights, and feminist leaders of our time. This benefit is to celebrate her 84th birthday and to honor her for all the hard work and sacrifices she has made to advance the civil rights and human rights of all people. [Ticket sales](#) benefit the Dolores Huerta Foundation. [Click here](#) for details.

Thursday, June 19, 4:30-6 PM National Coalition for Women and Girls in Education (NCWGE) Title IX: A Powerful Tool for Preventing Campus Sexual Assault, Rayburn B354. Pre-registration <http://bit.ly/1mgtrW2> Contact Pam Yuen yuenp@aauw.org 202-785-7712.

Friday, June 20th at 5:30 PM, Alliance for Justice (AFJ) will host a reception for filmmaker Abby Ginzberg and preview her new film, *Soft Vengeance: Albie Sachs and the New South Africa*. AFJ is located at 11 Dupont Circle, NW, 2nd Floor, WDC. RSVP to Andrew@afj.org or call 202-822-6070.

Monday, June 23, 2014, White House Summit on Working Families hosted by the White House Council on Women and Girls, the Center for American Progress and the U.S Department of Labor. Omni Shoreham Hotel, 2500 Calvert St., NW Washington, DC. For details visit: <http://workingfamiliesummit.org/>

Tuesday, June 24, 2014, Noon to 1:30 PM CWI Meeting. What Helps Progressive Feminist Organizations Survive and Thrive? Free, American Federation of Teachers, 555 New Jersey Ave, NW, 9th Floor (See page 1).

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: Sue Klein. Draft Meeting Summary by Julius Goldberg-Lewis, Alliance for Justice Intern.

Newsletter organized by Sue Klein

CWI Board of Directors, July 2013 – June 2014

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Clearinghouse on Women's Issues Membership Form

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1. Bring a check* payable to CWI along with this form to a CWI Meeting or mail to:

Holly Taggart Joseph, CWI Treasurer
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2. Or you may also join online using PayPal by going to the membership section of
www.womensclearinghouse.org

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Enclosed is a check for CWI membership for May 2014 – August 2015.

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____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

____ Please check here if this is a renewal for 2014-15.

TOTAL ENCLOSED \$_____

*If organizational member, indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)

Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

September 2014

www.womensclearinghouse.org

Women in the Arts as Change Makers

Join us Sept 23 for our first 2014-15 CWI meeting featuring dynamic women who combine women's activism and art to create positive social change. This CWI meeting is organized by CWI Board member Kate Campbell Stevenson who is a performer/artist/entrepreneur/feminist activist and co-president Harriett Stonehill. It will feature the following three outstanding women social entrepreneurs/artists who are making significant local and global contributions.

Marielle Barrow is a social entrepreneur, visual artist and Fulbright scholar who is currently a cultural studies PhD candidate at George Mason University, VA and a visiting scholar at Columbia University, NY. As an entrepreneur she established Caribbean Arts Village LTD to create a nexus for Caribbean artists in the region. The company hosted, trained and promoted musicians and visual artists at The Centre for the Arts, in Port of Spain, Haiti. In 2011 Marielle Barrow launched, Caribbean Intransit, a non-profit in the U.S. and Caribbean as mechanism for social development through the arts.--a meeting place to share and promote thought-provoking ideas and works with in a community of cultural producers, scholars, activists and entrepreneurs via arts for social change workshops, online events and festivals.

<http://caribbeanintransit.com>

Pauline Muchina came to the US from Kenya in 1992 to further her education. She has a masters degree from Yale University Divinity School and a Ph.D. from the Union Theological Seminary. Dr. Muchina is also a graduate of the Empowered Women International, where she gained valuable business and entrepreneurship skills. She nourishes the power of the arts to transform communities by selling products for the African Beads Initiative, a company that designs authentic hand-made African products for the global market. Women from her hometown area of Nakuru County, Kenya make the intricately designed products, which empower them to help break the cycle of poverty. All sales profits go directly to support families in Kenya with school fees, food and health services: www.africanbeadsinitiative.com. In 2011, The Huffington Post honored her as one of 50 powerful international religious leaders.

Sushmita (Sush) Mazumdar - book artist, writer, educator, and creative entrepreneur. Sush is a docent with Smithsonian's Freer and Sackler Galleries of Art and their "go to" artist who designs many of their community arts events. She is owner of *Studio Pause*, a transformative community haven to explore art through interactive classes, and events that promote deeper personal, and intercultural understanding. In one short year *Studio Pause* www.studiopause.com has become a valuable community asset in multicultural Arlington, VA.

For further details contact Kate Campbell Stevenson at kCamStev@aol.com

Date/Time: Tuesday, September 23, 2014/ 12 noon sharp to 1:30 pm

Meeting is free and open to the public, no reservation necessary. Bring bag lunch.

Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

Close to Dupont Circle Metro Stations (Entrance on New Hampshire Ave. behind "Books a Million")

Next CWI Meeting: Tuesday Oct. 28, 2014
"Federal Women's Program –Time for Change?"



CWI 2014-15 Board Members with Officer Titles: **Seated** Co-President, Harriett Stonehill; **first row** Left to Right, Director Emerita, Ellen Overton; Secretary, Anne Martin; Co-President, Sue Klein; Director Emerita, Elaine Newman; VP Membership, Linda Fihelly; VP Global Issues, Carmen Delgado Votaw; **Back row** Left to Right, VP Outreach, Kate Campbell Stevenson; Director, Kathryn Braeman; Treasurer, Holly Joseph; Director, Tina Hobson; VP Legislation, Roberta Stanley; **Missing:** VP External Affairs, Kellye McIntosh; Director Emerita, Ruth Nadel; Ex Officio Past President, Barbara Ratner.

Dear Clearinghouse on Women's Issues Members,

As we begin our 2014 - 2015 year, we look forward to many interesting programs and events to share with you. We now share our future plans to encourage you to attend all our meetings and bring a friend with you.

Above is a photo of the 2014-15 CWI Board members with their titles.

We welcome three new Board Members, Tina Hobson, Roberta Stanley and Kate Campbell Stevenson. They each bring a new significant knowledge base and an enthusiastic desire to share with you. We also gratefully acknowledge the significant contributions from our outgoing Board Members: Carolyn Cook, who created our current website and served as VP for Programs, and Professor, Janice Koch, initiator of many fine CWI STEM programs. Elaine Newman, Board member is a past CWI President and has become an emerita CWI Board member.

We are pleased to present the new 2014 - 2015 Board Members:



Tina Hobson, Board Member, has been a pioneer since she arrived in Washington DC in 1961. Her Federal Government experience included early assignments with the DOL poverty programs and the Peace Corps. She worked with Esther Peterson at the White House to promote the Equal Rights Amendment and with the CSC Office of Personnel Management as the first Director of the Federal Woman's Program (established in 1967 under EO #11375). She held several positions with the Federal Energy Office and the Federal Energy Administration (FEA) before her appointment as Director of the Department of Energy's (DOE's) first Office of Consumer Affairs. At DOE, she established a broad based consumer and energy education program -- with a \$6-10 million annual budget -- while coordinating national and regional staff and 22 advisory committees. Ms. Hobson retired from DOE as a Career Senior Executive in 1983 to work with a number of environmental

organizations: Renew America, The Rodale Institute, The National Center for Appropriate Technology, and the Safe Energy Communications Council. Additional private sector experience involved conference management and teaching. Ms. Hobson is a graduate of Stanford University and the Coro Foundation in California. In addition to her two sons, she enjoys 5 grandchildren.

