



# Clearinghouse on Women's Issues

January 2016 CWI Newsletter

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

## **Invitation to Tuesday, January 26, 2016 CWI Meeting at the Alliance for Justice on CLIMATE CHANGE: WOMEN - AN UNDERUTILIZED RESOURCE IMPLICATIONS OF THE UN PARIS GLOBAL CONFERENCE**

Think back — did you ever hear “Mother Earth” called “Father Earth”? Most of us did not. Which gender has assumed the greater nurturing/caring responsibilities? Women are especially needed now in this emergency to reduce global greenhouse gas emissions and much more to save our planet. Our speakers attended the recent UN Paris climate talks and will share their experiences especially as they relate to encouraging greater participation by women. In doing so, they will open new doors to both information and opportunities to learn how to effectively nurture our planet.

Our first speaker is **Jennifer Andreassen**, Senior Communications Manager, Global Climate, Environmental Defense Fund (EDF). She was part of the 25-member EDF conference team addressing issues such as: a transparent system of reporting emissions; market provisions, cooperative approaches, the importance of near-term milestones, ramping up climate finance, reducing the number of coal-fired power plants, and the critical role of tropical forests.

Our second speaker is **Tommy Wells**, Director of the DC's Department of Energy and the Environment and leader of the DC's delegation to the Paris Climate Change Conference. Since 25% of pollution comes from cities, the District has much to tell us about its role in solar, wind, conservation, and enforcement.

**Highlights from the UN Paris Climate Conference:** About 195 countries were represented and agreed to reduce greenhouse gas emissions that cause climate change; 186 countries arrived in Paris with pledges to submit. One hundred fifty heads of states (including President Obama) arrived the first day to declare their interest and support. The final conference goal was to cap the earth's warming. Most scientists agree we are nearly halfway to this goal. Stated in other words, the purpose was to “avoid the worst impacts of global warming that we cannot possibly manage and to manage those impacts that we can no longer avoid”. The adoption of the Accord on December 12 was greeted with cheers by thousands of delegates. However, sharp differences in the US Congress -- and with presidential contenders, over “man-made” climate change -- may reduce pressure on the Accord implementation. Therefore, there is a strong need for women to help educate voters, scientific, civic and business leaders, geopolitical strategists and all those over the age of 40 who cannot remember a relevant eighth-grade science class. Our speakers are sure to give us specific ideas on the many ways women are helping and can help.

**Tina Hobson**, CWI Board member and organizer of this meeting, was the SES Director of the Office of Consumer Affairs in the Department of Energy (1975-81) under President Carter and is leading the Green Roof project at Thomas House where she has been living. For more information contact her at [TinaHobson@gmail.com](mailto:TinaHobson@gmail.com).

**Date/Time: Tuesday, January 26, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)**

Near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel.

Meeting is free and open to the public. **Next CWI Meeting: Tuesday 2-23-16.**

## Dear Clearinghouse on Women's Issues (CWI) Members,

A very happy 2016! May it be a year filled with good health, energy, and a strong desire to work toward fulfilling the CWI mission (See <http://www.womensclearinghouse.org/about/> ). This task becomes even more difficult in a year when the 2016 U.S. Presidential election takes place and the outcome will reflect how we regard our nation and guarantee equality for all. We as a nation have become more global in decisions as to what we do or not do. We as Americans have not only a national responsibility; but a global responsibility in legislative decisions. The result of this upcoming U.S. election will not only affect all of us here in the USA, but it affects the daily lives of all people in all nations in the world.

Supreme Court decisions will carry an even greater weight than ever before, and often have global impact. Congressional legislation affects issues of immigration, citizenship, economy, security and the environment – all nationally, all globally.

The present times even put more responsibility in CWI's choices of issues and the speakers that we invite to participate at our meetings. Which issues demand wider public education and more involved advocacy? The issues we choose to examine will not only affect women and girls in the U.S. here and now and for future generations, but also women and girls across the globe.

The CWI Board is discussing topics for the 2016 meetings including: Environmental challenges of special concern for women, the status of women veterans, UN efforts to advance gender equality, domestic and global challenges in addressing gender disparities without increasing sex segregation which often leads to sex discrimination, renewed campaigns to support ERA and Title IX, and increasing women's participation in governance in the US and around the world. Please contact CWI Board Members with your specific concerns and ideas of topics to make the meetings significant and purposeful.

We have updated our CWI webpage [www.womensclearinghouse.org/membership](http://www.womensclearinghouse.org/membership) to provide links to our member organizations and encourage them to submit information on meetings and activities for our CWI newsletters by the first of each newsletter month.

Additionally, our presenters often discuss activities of their organizations. For example, our next article summarizes our Oct 27, 2015 CWI meeting which discussed Million Women Mentors® (MWM) which will hold its annual summit and gala October 4 – 6, 2016. MWM is working in 35+ states and has received support to provide 1,000,000 mentors to “increase the interest and confidence of girls and young women to persist and succeed in STEM programs and careers.”

Another organization that CWI has worked with was Wider Opportunities for Women (WOW). They have determined they will no longer continue as an organization after 50+ years. WOW often was the organization that women joined to seek new types of innovative employment, and to meet other like-minded women.

I, Harriett Stonehill, came to D.C. in 1975 and immediately went to WOW for counselling and opportunities for a new career change. Shortly after this involvement I started my first work in D.C. that set my career path for the years to follow – women's advocacy work! As an employee of WOW in 1975, I directed a project which had received a small federal grant. Project WORK (Women Offering Reliability and Knowhow). The women participants were ages 45 - 65 who needed employment, but had not worked in the past 20 years. They had been unable to be hired and needed new skills and services to become job-ready, especially to overcome prejudicial attitudes of ageism by employers. Although the pilot project was unable to find innovative jobs for all participants, it did so for many. The group existed for several years as a support group. So it is with nostalgia and fond farewell to WOW for all the fine work and innovative breakthroughs they performed.