Roberta E. Stanley, VP Legislation, proudly hails from Michigan where she was a Capitol Press Corps reporter, Assistant Superintendent of Public Instruction, Title IX Coordinator, Federal Liaison, and Director of the Office of Federal Relations and Administrative Law, including Supervisor of the state Teacher Tenure Commission staff. She gained valuable experience and exposure working for Congressman William D. Ford and the House Committee on Education and Labor on reauthorizations of the Elementary and Secondary Education Act, the Postsecondary Education Act, Head Start, Child Nutrition. Legislative issues included poverty and workforce development with a special emphasis on modernizing and upgrading programs, and adjusting funding formulas for Title I, workforce development and Head Start to more equitably distribute program funds between and among the states. As a passionate advocate for K-12 and postsecondary education, equity, school health and child nutrition, Roberta is well known for leading multi-state coalitions, developing legislative reauthorization or amendment packages, saving worthy, successful

programs from budgetary cuts, developing thoughtful professional development on emerging and changing issues, and mentoring young men and women on politics and legislative and government relations. "Bert", as she is called by her many friends and colleagues in Washington and throughout the United States, is a graduate of Michigan State University and loyal Spartan fan.



Kate Campbell Stevenson, VP Outreach is a professional singer, actor, producer and a devoted catalyst for women's issues, families and communities. In 1995 she combined her passion for the arts and activism to create a series of one-woman shows, [*Women: Back to the Future*](#). Through song, monologue, poetry and sign language Stevenson brings to life historical American women who have changed the world. Today her motivational programs inspire audiences of all ages throughout the United States and provide positive role models for a new generation of leaders. A *life-long community activist*, Stevenson is a proud board member of *Clearinghouse on Women's Issues*. She also currently serves as a National Delegate (MD) to [Vision 2020](#) and on several local women's organization boards [Empowered Women International](#) and *The Rachel Carson Landmark Alliance*. Stevenson was recognized

as "2012 Maryland Top 100 Women" by *The Daily Record* for her "significant professional accomplishments, outstanding community leadership and inspirational mentoring."

Here are some of the topics the Board is exploring for 2014-15 meeting programs:

The October 28, 2014 CWI meeting will be on potential changes in the **Federal Women's Program**. It will be led by CWI Board Member, Tina Hobson, who was the first Federal Women's Program Coordinator in 1967. Other meeting topics may focus on: How women in religion can influence their congregants/constituents to advance and protect women's rights, How women on corporate boards can encourage their organizations to use a gender rights lens in all their decisions; Feminist priorities in decreasing income Inequities in the US, Women as leaders in the environmental movement, and strategies to increase the numbers and effectiveness of women Judges especially in their decisions strengthening gender equality. The Board encourages you to submit any feminist topics that you as Members would like to have for a program presentation.

Recently Co-President Harriett Stonehill received a phone call from a writer at **Time Magazine** who is writing a book on women elected to public office. Harriett shared that *"although CWI as an organization does not endorse any particular candidate, it plays a significant role by having it's members articulate the essential issues and their advocacy for women running for public office and Congressional positions. This educational role helped elect women in the past and continues to do so. CWI has provided a platform for women to share and educate others to become politically aware and active. It serves a vital role for getting more women elected and meets the needs of all women."*

We look forward to the active participation of all the members of CWI this coming year as CWI concludes its celebration of 40 years of feminist leadership since its initial incorporation in March 1974.

Harriett Stonehill, Co-President

Sue Klein, Co-President

Coming DC Area Events

In addition to the events below, check out CWI's Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWInews pages! LIKE or FOLLOW us. Members, be sure to share your women's advocacy news and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

Saturday, Sept. 13, #Rally4Equality2014, 9:30 am to 5:00 pm, Constitution Day Rally for Equality, ERA Ratification, and Voting Rights. Capitol Hill, West Lawn. The program includes many exciting speakers - Keynote, Eleanor Smeal, Founder & President, Feminist Majority Foundation, and many other leaders and entertainers. Preceded by a Congressional Day of Action on September 12. For details, visit <http://rallyhub.wearewoman.us/>

Saturday, September 20, 8:30 AM to 3:00 PM. 2014 WE3 Women's Empowerment Conference, Comfort Inn & Conference Center, Bowie, MD. Sponsored by the Prince George's County Commission for Women (CWI is a co-sponsor), this event will include an educational forum (legislative advocacy, hot topics with women leaders, and more) and empowerment luncheon. For more information and to register, visit www.we3-wlc.com. **Tuesday,**

September 23, Noon to 1:30 PM CWI Meeting. Women in the Arts as Change Makers, Alliance for Justice, 11 Dupont Circle, NW, 2nd Floor (See page 1).

Sunday, September 28, 2014 2:00-4:30 PM "Leading and Learning Across Generations Forging Frontiers, Women Leaders in STEM" with a special performance by Kate Campbell Stevenson, CWI Board Member, to benefit the Maryland women's Heritage Center. Engineer's Club at the Garrett Jacobs Mansion. Register on the MWHC website www.mdwomensheritagecenter.org.

Saturday, Oct. 11, 2014. Day of the Girl celebrations at the UN and in the DC area (See www.dayofthegirl.org).

CWI Program Summary – June 24, 2014, What Helps Progressive Feminist Organizations Survive and Thrive?

Dr. Laura Woliver, a Political Science Professor and former Chair of the Women and Gender Studies program at the University of South Carolina, Columbia has studied the National Council of Women's Organizations (NCWO) and other feminist organizations and issues for years. Through her years of research, she has gained insight into what makes a feminist organization survive and thrive. NCWO and its President, **Shireen Mitchell**, co-sponsored this CWI meeting held at the American Federation of Teachers headquarters.

To celebrate CWI's 40th anniversary, we asked Dr. Woliver to share her insights. In her presentation, Professor Woliver provided information on the evolution of civic participation groups. She pointed out a decline in civic participation in groups in general such as the League of Women Voters and the trend of many to "bowl alone" rather than in teams. She also discussed the disadvantages and advantages of institutionalizing these groups. For example, some groups ossify, especially, when they follow an "iron law of oligarchy" and become satisfied with incremental goals "which might deflate adherents passion and activism" or focus on in-group "cadre maintenance." Some of the advantages of institutionalizing civic participation in formal groups include tax breaks to donors, routines that help organizations run smoothly, and full-time staff members who are dedicated to the organization.



She explained that feminist organizations, along with the feminist movement, have greatly evolved and those that did not change to address new demands and opportunities have not survived. She found that the structure of these organizations has greatly evolved from primarily mass participation groups to groups with "checkbook and email members" who are unlikely to attend many in-person meetings. As Woliver pointed out, "although the nature of participation has changed, it has not necessarily decreased. In fact, we now see more interest groups, Non Governmental Organizations (NGOs), and coalitions in a phenomena called *movement institutionalizing*." For Woliver, it is often this change and evolution that has helped many feminist groups survive.

Professor Woliver also commented on the advantages and disadvantages of many groups with similar goals. While a cacophony of groups can be a strength, particularly when they work in coalitions such as NCWO with large and small group members and with members with complementary skills such as activism and research. Disadvantages include overlapping efforts which may be unhelpful as well as repetitious, and potential tamping down the political agenda.

However, as Dr. Woliver explained, this evolution is multifaceted. From her research, she found that feminist organizations that have been able to withstand the test of time have the following traits in common. First, these organizations have strong leaders who are able to adapt and change. It is crucial that this leadership not be based on the sole identity of an individual organizational leader - so that the group is "not dependent on the identity or personality of one individual to survive." In the Q&A, CWI's distinguished Board member, Carmen Delgado Votaw, pointed out that the Hispanic feminist organizations of which she had been a leader have a tradition of changing leaders every couple of years in contrast to the National Council of Negro Women which was led by Dr. Dorothy Height for 50 years.