What was your first work experience that set you on your path of advocacy? Please send it to us and it will be included in our next newsletters. We all will need to work together to keep our mission alive and forward looking.

Cordially, [Harriett Stonehill, Co-President](#) and [Sue Klein, Co-President](#)

## CWI Program Summary-October, 27, 2015 Unique National Strategies That Benefit Women Featuring Edie Fraser

(Note there were no CWI meetings in November or December 2015)

Edie Fraser, CEO of STEMconnector® and the Million Women Mentors® (MWM) movement spoke at the Clearinghouse on Women's Issues on October 27 about the importance of encouraging women to enter the fields of STEM, science, technology, engineering and mathematics.

Edie was introduced by CWI Board Member, Tina Hobson, her first boss at the Peace Corps in Washington. Tina said, "As a new employee – in a new job -- I wasn't sure exactly what to do with Edie. However, it was never a problem! She seemed to know what to do before I even mentioned a project. In fact, once she was so far ahead of me, I suggested she go to the movies that afternoon. We have been fortunate to be friends and working partners for almost fifty years now – I look forward to her comments."

Edie is one of the few lucky women to have had experience in owning multiple companies, and she has always centered on advocacy for women and diversity. "I sold my last company, which was really built around diversity and communications and women, to iVillage/NBC Universal and instead of retiring I joined the largest women's executive search firm that's now in ten U.S. cities and 40 countries around the world. We don't do searches just for women but are proud to always support women at the job and in outside activities. We do a lot to really promote the advancement of women in terms of major jobs."



Today Edie has the joy as CEO of building STEMconnector® and Million Women Mentors(MWM). She excitedly stated, "We've finally reached 20 percent [in terms of representation of women] in the United States Senate and Congress, but with that 50 percent of women in the workforce, we have a long way to go." She mentioned that only 36 percent of women are in senior management and only five percent are chief executive officers in fortune 500 companies. The statistics are even lower for women of color. "When it comes to minority women, we're only at three and four percent of African Americans and then about 2 percent of Hispanic women [in terms of representation in major jobs]."

She then began to mention not only the disparity in representation of women, but also the disparity in how much women get paid in comparison to men. "I think what we're finding across the board when we're looking at the pay equity issue is that we're all stymied. And on the equity issue, we're still stymied to about 76.8 cents on the dollar for women and for African American women it's more like 68 cents and for Hispanic women, it's about 59 cents on a dollar."

Edie's solution seemed to be that by entering predominantly male-oriented fields like science and technology, women would prosper dramatically. "We find in science, technology, engineering, and math that that area for women is 92 cents to a dollar or even 96 cents when you get into technology and computer science. We are such advocates in terms of changing the landscape for women in the

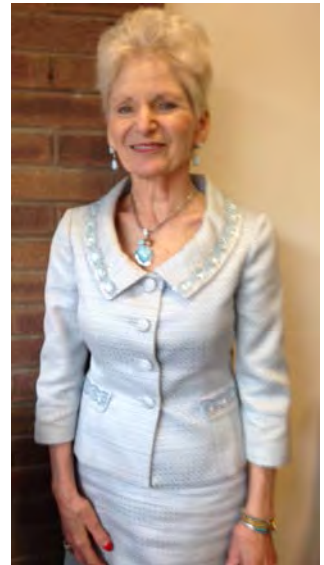
STEM field. That's where 80% of the jobs are today. We're pushing employers and we're pushing higher education."

After conducting a survey that demonstrated that on average only four percent of high school girls feel encouraged to pursue careers, specifically in the STEM area, Edie decided to create the Million Women Mentors movement. "We created Million Women Mentors Movement by coming together and deciding to have participants do pledges and create a goal between now and 2019 of completing at least 20 hours of mentoring a year for young women or even women at the professional level. Between January 2014 and today, we have 528,000 pledges to mentor. We're really galvanizing the state, corporations, entrepreneurs, higher education, and nonprofits as we work together." (See [www.millionwomenmentors.org](http://www.millionwomenmentors.org)).

Edie emphasized the need to inspire and support women along the paths of STEM and technology because women have a lot to offer in the workplace and they need to feel confident enough to work to their full potential.

"We really try hard to change and move the needle with what we do. There's a synergy about what we do in order to bring other women to join. As we get so concerned with what's going in the nation for lack of compromise, we know and all of the women senators will tell you, they know how to work together they know how to work across the aisle, they know how to get things done--we just have to make a difference."

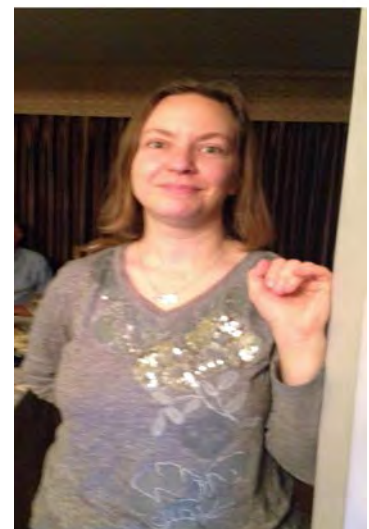
With America only being 33rd in the world in terms of math and science, Edie addressed the immediacy of creating access for women to improve America's standard. "We can't be arrogant anymore. Anything we can do to showcase other women is something that we truly look forward to continuing to do as we're really just promoting the issue of women leadership."