“Second, successful feminist groups have been aware of their generational dynamics so they do not *age out*. It is vital that groups and organizations seek input from younger generations in order to avoid missing emerging trends that would cause an organization to lose influence.”

Third, Woliver emphasized the importance of the organization using and sharing credible information to advance their goals. Finally, she explained that being a part of a coalition gives each organization an informational advantage that increases its power and potential. Some challenges to coalitions are in attempting to avoid divisions and defections of the group, which may diminish the strength of its political agenda. Additionally, the inclusion of small groups in a coalition with larger groups is a delicate balance that can create an unequal distribution of power and influence, hampering the democratic process.

Woliver emphasized the fact that “successful feminist organizations have maintained their missions by keeping on message and advocating for incremental changes in the context of large, systemic, and structural change and *push back*. Due to these changes and evolutions, these groups now have more *latent power*, or the power that comes from the potential that a large coalition could have strength in numbers. This power has led to anticipatory actions by policy makers.”

Woliver concluded by pointing out, “Groups are fragile. These 40 year old groups are to be congratulated. Groups can die quickly.” While there was a blossoming of groups in 1974, many have not survived. To survive is a real success for any feminist organization, but it is important that each organization continue to evolve if we want to see another successful 40 years.

Woliver is continuing her fieldwork in August and September of this year. She hopes to conduct the last interviews, observe a few more meetings, and examine available archives of women’s groups while she is in D.C. She is working on a book manuscript derived from this research tentatively entitled, “*Push Back: the National Council of Women’s Organizations and Women’s Politics*.”

A panel of representatives from organizations celebrating their 40th anniversary followed.

Founding mothers and past presidents of **CWI**, **Ruth Nadel** (who celebrated her 100th birthday this year) helped found CWI when she was 60 and working for the Women’s Bureau in the US Department of Labor) and **Ellen Overton**, reflected on the 40th anniversary by commending young women who are fighting for the same cause they both courageously took on so long ago. Looking out onto a diverse crowd of women from various organizations, Nadel stated, “It does my heart good to know our mission is ongoing.” She finished by reminding all the women in the room that the best way to succeed in life is to “take advantage of every opportunity you get.”

Ellen Overton drew from her past to offer her own piece of advice. Growing up in Romania, Overton explained that her father never allowed her to pass over chores because she was the only girl in her family. Instead, she was expected to prove that she could do anything a man could do. She said that this specific piece of advice helped her throughout her life so that she could push through barriers.

Dr. Shari Miles-Cohen, Senior Director of the Women’s Program Office at the American Psychological Association (APA), helped celebrate the 40th anniversary of **APA’s Psychology of Women Division**. She attributed much of the success to rotating leadership and the publication, *Psychology of Women Quarterly*, which she said “produced new thoughts as well as allowing women to publish their work and gain tenure.”

Connie Leak, President of the **Coalition of Labor Union Women (CLUW)**, paid homage to her organization's exceptional leadership and passionate members who care deeply about the rights of working women and work tirelessly to organize women's groups across the nation.

Connie LaSalle, a representative from the **Women's Campaign Fund (WCF)**, discussed the evolving nature of her organization and highlighted three key initiatives that have significantly increased the number of women interested in and running for elected positions at all levels of government.

In summary, **Shireen Mitchell**, President of the **National Council of Women's Organizations (NCWO)**, focused on the progress by feminist organizations despite challenges even when working with a friendly administration. Referencing the changing nature of the digital age and steps made toward advancing equality, Mitchell is hopeful for the women's movement's future.

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: Sue Klein. Draft Meeting Summary by Jennifer Grace Lee and Paige McKinsey, Feminist Majority Foundation Interns

Newsletter organized by Sue Klein

CWI BOARD OF DIRECTORS, JULY 2013 – JUNE 2014

OFFICERS: Co-Presidents, Sue Klein and Harriett Stonehill; Treasurer, Holly Taggart Joseph; Secretary, D. Anne Martin; VP Membership, Linda Fihelly; VP External Affairs, Kellye McIntosh; VP Legislation, Roberta Stanley; VP Outreach, Kate Campbell Stevenson; VP Global Issues, Carmen Delgado Votaw

OTHER DIRECTORS: Kathryn Braeman, Tina Hobson

Directors Emeritae: Ruth G. Nadel, Elaine Newman, and Ellen S. Overton

Ex Officio: Barbara J. Ratner

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Clearinghouse on Women's Issues Membership Form

www.womensclearinghouse.org

1. Bring a check* payable to CWI along with this form to a CWI Meeting or mail to:

Holly Taggart Joseph, CWI Treasurer
8504 Rosewood Drive
Bethesda MD 20814-1434

2. Or you may also join online using PayPal by going to the membership section of www.womensclearinghouse.org

NAME _____

PRIMARY REPRESENTATIVE (if organization*) _____

ADDRESS _____

CITY _____ STATE ____ ZIP _____

PHONE _____ CELL _____

*EMAIL _____

WEBSITE _____

Enclosed is a check for CWI membership for September 2014 – August 2015.

____ Individual (\$25.00)

____ Individual under 30 years old (\$15.00)

____ Organization (\$40/one year or \$100/three years)

____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)

____ Additional tax deductible contribution of \$ _____

____ Please check here if this is a renewal for 2014-15.

TOTAL ENCLOSED \$ _____

*If organizational member, indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)

Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.

***Most important contact information. Please print clearly!**



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

October 2014

www.womensclearinghouse.org

The 1967-68 Birth Stories of the Federal Women's Program (FWP) and Federally Employed Women (FEW) by those who were there!

To be effective advocates for creating full gender equality for women working for the Federal government today we need to understand the early efforts and ongoing requirements. CWI is fortunate that **Tina Hobson**, the first Director of the Federal Women's Program, is on our Board of Directors. Tina has recruited **Allie Latimer**, founding president of Federally Employed Women, and **Tricia Smith**, current Solicitor at the US Department of Labor to help us address this challenge.

In 1951 **Tina Hobson** graduated from Stanford University with a BA in Political Science. She applied for a position with the Civil Service Commission (CSC) Regional Office in San Francisco and was told her only option for Federal employment was applying for a clerk position. Other eligible applicant lists of higher grades, for which she might qualify, were usually subject to "legal" requests by agency officials of "men only". When asked "why", she was told that "men were required to support a family". Within ten years, Tina was divorced and contributing to the support of her 3 children. In 1967 she accepted the CSC position as the first Program Manager of the Federal Women's Program (FWP) in Washington, DC to implement Executive Order 11375 which added "sex" as one of the prohibited forms for discrimination within the Federal Government. In 1967 the total full-time and part-time Federal workforce numbered 2,949,196, but less than 2.1% of women were counted in each of the top four General Schedule (GS) Grades.

In 1968 **Allie Latimer** served as founding President of Federally Employed Women (FEW), a nation-wide independent grass roots advocacy group to end sex discrimination in the Federal Service. At that time there were State employment "quotas" and 80% of women were relegated to GS 6 and below, regardless of educational achievements. In addition, husbands of federally employed women received less in survivor benefits than did wives of federally employed men despite women contributing the same percent of their salary as men. Allie has remained active in FEW and related legal, civil rights, and humanitarian activities for over five decades.

Tricia Smith, DOL Solicitor, represents the "line" responsibilities which FWP and FEW have championed for 47 years. She was the Assistant Attorney General in charge of the Labor Bureau in the NY State Attorney General's Office from 2000-07 and Commissioner of Labor in NY State from 2007-10. She will moderate this program and share observations on gender equality issues for Federal employees now.

Date/Time: Tuesday, October 28, 2014/ 12 noon sharp to 1:30 PM

Meeting is free and open to the public. Bring a bag lunch. Contact TinaHobson@gmail.com

Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

Close to Dupont Circle Metro Stations (Entrance on New Hampshire Ave. behind "Books a Million")

Next CWI Meeting: Tuesday Nov. 25, 2014, Noon. Are Religions Helping Increase Gender Equity?

Contact: Carmen Delgado Votaw (CDelgadovo@aol.com)

Dear Clearinghouse on Women's Issues Members,

"The Clearinghouse on Women's Issues sponsors public forums to address social and political issues facing women today, locally, nationally, and internationally. These Washington DC brown bag lunch networking events provide information to raise awareness for individuals and organizations to act as a catalyst for advocacy." But, how do we go from education to advocacy?

CWI meetings help provide the education and the opportunity to talk and question and network and inspire each of us to take that critical step of activism to advance gender equality and related goals. CWI Board and other members have been active in many DC area gatherings as well as in contacting officials and contributing to worthy causes. For example, despite the rain, at least four CWI officers and many members attended the September 13, 2014 Rally for the ERA at the US Capitol. (For information on many CWI meetings on the federal and state ERAs you can search program summaries in archived CWI newsletters on www.womensclearinghouse.org).



At left is a photo of CWI Vice Presidents, Linda Fihelly and Carmen Delgado Votaw at the ERA Rally. Video of part of Eleanor Smeal's keynote address and other rally speakers can be seen on <http://www.ustream.tv/recorded/52628499>. In this part of her talk Eleanor Smeal explained why ERA was needed to enhance and solidify Title IX protections against the Bush Administration's weakening of safeguards against sex discrimination in athletics and in their 2006 Department of Education Title IX regulation. According to Feminist Majority Foundation research this weakening of Title IX safeguards against sex discrimination has encouraged sex segregation resulting in the creation of over 100 same-sex public K-12 schools and over 1000 coed public schools with sex

segregated academic classes. (See <http://www.feminist.org/education/sexsegregation.asp>)

CWI helped sponsor and attended the Sept. 20, Women's Empowerment Conference sponsored by the Prince Georges County Commission for Women. VP for Global Issues, Carmen Delgado Votaw and Co-President, Sue Klein and other CWI members attended the "Beijing + 20 Women and Poverty," a 20-Year Review of the UN Programme of Action at the State Department on Sept. 9 and the Second Geena Davis Global Symposium on Gender in Media on Sept. 23 at the US Institute of Peace. CWI VP Kate Campbell Stevenson performed "Leading Across Generations Forging Frontiers, Women Leaders in STEM" to benefit the Maryland Women's Heritage Center in Baltimore. This fundraiser was attended by many CWI officers and members. Kat Braeman is the Program Chair for the Cosmos club and one of her recent programs (attended by CWI Co-Presidents) was on the importance of single women's votes. Kat and others are also following up on the DC Title IX Athletics Equity Bill which should be acted on soon by the DC Council. Relatedly, Kat's daughter helped win an important Title IX federal case against the Sweetwater, CA school district which was discriminating against girls in athletics and their coach!

CWI participation in advocacy today will have a positive impact on future generations. We are the models for our children and grandchildren in their choice of careers, friendships, and concerns. Hopefully CWI activities will inspire multiple generations to continue to educate themselves and others to advance equality and justice in the US and globally!

Harriett Stonehill and Sue Klein, Co-Presidents.



CWI Program Summary – September 23, 2014, Women in the Arts as Change Makers

CWI's September speakers were three women who work to generate social change through the arts. **Marielle Barrow** is currently earning her PhD in cultural studies at George Mason University and running a non-profit called Caribbean Intransit. **Pauline Muchina** has a Ph.D. from Union Theological Seminary and to help empower women in her African community she sells products for the African Beads Initiative. She brought an array of unique Kenyan handbags including at least one made by her mother. **Sushmita Mazumdar**, a graphic artist from India, became a docent at the Smithsonian's Freer and Sackler Galleries when she first came to the US and waited for a work permit. She is now a book artist and the owner of *Studio Pause*. This inspiring meeting focused on innovative ways women use art to benefit their communities on both a local and global scale. All three women are graduates of Empowered Women International's www.ewint.org Entrepreneur Training for Success program.



Marielle Barrow described the work of her non-profit, "Caribbean Intransit" www.caribbeanintransit.com, which launched in 2011 and is run in both the US and the Caribbean. Caribbean Intransit aims to intervene in the policy structure surrounding art and the community. Even though the Caribbean has one of the highest production rates of art per capita, the arts are not supported by an infrastructure which allows them to properly flourish. She sees the process of artistic expression as a valuable strategy to build this supportive infrastructure because

it "teaches people to think outside of the box...it's a process of transformation." Thus far, this group has produced four online academic journals, which are free at the moment. They have also held two festivals, which include full-day seminars with universities like George Mason University and Trinidad University. These festivals also work to empower at-risk youth by teaching them means of artistic self-visioning. Her organization is currently targeting 100 at-risk youth by teaching them fashion design and leadership skills. Their goal is to open a school of arts, entrepreneurship, and leadership.

Pauline Muchina discussed her experience with her sister in Kenya and how that led to her work with the African Beads Initiative www.africanbeadsinitiative.com. Her sister is a talented craftswoman, but she had a difficult time selling her products in the local Kenyan markets. Pauline took her products abroad to the U.S. and was able to sell them and return the money to her sister. This money changed her sister's life and gave her the tools to "define poverty, rather than poverty defining [her]". Watching this transformative change inspired her sister to train other women in the community to use their hands to lift themselves out of poverty and into a culture of independence. Pauline finds herself inspired by faith and the support the community finds through this work. Without this income they would struggle with paying for food, sending children to school, and fighting HIV and AIDS. Currently, she is trying to bring these women's products to the global market, attempting to apply for a Fair Trade Certification, and working on a partnership with the Smithsonian to sell their products in the gift shop.





Sushmita (Sush) Mazumdar's journey to her current artistic career began with moving to the US from India. She began to volunteer as a docent for the Smithsonian, during which she realized that her life had not prepared her to be an immigrant nor had it taught her how to have others understand her story. When she had children, she listened to their struggles with blending Indian and American culture, such as their refusal to eat Indian food and desire to "be white". She had a desire to help people understand each other through art and stories, and so she quit working as a graphic designer and taught herself to write stories for children and make artistic books by hand. Through this new medium, her hope was to "help people understand other people's love, hopes, and what makes their life what it is," even if it helps just one person understand another, because "no story is too small". She used her talents as an author and book artist to

create a children's book on US presidents for a Smithsonian event, as told by an immigrant mom who learned American history from art, architecture, and stories around her. Later, through Empowered Women International, she received a microloan from KivaZip to open up her own Arlington, Virginia *Studio Pause* www.StudioPause.com. The studio is open to all, because she firmly believes that if we can make a little time in our lives to share our stories through artistic expression it will help us learn about each other in an intimate and personal way.

www.HandmadeStorybooks.com

<http://www.connectionnewspapers.com/news/2012/sep/27/family-legends-fairfax-cable/>

http://smithsonianeducation.org/heritage_month/books/index.html

https://www.facebook.com/HandmadeStorybooks/posts/632278223480060?stream_ref=10

<http://www.turningthepage.org/?p=11>

Coming DC Area Events

In addition to the events below, check out CWI's Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us. Members, be sure to share your women's advocacy news and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

Saturday, Oct. 11, 2014. Day of the Girl celebrations at the UN and in the DC area (See www.dayofthegirl.org).