## Acknowledgments



**Special thanks to Feminist Majority Foundation Interns, Sharon Mutwiwa from Coe College and Katie Kamins from George Washington University (photo on left) for summarizing recent CWI meetings in our newsletter and to our volunteer web master, Sherry Klein, (photo on right) who has just finished a certificate in cyber security.**



## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us. Members, be sure to share your women's advocacy news and upcoming women's events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

**Wednesdays, January 6, 13, 20, 27, 2016. Noon-12:30, National Museum of Women in the Arts Gallery Talks Free.** See [www.nmwa.org/visit/calendar](http://www.nmwa.org/visit/calendar)

**Sunday, January 31, 2016. 36<sup>th</sup> Annual Women's Legislative Briefing,** Montgomery County Commission for Women & co-sponsors, Universities at Shady Grove Campus, Rockville, Tickets: <https://wlb2016.eventbrite.com>

**Tuesday, February 23, 2016, Noon CWI Meeting** Alliance for Justice, 11 Dupont Circle, NW, DC.

**Tuesday, March 8, International Women's Day**

**Saturday, March 12, 2016, to Monday March 14, 2016. National Young Feminist Leadership Conference,** Double Tree Hotel Crystal City, 300 Army Navy Drive, Arlington, VA 22202. Feminist Majority Foundation. See: <http://feministcampus.org/conferences/2016-nyflc/> or call 703-522-2214.

**Monday, March 14, 2016, 5:30-9 PM, Women Making History, National Women's History Museum,** Mayflower Hotel, 1127 Connecticut Ave, NW, Washington, DC 20036. For tickets visit [www.nwhm.org/womenmakinghistory](http://www.nwhm.org/womenmakinghistory) .

**Saturday, March 19, 2016, Noon to 2 PM, National Women's History Project 2016 Honorees include Dr. Bernice Sandler, Former CWI Board Member and Godmother of Title IX and Sonia Pressman Fuentes, former CWI member and first woman attorney in the Office of General Counsel at the EEOC,** The Hamilton Restaurant, 600 14<sup>th</sup> St. NW, Washington, DC 20005. Contact: <https://shop.nwhp.org/2016-nwhm-honoree-recognition-luncheon-c282.aspx> for tickets or call 707-636-2888.

**Monday-Thursday April 11-14, 2016, National Summit for Educational Equity,** Alexandria, VA, National Alliance for Partnerships in Equity (NAPE) for more info see: <http://nsee.info/registration/>

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

*Photos: Sue Klein. Draft Meeting summary, Katie Kamins, George Washington University Intern, Feminist Majority Foundation with revisions by CWI Board Member Tina Hobson*

*Newsletter edited by Sue Klein*

### **CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017**

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

**Other DIRECTORS:** Tina Hobson

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

**EX OFFICIO:** Barbara J. Ratner



# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI membership for 2016 and beyond.

(Regular membership year September-August)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url link.)

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

March 2016 CWI Newsletter

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

## **Invitation to Tuesday, March 22, 2016 CWI Meeting at the Alliance for Justice on Helping the Public Influence Supreme Court Decisions: Amicus Curiae Briefs on Behalf of State and Local Governments**

**Roberta E. Stanley**, CWI Vice President-Legislation and Co-Secretary has arranged for her colleague **Lisa Soronen**, Director of the State and Local Legal Center, to describe the importance of amicus curiae briefs on behalf of state and local governments in US Supreme Court Cases. Whether it's clean power, drunk driving, or public sector collective bargaining, Lisa Soronen, Director of the State and Local Legal Center, will be weighing into this judicial session with amicus curiae briefs on behalf of state and local governments in U.S. Supreme Court cases from her perch in the Hall of States Building in the shadow of the Capitol Building. She leads an operation that serves the National Governors Association, the National Conference of State Legislatures, the Council of State Governments, National Association of Counties, U.S. Conference of Mayors, International City/County Management Association, and the National League of Cities.

Lisa is a power house. Colleagues in the Supreme Court appellate sector have paid her significant credit for energizing the public sector's input at the high court. Her educational background as a counsel for the National School Boards Association and the Wisconsin School Boards Association has been a great contribution to the complement of attorneys in this field. A native of Menominee, Michigan, Lisa has a bachelor's from Central Michigan University, and a law degree from the University of Wisconsin.

At the March 22, 2016 Clearinghouse on Women's Issues meeting, attendees will learn how Lisa gleans her direction from the organizations she represents in amicus curiae briefs before the court, how issues are selected and rejected, the unique position of being a woman in a sector dominated by men, and other nuances and perspectives of her work.

The unexpected death of Supreme Court Justice Antonin Scalia has brought the Supreme Court to the forefront of political and judicial discourse in the United States. Lisa will contribute a thoughtful, enlightened, and spirited overview and commentary on the high court and the cases before it.

For more information contact Roberta Stanley at [BertStanley01@gmail.com](mailto:BertStanley01@gmail.com)

**Date/Time: Tuesday, March 22, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)** near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel. Meeting is free and open to the public.

Next CWI Meeting: Tuesday April 26, 2016.

## Dear Clearinghouse on Women's Issues (CWI) Members,

The headline read "Write The Next Great Chapter In Your Life Story" and shows a picture of two 20-year-olds. I looked at it and thought that the headline could be used by a cohort of any age, but particularly by mature women who understand what issues need to be addressed and need to be strongly advocated for and have strong abilities and passions to do so.

The Clearinghouse on Women's Issues (CWI) is a very worthwhile example. The CWI members have all been trail-blazers throughout their working careers. Each was often a "first" to break through a ceiling. Often each helped younger women break through an additional ceiling. Now many members are retired from salaried jobs, but continue to use their knowledge, energy and passion to get wrongs righted, support and sponsor new initiatives, and maintain support for full implementation of threatened hard-won laws to advance equal rights for women and girls.

Jonas Salk, famous scientist, once asked "Are we being good ancestors?"

The women in CWI truly understand what a "Legacy" is, and the importance of working on issues so that our daughters and sons, granddaughters and grandsons and their generations will reap the benefits.

What will our legacy be? Understanding climate change, acknowledging the need for a green environment, supporting equal pay for equal work, are but a few of the legacy issues CWI has presented at meetings. A list of the topics that have been explored and fostered to advocate for, presents issues that will not be fully addressed today, but with our continued energy and work will help future generations.

When we advocate for more girls and women and people of color to enter STEM oriented careers, we are not envisioning a new career for the present CWI members to engage in, but rather bestowing our legacy.