Free DC Concert for International Day of the Girl. Rapper Prolyphic will be joined by local performance poet **Sarah Lawson**, women's rights activists, and others for this special concert. October 11th (10PM – 1AM) Acre 121, 1400 Irving ST NW, Washington, DC 20010. RSVP Women Thrive website <http://bit.ly/wtw-partner-rsvp> or on Facebook at <http://on.fb.me/1nSQE8x>. This is a 21+ show.

Tuesday, Oct. 14, 2014, 2:30-4:00PM, Women, Power and Politics in India. Wilson Center, 4th Floor, Ronald Reagan Building, One Woodrow Wilson Plaza, 1300 Pennsylvania, Ave. 20004, RSVP 202-691-4000 wpsp@wilsoncenter.org. Free

Thursday, Oct. 16, 2014, 5:30-7:30PM. Women Under Forty Political Action Committee (WUF PAC). Know which races to watch with Roll Call's Shira Toeplitz and hear from WUF PAC candidates. 458 New Jersey Ave, SE, Washington, DC. Individual \$50, Under 40, \$25 Register: <http://events.r20.constantcontact.com/register/event?oeidk=a07e9x8e7zmde279c20&llr=bukfw9n6>

Wednesday, Oct. 22, 2014 1:00-4:00PM. 2014 Domestic Violence Awareness/Immigration Colloquium, 2168 Rayburn House Office Building. Free and Open to the Public. Light lunch & refreshments provided. Register <http://www.dialogueondiversity.org/cgi/dodreg.cgi> before 10-17. Dialog on Diversity www.dialogueondiversity.org

Thursday, Oct. 23, 2014, Noon-2 PM, 2014 Leadership Luncheon, The Women's Foundation, Grand Hyatt Washington, 1000 H. Street, NW, Washington, DC <https://community.thewomensfoundation.org/sslpage.aspx?pid=409>

Tuesday, Oct. 28, Noon - 1:30PM, CWI Meeting (See page 1 for details.) At right is a photo of Tina Hobson, Daisy Fields and Allie Lattimore meeting at Daisy's home on Oct. 1, 2014 to prepare for this Oct. 28 meeting. Daisy was the second President of FEW and will celebrate her 100th birthday in March 2015. Her 1969 FEW report noted that 61 Federal Women's Coordinators were listed by the CSC -- 41 were men and 20 were women. Of these 20 were Personnel Directors or on the staff of Personnel Directors — reflecting a "do-nothing policy". Her FEW report also stated, "We are well aware that the EEO program has placed primary emphasis on minority group employment. We heartily support all efforts in this direction. But no society can be healthy or successful unless it effectively utilizes all of its human resources, not the least of which are women."



Monday, Nov. 10, 2014, 6PM, National Women's Law Center Annual Awards Dinner, Washington Hilton, 1919 Connecticut Ave, NW, Keynote Speaker, Secretary of Labor, Thomas Perez. For information on tickets contact Nancy Delahoyd at ndelahoyd@nwlc.org.

Monday, Nov. 17, 2014 5:30PM National Women's History Museum, The de Pizan Honors, Arena Stage, 1101 6th St., SW, Washington, DC 20024, For tickets visit: <http://nwhm.org/depizan14/>

Wednesday, Nov. 19, 2014 7:30PM, The Hello Girls, One-Women Show by Ellouise Schoettler, Storyteller, Free, Friendship Village Comm. Ctr. 4433 S. Park Dr., Chevy Chase, MD, [facebook.com/FleshOnOldBones](https://www.facebook.com/FleshOnOldBones).

Tuesday, Nov. 25, Noon to 1:30PM, CWI Meeting. Are Religions Helping Increase Gender Equity? Contact Carmen Delgado Votaw (CDelgadovo@aol.com).

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: Anne Martin, Kat Braeman and others. Meeting summary, Charmaine Archer,

Feminist Majority Foundation Intern.

Newsletter organized by Sue Klein

CWI BOARD OF DIRECTORS, JULY 2013 – JUNE 2014

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Clearinghouse on Women's Issues Membership Form

www.womensclearinghouse.org

1. Bring a check* payable to CWI along with this form to a CWI Meeting or mail to:

Holly Taggart Joseph, CWI Treasurer
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Bethesda MD 20814-1434

2. Or you may also join online using PayPal by going to the membership section of
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Enclosed is a check for CWI membership for 2014 – August 2015.

____ Individual (\$25.00)
____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

____ Please check here if this is a renewal for 2014-15.

TOTAL ENCLOSED \$_____

*If organizational member, indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)
Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.



Clearinghouse on Women's Issues

700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655

November 2014 Newsletter

www.womensclearinghouse.org

Are Religions Helping Increase Gender Equity?

Three representatives of major faith institutions will discuss how their organization contributes to gender equity in society as well as increased leadership positions for women. The Pew Charitable Trust's Forum on Religion and Public Life recently published, "Public Sees Religion's Influence Waning" which indicates that the numbers of Americans who do not identify with any religion is growing at a rapid pace. One fifth of the U.S. public and a third of adults under 30 are religiously unaffiliated (the highest percentage ever, according to their polling). However, religion still plays an important role in the lives of many and over 200 faith-affiliated groups advocate on Capitol Hill. The presenters for the Nov. 25, 2014 CWI meeting are:

The Rev. Canon Jan Naylor Cope, Vicar of Washington Episcopal National Cathedral a congregation of more than 1300 members. She graduated summa cum laude from Wesley Theological Seminary and holds a Doctor of Ministry degree from Virginia Theological Seminary. Canon Cope is a member of the diocesan Resolutions Committee and an elected clerical deputy to the Episcopal Church General Convention. Formerly Associate Rector at St. David's Church in DC, Canon Cope served as a key lay leader at St. John's Church, Lafayette Square, served as deputy director of presidential personnel at the White House and was president of the executive search firm, J. Naylor Cope Company. She has led pilgrimages to Honduras, the Holy Land, Cyprus and Malawi. She is a former member of the Mayor's Interfaith Council, the Washington Theological Consortium and the Cathedral Foundation and is a current member of the Board of Governors of the Wesley Theological Seminary.

Rabbi Hannah Goldstein from Temple Sinai in DC has been the Assistant Rabbi since 2013. She received her rabbinic ordination and Masters in Religious Education at Hebrew Union College-Jewish Institute of Religion in New York. She grew up in Andover, Mass. and studied English and Politics as an undergraduate at Brandeis University. She was Co-President of her Rabbinical School student body and has been engaged in social justice work through her engagement with the American Jewish World Service and the Religious Action Center. She recently served as the rabbinic intern at Temple Emanu-El in Manhattan and at the Jewish Center of the Hamptons and spent a summer internship at Temple Israel in Boston. She taught religious school at Congregation Rodeph Sholom and Central Synagogue in New York City and also spent many summers as a song leader and unit head at Eisner Camp in Massachusetts.

Donna Hakimian, Representative for Gender Equality and the Advancement of Women, from the Baha'is of the U.S. holds an M.A. in Women's Studies from the University of Toronto and a B.A. in Religious and Middle Eastern Studies from McGill University. Ms. Hakimian worked on the prevention of gender-based violence and the rights of women in Iran. She has expertise in the women, peace, and security agenda and on efforts that include men and boys as partners and allies in gender equality. She has facilitated discussions on gender equality during the U.N. Commission on the Status of Women, at leading universities across the U.S., and co-taught multi-day seminars on gender equality. Ms. Hakimian articles have been published by the University of Nottingham, the Foreign Policy Association's blog network, and the Huffington Post.

Date/Time: Tuesday, November 25, 2014/ 12 noon sharp to 1:30 PM

Meeting is free and open to the public. Bring a bag lunch. For further details contact: Carmen Delgado Votaw at cdelgado@aol.com

Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2nd Floor)

Close to Dupont Circle Metro Station (Entrance on New Hampshire Ave. behind "Books a Million")

Next CWI Meeting: Gender Lens Investing & Giving: Using the Power of the Purse

Tuesday January 27, 2015, Noon – Contact: KatBraeman@gmail.com

Dear Clearinghouse on Women's Issues Members,

During the Thanksgiving season, we pause to reflect and pay tribute to those who worked to accomplish what we now enjoy and take for granted. We need not only recall the major accomplishments that made the American history books such as getting the vote, starting the Red Cross, but we must also recall the more recent significant accomplishments by and often for women's equality such as creating the Women's Bureau and Title IX, the federal law prohibiting sex discrimination in education programs and activities.

And how very fortunate we are that many of these accomplishments have been achieved by Clearinghouse on Women's Issues members. Tina Hobson, at the October 2014 CWI meeting, focused on her work as the first Director of the Federal Women's Program and with Federally Employed Women to implement laws against sex discrimination in the Federal service. Kathryn Braeman, as an itinerant administrative judge, saw that justice prevailed in small towns and isolated places. Bernice Sandler was inducted in the National Women's Hall of Fame for her role as "Godmother of Title IX". Harriet Fullbright led the Fullbright alums for many years. Multi award winning Carmen Delgado Votaw's inspiring equity leadership work ranged from serving as a Chief of Staff for a Member of Congress, as a member of the US International Women's Year Commission and President of the InterAmerican Commission of Women. We also want to thank Emerita CWI Board Member Ruth Nadel who at 100 years old just left Washington, DC to join her family in CA. One of Ruth's most visible contributions at the Women's Bureau was to bring on-site childcare to Federal Agencies. And the list goes on.

This month we also give special thanks to our CWI Past President and Emerita Board Member, Elaine Newman, who was joined by many friends and colleagues in the women's rights, labor, and progressive politics as well as her theater aficionado friends at the Women's National Democratic Club to celebrate her **90th Birthday!** Her many accomplishments include serving as the first Executive Director of the Maryland Commission for Women, getting work experience credit for volunteer work, and advancing gender equality in employment while serving in several federal agencies. Elaine and Anne Martin will be traveling with a group to India for most of November!

Below is a photo of Elaine or "Ellie" Newman with CWI board members at her Nov. 7, 2014 Birthday Party. They are Left to Right, Sue Klein, Ellen Overton, Anne Martin, Elaine Newman, Kellye McIntosh, Harriett Stonehill and Roberta Stanley.



And so at Thanksgiving time we offer congratulations for the lasting results of our member's efforts. Despite many disappointing election results nationally, we are happy to congratulate our former CWI Vice-President, Carolyn Cook for her re-election to her Washington, DC Advisory Neighborhood Commission (ANC) 3G01 position with 56% of the vote in a contested election!

In addition to congratulations and celebrations of accomplishments such as CWI's 40th anniversary, there is a second step that all of us need to take at this time. We need to recommit and to re-energize our efforts to see that past accomplishments do not get lost and do not become invalid. We need to focus on where our advocacy efforts need our attention now. They include the ERA, education equality, pay equity, health protection, reproductive rights, and the opening of new opportunities for future generations.

We wish you all a Happy Thanksgiving and wonderful Holiday Season. As you gather with your family and friends, cheer the past hurrahs and dedicate your energy to the future as an active member of the Clearinghouse on Women's Issues.

Harriett Stonehill, Co-President and Sue Klein, Co-President

CWI Program Summary – Oct. 28, 2014

The 1967-68 Birth Stories of the Federal Women's Program (FWP) and Federally Employed Women (FEW) by those who were there!

CWI's October speakers were former and current high level Federal employees who have advocated for full gender equality within the Federal government, particularly in the realm of employment. **Tina Hobson**, who is also on the Board of Directors of CWI, was the first Director of the Federal Women's Program (FWP) in 1967 after it was established by an Executive Order 11375 issued October 3, 1967. EO 11375 reinforced the intent of the Federal Service to achieve equal opportunity for all persons by adding "**sex**" to the existing Executive Order 11246, which had prohibited discrimination in Federal employment because of race, color, religion or national origin. This amendment gave the Federal Women's Program the same emphasis throughout government as all other elements of the Equal Employment Opportunity (EEO) Program. It gave clear public notice that the program for women, designated as the Federal Women's Program, is a permanent and integral part of the government's implementation of the equal employment policy enunciated in the Civil Rights Act of 1964. During the first seven months of the FWP, 122 persons representing 49 Federal Government agencies were appointed. Most were personnel officers and staff, EEO Directors, and FWP coordinators — many of whom wore "two hats" within their respective agencies.

Tina Hobson and Allie Latimer

Allie Latimer was the first Federal Women's Program Coordinator at The General Services Administration (GSA) and the founding President of Federally Employed Women (FEW) which she started as a small group of Federal Women's Program Coordinators and others interested in ending sex discrimination in the Federal Service.

Moderator, **Tricia Smith** is the US Department of Labor (DOL) Solicitor, overseeing the DOL's legal operations. As she asked five key questions for Hobson and Latimer, Smith shared examples of ways she used her own legal skills and governmental positions to fight sex discrimination in employment during her legal career in NY state and in the DOL now.



Tina Hobson's career in Federal government did not begin immediately following her graduation from Stanford University in 1951 with a degree in public administration as she had hoped. She was told that the only way she could get a job with the Federal government was to start as a secretary/clerk and "work up" since higher ranking jobs were only for men, because they had to support a family. There was no Federal Service Entrance Exam at that time. While head of the CA American Association of University Women (AAUW) Status of Women Committee, Tina won a California State award for an Anaheim program serving women. She moved to D.C. in 1961 and her first government experience was with DOL helping to design a summer youth program. She then progressed to the Peace Corps. There she witnessed direct discrimination. Her boss excluded her and another female manager from senior staff meetings so they wouldn't hear the males attending these meetings "swear". In 1967 she accepted the position as the first Director of the newly formed Federal Women's Program and was assigned the desk behind her boss's secretary in the Civil Service Commission's (CSC) Office of Recruiting and Examining (Manpower Sources Division). At that time the FWP Office was not directly

connected to the EEO staff. The Program was given an independent focus, if not a private office!

After becoming FWP director, Hobson found that an immediate challenge was getting people to recognize the existence of sex bias at all levels in the Federal workforce. For example, male janitors opposed chairs in women's restrooms because it might encourage the female janitors to rest. To solve this dispute, Hobson encouraged putting chairs in all restrooms. In another case, a woman was promoted to a Naval supervisory position, and the six men that she was now in charge of threatened to quit, and they did – but only for one day.

In order to challenge these blatant biases, Hobson relied on particularly dedicated early FWP coordinators such as Allie Latimer and Daisy Fields. However, Hobson also pointed out that several of the male FWP Coordinators were extremely helpful – because they often talked about their young daughters!