A recently published book, *The Highest Glass Ceiling: Women's Quest for the American Presidency* by Ellen Fitzpatrick, explores how the past has treated women presidential candidates, based solely on their gender, not on their skills, abilities and visions. These candidates did not receive support from either men or women based on their female gender. Women candidates at all levels have been, and continue to be, viewed through a skewed lens. Prominent examples are Victoria Woodhull (1872), Sen. Margaret Chase Smith (1964), and Rep. Shirley Chisholm (1972). Each bravely stood up and declared herself as a candidate for the Presidency. Each, despite the lapse of time, received only gender-based analysis. None made it to become President, but, as Chisholm stated she'd "had the audacity and nerve to make a bid for the presidency of the United States."

CWI members will always devote our energies, passions and skills in a collective legacy to understand the issues presented locally, nationally and globally and to intensify our impact on the future.

Please join CWI and share your ideas on how we can use our collective power and increased knowledge to create a more equitable and desirable future for many generations to come.

Sincerely,

Harriett Stonehill, CoPresident, CWI

Sue Klein, CoPresident, CWI



## CWI Program Summary-February 23, 2016 Climate Change: Women – An Underutilized Resource Implications of the Paris UN Global Conference

**Tina Hobson**, CWI Board Member organized this wonderful meeting to focus on the Paris UN Climate Change Agreement approved on December 12, 2015. Our two speakers, **Tommy Wells** current director of the DC Department of Energy and the Environment (DDOE), and **Jennifer Andreassen**, Senior Communications Manager for Global Climate at the Environmental Defense Fund (EDF) had represented their organizations at the Conference. They provided some remarkable insights on what appears to be the first real possibility for specific emission reductions by 187 cooperating countries. This Agreement will also speed the transition to clean energy and build a new framework for climate action.



**Sue Klein**, CWI Co-President introduced the first presenter, **Tommy Wells**, who served as her DC School board member and then as a two term Ward 6 Southwest DC City Council member. As Council Member, Wells chaired the Committee on Transportation and the Environment where he helped double the city's Bikeshare program and crafted the Anacostia River Clean Up and Protection Act which among other things created the 5 cent fee on disposable bags. Mayor Bowser appointed him Director of DC Department of Energy and the Environment (DOEE) in Jan. 2015. "DOEE's mission is to improve the quality of life for the residents and natural inhabitants of the nation's capital by protecting and restoring the environment, conserving our natural resources, mitigating pollution, increasing access to clean and renewable energy, and educating the public on ways to secure a sustainable future." Learn more about their work on <http://doee.dc.gov/page/about-doe> .

**Tommy Wells** said he was particularly impressed by how their French hosts started work on the Agreement immediately, even when the conference attendees representing 187 countries wanted time to publicly express their condolences for the Paris terrorist attacks that occurred only days prior to their arrival. Tommy also pointed out that unlike the previous Copenhagen U.N. climate conference, the Paris Conference had a substantial focus on cities. For example, even before the Paris Conference, Washington, DC had been among the first 10 cities to comply with the climate action plans under the Compact of Mayors to reduce greenhouse gas emissions. By the end of the Paris Conference 445 cities worldwide committed to this plan.

Additionally, Washington DC received a C40 Cities award in Paris for green energy because of its agreement to purchase wind power from Pennsylvania. Later when asked about the most innovative developments he learned about from the Paris Conference, Wells explained that raising beef was especially detrimental and costly because of deforestation so he was very impressed with a delicious hamburger made from plants as well as the extensive use of advanced batteries in scooters and electric busses.



Tommy Wells also discussed DC environmental and energy challenges such as flooding, a lack of energy generators, and a decrease in Metro riders. He pointed out that Washington has two tidal rivers that may flood our city and that this is also exacerbated by weather threats such as microbursts and derechos. Potential solutions include increasing the tree canopy, which benefits the city by reducing storm water runoff and the carbon footprint, and improving air quality. Furthermore, there are more ENERGY STAR buildings in DC than other cities and they are increasing throughout the city. Washington, DC is

growing, as people are increasingly moving in, so we should also be including improvements in Metro in the conversation. The decrease in maintenance, reliability, and quality handling of customer affairs has led to more people resorting to vehicles instead of using public transportation. We all have a role to play in improving our energy efficiency and environment.

**Tina Hobson** introduced our second presenter, **Jennifer Andreassen**, Senior Communications Manager, Global Climate, of the Environmental Defense Fund (EDF) [www.edf.org](http://www.edf.org). Tina said Jennifer offered a special insight because she had participated in the past 7 UN climate negotiations, and was particularly helpful in reaching women because she learned some of her communication skills while interning on “Emily’s List”, and minoring in gender studies in college. In addition, EDF represents 1 million members, and has 500 economists, scientists and lawyers working to protect our health and ecosystems.

**Jennifer Andreassen** was part of the 25 member EDF Paris Conference team and reinforced many of the points Tommy Wells made about the importance and future of the Climate Change Agreement. She said that women living in rural areas of developing countries are already feeling the effects of climate change. Drought, reduced rainfall and deforestation makes their responsibility for securing water, food and energy for cooking and heating increasingly uncertain.

While Jennifer outlined what we can do as individuals — carpooling, recycling, riding your bike, and buying green products, etc. — her experience has shown her that engaging in policy can be especially effective. She recommends four steps we can all take — and pass along to our peers — to help the US follow through on our Paris commitment:

- First, we should inform ourselves and stay up to date on climate issues in the news. She recommends using [www.skepticalscience.com](http://www.skepticalscience.com) to find good information on controversial or confusing climate and energy issues.
- Second, we can identify and support effective environmental charities. We should find those that align with our interests and priorities.
- Third, we must make our voices heard to elected leaders at the local, state, and federal level. One resource she suggested was [www.momscleanairforce.org/](http://www.momscleanairforce.org/).
- Fourth, we should engage with our networks, find new networks (youth and millennials), and share strategies on how to tackle climate change.