In 1969 Julius Hobson and Tina Lower announced their engagement. An African American Federal employee with the Department of Health, Education and Welfare (HEW), Julius had long been active in civil rights. He was, at that time, working on a Congressional hearing on discrimination issues. Tina was notified by the CSC that she was in “conflict” and could no longer work as FWP Director. With Julius' help, the CSC learned the “conflict” had no basis in law. As a result she was offered a similar job at the same GS level — Director of the new Public Service Careers Program at CSC to hire and train minimally skilled workers in the Federal Government. Julius and Tina were married in December 1969 and Tina continued to support the FWP by serving on the FEW Board until 1975.

During this period, Tina helped FEW by becoming a co-chair of FEW's 2nd Annual Conference in 1971. As reported in *F.E.W.'S NEWS and VIEWS*, “nearly 200 persons, including 14 chapter presidents and 3 presidents-elect, 17 FWP Coordinators, and half a dozen men” attended. The theme was “The Federal Women's Program — Fact or Fiction?”. The Conference identified 21 recommendations to the CSC for improving the FWP; 24 recommendations to participating Federal agencies; and 14 suggestions to individuals interested in ending discrimination in the Federal workforce. A highlight of the conference was the presentation of the annual “Undistinguished Service Award” for “contributing the most to discrimination against women”. The FY '71 class action award went to the “36 brave Senators” who voted to defeat SJ Res. 61 — equal rights for women (ERA) — in one historic moment.

The detailed list of FEW 1971 Conference recommendations was converted into an agency questionnaire by the “FY 71 Accountability Committee”. FEW members were encouraged to visit responsible FWP agency officials to assure timely agency responses to the questionnaire circulated by FEW. The responses were compiled into a 189 page report for distribution and discussion at the FEW third Annual Conference in 1972. This progress report on the “Agency Accountability Survey” included a profile of the number and position levels of women employees. It was also presented to the agency heads to ensure that they felt pressure to prioritize the Federal Women's Program. This was an effective strategy to hold agencies accountable for FWP progress.

In order to increase awareness of the FWP program and sex discrimination, the agency FWP coordinators pushed for annual statistical reports on federal women's career advancement. These reports showed that few women were being hired and promoted especially at the higher General Service (GS) ranks. Federal employee unions also provided aid by helping FWP coordinators handle complaints of discrimination based on sex. To hold agencies accountable, FWP required agency action plans and published evaluation guidelines to assess program compliance. Most of the early focus was on data on Federal employees. Government wide data was not separated

by grade and gender until 1966. The 1966 full time federal white collar employment (GS and equivalent grades) numbered 1,837,062 employees — but only 0.8 % were listed as GS 13 and above. The best comparative recent data we could find is for a 2013 federal civilian workforce of 2,018,939. Women in Grade 14 were 38.8%; Grade 15 -35.9%; and SES -32.7%! This shows growth but not parity!

Allie Latimer's Federal Government experience began after a volunteer trip to Europe with the American Friends Service Committee, when she was offered a position in the Justice Department, working for a Federal Reformatory for Women. During her work there, she noticed that most of the women employed by the Federal Government were relegated to clerical work. As the highest ranking woman in her agency, she was appointed to become Chairwoman of her agency's Federal Woman's Program Committee. After her appointment, she went to other agencies to see what they were going to do with FWP, so that she could have guidance on her responsibilities. Latimer found that only two of the agencies that she visited knew what the FWP was. At this point, she asked other people if they would be interested in forming an independent advocacy group to ensure that FWP was maintained and enforced. She then became the founding president of Federally Employed Women with the very appropriate acronym, FEW. She is still an active FEW advisor today 15 years after retiring . Her last GSA positions (SES –GS 18 level) included 10 years as General Counsel and her final assignment was Special Counsel for Ethics and Civil rights.

Latimer found that the largest challenge for FEW was making agencies aware that FWP existed, and that it existed because of a history of discrimination. "The need that was there was information and advocacy... otherwise the program would have no visibility at all." FEW helped the FWP promote accurate reporting on the employment of women. For example in 1968 CSC reported that nearly 80% of women were employed at levels GS 6 and below which proved that they were not being promoted. At that time, most of the higher GS 15-18 executive level positions were held by men.

According to Latimer, in order for advocacy groups such as FEW to succeed, "There is a vigilance that has to be there continually." Historically, women have made gains, but this has always been followed by a loss of some of these new gains. For example, during WWI and II, women entered the workforce in droves and made important progress there. However, once the war was over, men returned and women had to fight for labor rights again. "Change occurs from time to time that will put women back down," and one of the challenges for the future is to continue to watch for and fight against this type of regression.

Tricia Smith, DOL Solicitor, represents the "line" responsibilities which FWP and FEW have championed for 47 years. She was the Assistant Attorney General in charge of the Labor Bureau in the NY State Attorney General's Office from 2000-07 and Commissioner of Labor in NY State from 2007-10. In her experience, the biggest challenge for her generation of working women was the "Mommy Track". This describes the issue where women take maternity leave, and when they come back to work, their jobs are downgraded.



Question and Answer Period

Janet Kopenhaver, janetk@few.org , the current Federally Employed Women (FEW) Washington Representative, provided insight into the state of the FWP and data on women in the federal workforce today. FEW finds that many Federal agencies do not know that they are required to have a FWP Coordinator and unlike the early years, there is now no person in the Office of Personnel Management (formerly the Civil Service Commission) or any other place responsible for coordinating and assisting FWP Coordinators to implement programs. Similarly, there is no list of FWP coordinators in the Federal

agencies or federally supported ways for them to work together and learn from each other. This reflects a lack of federal leadership which has led to substantial neglect of the FWP today.

FEW asked the Obama White House to issue a memorandum to remind Federal agencies of their requirements to implement the FWP 1967 Executive Order creating the FWP but they hit a brick wall especially in the Office of Personnel Management which had previously been responsible for coordinating Federal Women's Programs and activities throughout the Federal government. FEW then went to Congress and obtained a joint letter from the House to President Obama requesting this revitalization of the FWP. A next step may be to obtain a similar letter from the Senate

Important Follow-up

For the FWP to succeed today, women and men of all ages and races need to work together toward even more comprehensive equity goals. Full gender equality in Federal employment is still on our wish list. In the early years of the FWP, attention focused on helping people become aware of and ending sex discrimination in the Federal workforce. In addition to continued efforts to achieve this goal, it is important for current FWP coordinators and other Federal government entities such as the Office of Federal Contract Compliance (OFCCP) and the Equal Employment Opportunity Commission (EEOC) to pay attention to related broader protections. For example, FWP coordinators can provide leadership in fighting sex discrimination by Federal contractors since these contractors also need to comply with anti-discrimination provisions in EO 11375 and EO 11246. Additionally, FWP coordinators should actively help provide more recent protections against discrimination related to sexual orientation, gender identity, and status as a parent. Some of these protections are in the Civil Service Reform Act of 1978 and in Executive Orders such as President Obama's July 21, 2014 broadening of EO 11375 to include **sexual orientation** and **gender identity** along with **sex**.

Many of CWI's past leaders and members have been active in Federal Women's Program activities in a wide variety of agencies ranging from Health, Education and Welfare to the National Oceanic and Atmospheric Administration and in FEW. For example Daisy Fields (pictured with Hobson and Latimer in the October 2014 CWI newsletter) and Florence Perman were early FEW presidents and long- time leaders of CWI.