In Summary: Stay informed; Support effective environmental advocacy groups; Make your voice heard to elected representatives at the local, state and national levels; and, Engage your networks. We have recordings of this discussion which can be sent to you via e-mail if you would like to learn more than we can report in this newsletter. It is clear that saving our planet, and the people who live here, will take the knowledge and effort of everyone reading these pages.

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us. Members, be sure to share your women's advocacy news and upcoming women's events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

- ✓ **Saturday, March 12, 2016, to Monday March 14, 2016. National Young Feminist Leadership Conference**, Double Tree Hotel Crystal City, 300 Army Navy Drive, Arlington, VA 22202. Feminist Majority Foundation. See: <http://feministcampus.org/conferences/2016-nyflc/> or call 703-522-2214.
- ✓ **Monday, March 14, 2016, 12:15 to 1:45 PM. What Works Gender Equity by Design**, New America Live Streamed <https://www.newamerica.org/better-life-lab/what-works-gender-equality-by-design/> or 740 15<sup>th</sup> St, NW, Washington DC #900 RSVP <https://newamerica.cvent.com/events/what-works-gender-equality-by-design/registration-d8bcc12f20d04370a098e64335047ecb.aspx>
- ✓ **Monday, March 14, 2016, 5:30-9 PM, Women Making History, National Women’s History Museum**, Mayflower Hotel, 1127 Connecticut Ave, NW, Washington, DC 20036. For tickets visit [www.nwhm.org/womenmakinghistory](http://www.nwhm.org/womenmakinghistory) .
- ✓ **Thursday, March 17, 2016, 9:00-11:30 AM. Gender, Peace and Security in the Americas**, Organization of American States, Hall of the Americas, 17<sup>th</sup> Street and Constitution Ave, NW, DC. RSVP <https://goo.gl/vv9Y8D>
- ✓ **Saturday, March 19, 2016, Noon to 2 PM, National Women’s History Project 2016 Honorees include Dr. Bernice Sandler, Former CWI Board Member and Godmother of Title IX and Sonia Pressman Fuentes, former CWI member and first woman attorney in the Office of General Counsel at the EEOC**, The Hamilton Restaurant, 600 14<sup>th</sup> St. NW, Washington, DC 20005. Contact: <https://shop.nwhp.org/2016-nwhm-honoree-recognition-luncheon-c282.aspx> for tickets or call 707-636-2888.
- ✓ **Monday, March 21, 2016, Noon, Veterans History Project Panel Features Women Veterans’ Continuing Service**. Library of Congress, Whithall Pavilion ground floor Thomas Jefferson Building, 10 First St. SE. No tickets required. <http://www.loc.gov/today/pr/2016/16-047.html?loclr=eaue>
- ✓ **Tuesday, March 29 Betty Dukes Foundation for 5<sup>th</sup> Anniversary of Wal-Mart v. Dukes**, 12-3PM National Press Club <https://www.eventbrite.com/e/betty-dukes-foundation-event-on-the-5th-anniversary-of-wal-mart-v-dukes-tickets-21603041278> .
- ✓ **Monday-Thursday April 11-14, 2016, National Summit for Educational Equity**, Alexandria, VA, National Alliance for Partnerships in Equity (NAPE) for more info see: <http://nsee.info/registration/>
- ✓ **Tuesday, April 12, 2016, 3:30-5:00 PM. Conversations with Tyler: Camille Paglia** George Mason Univ. Arlington Campus, Founders Hall Auditorium 3351 Fairfax Dr. Arlington, VA 22201. Also livestream [http://mercatus.org/events/conversations-tyler-conversation-camille-paglia?utm\\_source=Email&utm\\_medium=event&utm\\_campaign=CWT](http://mercatus.org/events/conversations-tyler-conversation-camille-paglia?utm_source=Email&utm_medium=event&utm_campaign=CWT)
- ✓ **Tuesday, April 26, 2016, Noon, CWI Meeting** Alliance for Justice, 11 Dupont Circle, NW, DC.

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

*Photos: Sue Klein. Draft Meeting summary, Jessica Benitez, Feminist Majority Foundation intern with revisions by CWI Board Member Tina Hobson , Newsletter edited by Sue Klein*

#### **CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017**

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

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

Copyright © 2016 Clearinghouse on Women’s Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655



# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI membership for 2016 and beyond.

(Regular membership year September-August)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url link.)

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

April 2016 CWI Newsletter

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

**Invitation to Tuesday, April 26, 2016 Noon-2PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle**

**How Equity Advocates Can Support High Expectations for Title IX and Title IX Coordinators**

**Let's learn how gender equity advocates can help empower Title IX Coordinators to increase full implementation of the 1972 Federal Title IX to end sex discrimination in all levels and aspects of education.**

**Dr. Bernice Sandler, Godmother of Title IX** and creator of the Title IX Coordinator requirement in the 1975 regulations to help implement Title IX, will discuss her expectations for Title IX and its Coordinators. She will explain why she thought this requirement was important for all Federal agencies responsible for implementing Title IX in 1975 and why Title IX advocates and a national gender equity infrastructure should be supporting effective proactive Title IX Coordinators today!

**Dr. Sue Klein**, Ed. Equity Director, Feminist Majority Foundation (FMF) and CWI Co-President will highlight findings and recommendations from FMF research on *Title IX Coordinators: An Underused (Resource) Requirement to End Sex Discrimination in Education*. She will explain how a Title IX Equity Infrastructure using vertical and horizontal networks needs to be developed to increase the numbers and effectiveness of Title IX Coordinators to over 100, 000 and why the 2015 Title IX Coordinator guidance from the Office for Civil Rights is very helpful, but not sufficient.

After these overviews, representatives from **equity advocacy organizations** in the *National Coalition for Women and Girls in Education* will share ways they have been, and or plan to identify and support, Title IX Coordinators. Then **Title IX Coordinators** will introduce themselves and share their ideas on how they would like support from equity advocates.

**Equity Advocate Organizational Representatives** include:

Dylan Kama and/or Catherine Hill, American Association of University Women  
Connie Cordovilla, American Federation of Teachers  
Pamela Rios Mobley, National Education Association  
Jan Erickson, National Organization for Women  
Neena Chaudhry, National Women's Law Center\*  
Pamela Harris and/or Susan Shaffer, Mid Atlantic Equity Center,  
Jules Irvin-Rooney, Stop Sexual Assault in Schools  
Kelli Musick, Feminist Campus, Feminist Majority Foundation

**Local Area Title IX Coordinators** will discuss their challenges and wish list for support from Equity Advocates.

Marie Rudolph, Senior Women's Administrator & Title IX Coordinator for Athletics, DCSAA, Office of the State Superintendent of Education, District of Columbia

Lynice Hannah and/or Ronald Perry, Civil Rights Compliance, DC Public Schools\*

Amana Simmons, Prince Georges County Public Schools

Heather Pratt, American University

Joslyn Sanders, University of the District of Columbia

Jennifer Hammat, George Mason University

Shezwae Fleming and possibly Maryrose Wilson, Frederick Community College

Other Title IX Coordinators are being identified and invited. Please send [sklein@feminist.org](mailto:sklein@feminist.org) suggestions!

*\*invited, but not yet confirmed*

**Date/Time: Tuesday, April 26, 2016/ Noon to 2:00 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)** near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel.

Meeting is free and open to the public but please RSVP to [SKlein@feminist.org](mailto:SKlein@feminist.org) so we can plan the food.

Next CWI Meeting: Tuesday May 24, 2016 "**Impact of Women's Leadership Teams in Large Professional Organizations**".

## Dear Clearinghouse on Women's Issues Members:

Our April 26, 2016 CWI meeting will focus on new efforts to reinforce requirements to fully implement Title IX of the 1972 Education Amendments, our Federal civil rights law that prohibits discrimination "on the basis of sex" in educational programs and activities. It provides this protection for all students and employees in education programs and activities that receive federal financial assistance.

Our lead presenter will be **Dr. Bernice Resnick Sandler, godmother of Title IX** and member of the National and Maryland Women's Halls of Fame, a 2016 National Women's History Project honoree, and recipient of many other awards and honors. In addition to her overall leadership in developing Title IX with Representatives Edith Green, Patsy Mink, and Senator Birch Bayh, Dr. Sandler has led **two strategic aspects** of Title IX implementation that have received increasing recent attention. Our April 26 meeting will focus on the critically important strategy of **requiring Title IX Coordinators to fully implement Title IX**. Dr. Sandler was able to include this in the 1975 Title IX regulations. However, it has not been well implemented in recent years. But this can be changed. The Office for Civil Rights in ED issued helpful guidance in 2015 and equity advocacy groups and others are now focusing on increasing the numbers and effectiveness of Title IX Coordinators.

Dr. Sandler also spearheaded early work on how the **"chilly climate" in many schools fosters sexual harassment and violence**. She concluded that this type of sex discrimination should not be permitted under Title IX. This early leadership has been supported by legal decisions and federal civil rights guidance which now also covers discrimination on the basis of sexual orientation and identity. Institutions covered by Title IX must provide safe climates that provide equal educational opportunities to recipients of harassment or sexual violence and they must be proactive in ensuring that this harassment and violence is prevented. Schools must also insure that students and employees such as counselors, Title IX Coordinators, and others are protected from retaliation as they try to identify and stop many types of sex discrimination.

The expanded Title IX coverage of sexual harassment and assault has also led to many educational institutions finally fulfilling their responsibilities and hiring Title IX Coordinators. In fact, Harvard University now has 50 Title IX Coordinators in its various schools including an overall University Title IX Officer and a full time Harvard College Title IX Coordinator who was an intern at the Feminist Majority Foundation. The Harvard web pages describing the work of these Title IX Coordinators are mostly focused on sexual harassment and assault, but hopefully will be improved to cover many other areas where sex discrimination continues such as in athletics, employment, or even in male or female dominated academic disciplines such as many STEM fields.

Sadly, almost every day we read about sexual harassment and assaults in the work site, or at a social occasion, or on a date, and by clergy, teachers, and student peers. In a school situation it often takes place in classrooms, hallways, dorms, laboratories, and on field trips. It has now extended to the Internet where cyber-bullying takes place. A poll commissioned by Fight Crime reported "that more than 13 million youths have been cyber-bullied via the Internet. One third of teens aged 12-16 and one sixth of preteens, aged 6-11 have had malicious, threatening or embarrassing things written about them, with about as many as 2 million never reporting the incidents to anyone." It is likely that Yik Yak, an anonymous posting service encouraged a recent murder of a college feminist activist by allowing sexually threatening posts.

**Dr. Bernice Sandler** (a former CWI Board member) and **Harriett M. Stonehill** (now CWI co-president) published a 2005 book ***Student-to-Student Sexual Harassment K-12: Strategies and Solutions for Educators to Use in The Classroom, School and Community***. It is still available from Amazon.com. It provides several community focused solutions. Communities play important roles in supporting schools and thus should be fully aware of the problems of sexual harassment as it occurs in schools. Additionally, student to student sexual harassment may also occur in community-supported activities, such as after school sports and clubs. By taking an active role in developing community awareness and support, schools and districts may help curb the problems. One of our other presenters is from *Stop Sexual Assault in Schools* which provides important technical assistance and an extensive website [www.ssais.org](http://www.ssais.org) especially to help in this K-12 area of sexual harassment and assault.

We hope that the April 26, 2016 CWI meeting will encourage Gender equity activists to work with colleagues to maximize support for Title IX Coordinators and for all levels of government to create a national Title IX infrastructure that accelerates progress in ending sex discrimination both in and through education.