To follow-up on this inspiring meeting, CWI hopes to work with FEW and others to revitalize attention to ending the continued but often more subtle discrimination against women in Federal service as well as in federal contracts and other federal financial assistance. FWP coordinators' roles and responsibilities should be fully supported and greatly enhanced. In addition to building on successful strategies used in their early years as discussed in this meeting, FWP coordinators should be asked to provide related leadership in ending sex, sexual orientation, gender identity and parental status discrimination for the federal workforce and contractors and others under its jurisdictions. In addition to employment, FWP coordinators should be given some responsibility for protecting against discrimination in education and training in the Federal workforce. This is needed because although Title IX (which prohibits discrimination on the basis of sex in education programs and activities receiving federal financial assistance) was signed in 1972, it does not cover federal employees. Thus, Executive Order 13160 was issued in 2001 to provide protections against sex discrimination in federally conducted education and training. <http://www.feminist.org/education/pdfs/2001ExecutiveOrder13160.pdf>

The full one hour and 40 minute video of this Oct. 28, 2014 Clearinghouse on Women's Issues meeting is available from <http://youtu.be/6zoSk9gEcuc>. This "Top of the Morning Special" is produced by Loretto Gubernatis. It is also posted on the CWI website under **Programs**.

New on the CWI Website: www.womensclearinghouse.com

New Leadership Information on Emerita Board Member, Ellen Overton

We call your attention to the accomplishments and fascinating personal history of Board member emerita, Ellen Overton, who went to school in three countries as she and her family escaped from WWII. When Ellen moved to Washington, DC, high school student Gloria Steinem lived with her and her family. Ellen's federal career included working at the CIA and later she was the Federal Women's Program Coordinator at the National Oceanic and Atmospheric Administration (NOAA). See <http://www.womensclearinghouse.org/leadership/ellen-overton/>

A Video of the Oct. 28, 2014 CWI Meeting on the History of the Federal Women's Program and the Federally Employed Women by Tina Hobson and Allie Latimer is now posted on the Program page under "*Special Information from Past Programs*". It will also be broadcast in Dec 2014. This video was produced by Loretto Gubernatis, an award winning Producer and Director who is also the creator of HBCTV network (Hanburycrosstruevision) on Youtube. Loretto's *McDonagh Davis Productions* shoots the *Top of the Morning Show*, usually the last Monday of each month on board the USS Constellation or at the Anne Arundel Television Studio in Glen Burnie. If you would like to be a guest on the show you can reach Loretto Gubernatis at mcdonagh_davis@msn.com.

Additionally, CWI's slightly revised Bylaws are now on the Leadership page and **All the 2014 CWI newsletters** are now on the Newletters page. Many thanks to Sherry Klein for updating and maintaining CWI's website.

Invitation to Recognize Important Maryland Women-Nominations Due Nov. 21, 2014

The MD Commission for Women is calling for nominations for potential inductees into the MD Women's Hall of Fame 2015. Upon selection, the inductees will become part of the exhibit and website description at the MD Women's Heritage Center. Please see the link below for the nomination form and selection criteria.

The MD Women's Hall of Fame has been in existence since 1985. Please help us recognize and honor Maryland women, contemporary and historic, who have made outstanding contributions to Maryland, the United States, and beyond. For example, current CWI Vice President for Global issues, Carmen Delgado Votaw and former CWI Board member Bernice Sandler have been inducted into the Maryland Women's Hall of Fame!

<http://origin.library.constantcontact.com/download/get/file/1102218983472-690/Nomination+Criteria+and+Instructions+FINAL.pdf>

Diana M. Bailey MWHC Managing Director, email: mwhcdiana@gmail.com; phone: c/443-996-1788
www.mdwomensheritagecenter.org/ <https://www.facebook.com/pages/Maryland-Womens-Heritage-Center>

Coming DC Area Events

In addition to the events below, check out CWI's Facebook www.facebook.com/womensclearinghouse and Twitter www.twitter.com/CWINews pages! LIKE or FOLLOW us. Members, be sure to share your women's advocacy news and upcoming women's events on CWI's Facebook page as we are always happy to help promote the great and important work you do! CWI member organizations are especially encouraged to send events for future newsletters to president@womensclearinghouse.org

Monday, Nov. 17, 2014 5:30 PM National Women's History Museum, The de Pizan Honors, Arena Stage, 1101 6th St., SW, Washington, DC 20024, For tickets visit: <http://nwhm.org/depizan14/>

Tuesday, Nov. 18, 2014 3 PM Meeting of National Council of Women's Organizations, SEIU, 1800 Massachusetts Ave, NW, Washington, DC, Room 1004.

Wednesday, Nov. 19, 2014 11:30 AM Ms 42 Anniversary Luncheon with Gloria Steinem, Eleanor Smeal and Kathy Spillar and honorees, National Press Club, Washington DC for tickets, visit www.feminist.org or <http://bit.ly/1zKGvjK>. (Registration Closed)

Wednesday, Nov. 19, 2014 7:30 PM, The Hello Girls, One-Women Show by Ellouise Schoettler, Storyteller, Free, Friendship Village Comm. Ctr. 4433 S. Park Dr., Chevy Chase, MD, [facebook.com/FleshOnOldBones](https://www.facebook.com/FleshOnOldBones).

Thursday, Nov. 20 6:30 PM, Breaking in Women & STEM, Then and Now, George Washington Univ. Morton Auditorium 805 21st St. NW, Washington, DC 20052 Sponsored by the National Women's History Museum and GWU. General Admission \$10 but teachers & students are free. Order tickets at <http://nwhm.ticketleap.com/stem> or call 703-461-1920.

Tuesday, Nov. 25, 2014, Noon to 1:30 PM, CWI Meeting. Are Religions Helping Increase Gender Equity? Alliance for Justice, 11 Dupont Circle, NW, 2nd Floor (See Page 1) Contact Carmen Delgado Votaw (CDelgadovo@aol.com).

Saturday, Dec. 13, 2014 7:30 pm, The DC Labor Chorus, Chapel on the campus of the new ATU Training and Education Center (formerly the George Meany Center/National Labor College), just outside the Beltway at 10000 New Hampshire Ave. 20903. Free, with donations gratefully accepted. www.LaborHeritage.org, [202-639-6204](tel:202-639-6204)

Tuesday, January 27, 2015 CWI Meeting: Gender Lens Investing & Giving: Using the Power of the Purse, Contact: KatBraeman@gmail.com

CWI's newsletter is endowed by friends in loving memory of our longtime editor Roslyn Kaiser.

Photos: Anne Martin and others. Meeting summary, Charmaine Archer,

Feminist Majority Foundation Intern.

Newsletter edited by Sue Klein

CWI BOARD OF DIRECTORS, JULY 2014 – JUNE 2015

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DIRECTORS EMERITAE: Ruth G. Nadel, Elaine Newman, and Ellen S. Overton

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Clearinghouse on Women's Issues Membership Form

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1. Bring a check* payable to CWI along with this form to a CWI Meeting or mail to:

Holly Taggart Joseph, CWI Treasurer
8504 Rosewood Drive
Bethesda MD 20814-1434

2. Or you may also join online using PayPal by going to the membership section of
www.womensclearinghouse.org

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Enclosed is a check for CWI membership for 2014 – August 2015.

____ Individual (\$25.00)
____ Individual under 30 years old (\$15.00)
____ Organization (\$40/one year or \$100/three years)
____ Virtual-\$20 (Email newsletter only for members outside Washington, DC area)
____ Additional tax deductible contribution of \$_____

____ Please check here if this is a renewal for 2014-15.

TOTAL ENCLOSED \$_____

*If organizational member, indicate if you would like a link to your organization to be listed as a supporting member on CWI's website. (Listing subject to CWI approval)
Circle One: YES NO

Membership dues and contributions are tax deductible to the extent provided by Section 501(c)(3) of the Internal Revenue Code.