**Cordially, Harriett Stonehill, Co-President CWI and Sue Klein, Co-President, CWI**

## CWI Program Summary-March 22, 2016

### Helping the Public Influence Supreme Court Decisions: Amicus Curiae Briefs on Behalf of State and Local Governments

**Roberta E. Stanley**, CWI Vice President-Legislation and Co-Secretary organized this meeting to focus on how amicus curiae briefs help the Supreme Court in making decisions. Roberta introduced her colleague, **Lisa Soronen**, Director of the State and Local Legal Center (SLLC) who is an amici lawyer. She oversees the writing of multiple amicus curiae briefs a year for the



Supreme Court on behalf of issues that will affect state and local governments. At least one Supreme Court Justice typically cites to an SLLC brief in an opinion each year. As the Director of the State and Local Legal Center, Lisa leads an operation that serves the National Governor's Association, the National Conference of State Legislatures, the Council of State Governments, National Association of Counties, United States Conference of Mayors, International City/County Management Association, and the National League of Cities. Check out [www.statelocallc.org](http://www.statelocallc.org) for more information and an update on recent SLLC cases and briefs.

Lisa talked about how there is a gender disparity in her field. Very few women regularly argue cases before the Supreme Court on behalf of the parties litigating the cases. Numerous nonprofits though have Supreme Court amicus programs. She pointed out the majority of attorneys running amicus programs are women. The cause of that, she said, could be attributed to the fact that many women are drawn to non-profit work because of the flexibility it gives them for their family life. In order to see more gender equity in this field, she says that there needs to be an influx of women who clerk on the Supreme Court.

She also talked about how media perceptions of the legal field are not accurate. Top lawyers on television for example are usually portrayed as loud and boisterous. Lisa says that this depiction is not accurate for Supreme Court specialists. Instead, many of her colleagues are rather introverted and thoughtful before they speak. Lisa says that her personality is quite different, and that she is an extrovert. Though sometimes she thought that it made her colleagues uncomfortable, Lisa's personality has helped her become the powerhouse that she is today.

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWInews](http://www.twitter.com/CWInews) pages! LIKE and FOLLOW us. Members, be sure to share your upcoming feminist events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

- ✓ **Monday-May 23 White House State of Women** see: <http://nsee.info/registration/>
- ✓ **Tuesday, April 19, 2016. 8:30-11:00 AM. Taking Action on School Diversity.** Ronald Reagan Building Rotunda, 1300 Pennsylvania Ave, NW Washington, DC sponsored by the Century Foundation. [Events@tcf.org](mailto:Events@tcf.org).
- ✓ **Tuesday, April 19, 2016. 8:30-11:00 AM. Reskilling America: Career and Technical Education in the Twenty-First Century,** The Aspen Institute, 1 Dupont Circle, NW, Suite 700, Washington, DC, Contact [Claire.daviss@aspeninst.org](mailto:Claire.daviss@aspeninst.org), Tel. 202-736-3578.
- ✓ **Tuesday, April 26, 2016. Noon- 2 PM CWI Meeting How Equity Advocates Can Support High Expectations for Title IX and Title IX Coordinators** Alliance for Justice, 11 Dupont Circle, NW, DC.
- ✓ **Wednesday, April 27, 2016 noon to 1:30 PM. Gender Equality in Japan & the Impact of Womenomics,** Army Navy Club Ballroom 901 17<sup>th</sup> St. NY, Washington, DC, Contact: [SChoi@spfusa.org](mailto:SChoi@spfusa.org), Sasakawa Peace Foundation. Register: <https://events.r20.constantcontact.com/register/eventReg?llr=cr9nk5cab&oeidk=a07ecj1mja37604abee>
- ✓ **Saturday, May 7, 2016. 2PM-8 PM. Moms Say Disarm! CodePink and Women's International League for Peace & Freedom DC Branch.** Peace Vigil and celebration in front of the White House. Contact: [alice@codepink.org](mailto:alice@codepink.org)
- ✓ **Wednesday May 18, 2016 9:00 AM-4:30 PM. Health Care Symposium 2016,** American Federation of Teachers, 555 New Jersey Ave, NY sponsored by Dialogue on Diversity. Free. Register at [www.dialogueondiversity.org](http://www.dialogueondiversity.org).
- ✓ **Wednesday May 22-24, 2016 The United State of Women: The White House Summit, DC** Convention Center and nationwide, Convened by the White House. [www.theunitedstateofwomen.org/](http://www.theunitedstateofwomen.org/)
- ✓ **Tuesday, May 24, 2016, Noon-1:30 PM, CWI Meeting Impact of Women's Leadership Teams in large mixed sex membership organizations.** Alliance for Justice, 11 Dupont Circle, NW, DC.

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

*Photos: Sue Klein. Draft Meeting summary, Rachel Stivers and Bridget Reardon, Feminist Majority Foundation interns with revisions by presenter Lisa Sorensen, Newsletter edited by Sue Klein*

### CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017

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

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655





# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI membership for 2016 and beyond.

(Regular membership year September-August)

\_\_\_\_ Individual (\$25/one year) (\$45/two years), (\$65/three years)

\_\_\_\_ Individual under 30 years old (\$15/one year)

\_\_\_\_ Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)

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

\_\_\_\_ 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 (If Yes, provide url link.)

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

May 2016 CWI Newsletter

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

**Invitation to Tuesday, May 24, 2016 Noon-1:30 PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle**

## **“Impact of Women's Leadership Teams in Large Professional Organizations”**

The CWI noted that for the first time both the American Federation of Teachers (AFT) and the National Education Association (NEA) have all women leadership teams. We also found that this was true for large professional science organizations such as the American Chemical Society, and the American Physiological Society. Many of these teams share power and influence over several years as they have multi-year terms or a procedure for presidents elect, presidents, and past presidents to serve together. We also noted that some of the Presidents, such as Donna Nelson of the American Chemical Society have careers distinguished by their gender equity leadership. Some have also suggested that it would be good if Hillary Clinton chooses a woman VP noting that having a single-sex President and VP team has been the norm in US history!

The following leaders and individuals responsible for gender equality issues in their organizations have agreed to join us and describe how having a women's leadership team has had a positive impact in their organization. They will also let us know if there have been any special problems or challenges that their organization has faced related to having an all women leadership team.

**Donna Nelson**, President of the American Chemical Society (ACS) will share her insights by phone from the Univ. of Oklahoma where she is a professor of chemistry. ACS now has about 50% women members, but has had few women presidents until now with three in a row!

**Mary Cathryn Ricker**, Executive Vice President of the AFT, who shares joint responsibility for the work of the AFT Women's Rights Committees with the AFT's Human Rights and Community Relations Department, will address these issues from the perspective of a union of 1.6 million members, approximately three quarters of whom are women.

**Pamela Rios**, Senior Policy Analyst, Human and Civil Rights, National Education Association, (NEA) (with about 80% women members) will comment on similarities and differences from AFT's experiences. Like Connie Cordovilla at the AFT, Pamela Rios has been working with the Women's Issues Committee and the Women's Leadership Training program for many years at the NEA, where the President, Vice President, and Secretary -Treasurer are all women for the first time.

**Catherine Hill**, Vice President, Research at the American Association of University Women (AAUW) and primary author of AAUW's *Barriers and Bias: The Status of Women in Leadership* will bring copies of the report and comment on what she has heard from the presenters based on her insights on how feminist leaders and leadership teams can make a positive impact on their organizations. Dr. Hill will also join the meeting attendees in the discussion of what we can all do to achieve gender equity goals for women and men members of organizations whose primary goals and purposes are focused on demands of their professions rather than on organizations such as AAUW and NOW whose primary missions are on advancing civil rights for their members and society.

**Date/Time: Tuesday, May 24, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)** near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel.

Meeting is free and open to the public

**Next CWI Meeting: Tuesday, June 28, 2016. Feminist aspects of character, Board Contact, Kate Campbell Stevenson, [KCamStev@aol.com](mailto:KCamStev@aol.com)**

**Dear CWI Members,**

The May 2, 2016 issue of *Time Magazine* headlined "The **100** Most Influential People." In the section "Leadership" Christine Lagarde defines "Leadership is about encouraging people. It's about stimulating them. It's about enabling them to achieve what they can achieve - and to do that with a purpose." As head of the International Monetary Fund, Lagarde addresses issues like gender, inequality, and public health.

I read through the *Time Magazine* lists, especially noting the females listed. There are **30**. These women range in age between 19 and 87. They are found listed under categories of Actor, Entertainer (7), Government (7), Scientists (5), Activists (4), Athletes (3), Writers, Artists (3), Educator (1). Each woman listed is extraordinary and is acknowledged for her strength, competence and abilities. It took great fortitude and determination to achieve this level. Congratulations to each of these women.

This indeed is a significant list, but it does not include the women that CWI, as an organization, focuses on - the women who educate and advocate and work daily to bring changes in the lives of women and girls. They work for our future leaders of our country and world. I would lead off with mothers and teachers and tutors and all those who impact on bettering lives daily--the women who work to legislate and institutionalize for better conditions, or to open new routes for change.

Let us look at the list of past CWI speakers who have addressed our meetings this past year, or the last five or ten years, or even 40 years ago! Note the areas addressed - not celebrities or red carpet walkers, but planners, strategists and people "in the field."

As a member of CWI, who would you nominate for a list of Influential Women? Please send me two names you nominate before the May 24 CWI meeting. At the June CWI meeting we will present the CWI Honor Roll of most Influential Women.

**Cordially, Harriett Stonehill, Co-President CWI ([estone456@aol.com](mailto:estone456@aol.com))**

In line with this message from Harriett and the numerous CWI meetings we have had on women's history museums and archives, I urge you to participate in this museum survey request from Hilary McGraw, Director of Research on the Congressional Commission on the American Museum of Women's History. She writes "*We would greatly appreciate your participation in our outreach survey, if you haven't already taken it. The survey can be accessed here:*

<https://www.surveymonkey.com/r/LVY6XJN>. Please feel free to pass the survey on to any friends, family, or colleagues that you would like. Also, please do not hesitate to contact me if you have any questions or comments on the Commission's work. You can learn more at our site, [www.womenshistorycommission.org](http://www.womenshistorycommission.org)."

**Cordially, Sue Klein, Co-President CWI**



## CWI Program Summary-April 26, 2016

### How Equity Advocates Can Support High Expectations for Title IX and Title IX Coordinators

During the self-introductions, many of the meeting attendees said how long they had known and admired our featured guest, **Dr. Bernice Resnick Sandler, “godmother of Title IX”** or “Bunny” to her long-time friends. When **Harriett Stonehill, CWI Co-president** started her formal introduction of her good friend Bunny, she pointed out that she had known her the longest. Harriett and Bunny went to the same summer camp in upstate NY. At Camp Weehaha Harriet was a counselor in training, Bunny was a counselor. They reunited as adults in Washington, DC and worked together over the years on many issues. In 2005 they co-authored a book, ***Student-to-Student Sexual Harassment K-12: Strategies and Solutions for Educators to Use in The Classroom, School and Community published in 2005.***

[Dr. Bernice Sandler with Title IX Pin](#)

In highlighting Dr. Sandler’s Title IX contributions, Harriett Stonehill noted that after Sandler finished her Doctorate at the University of Maryland, she figured out (with insights from her husband, Jerry Sandler) that she was not being offered positions at the University because of sex discrimination (even though her children were in high school and did not need a stay at home mom and she was very qualified). For example, she was told by her university advisor that she was not considered for these positions because “You come on too strong for a woman” but the men in the Univ. of Maryland Counseling Department were not criticized for being too strong for a man!

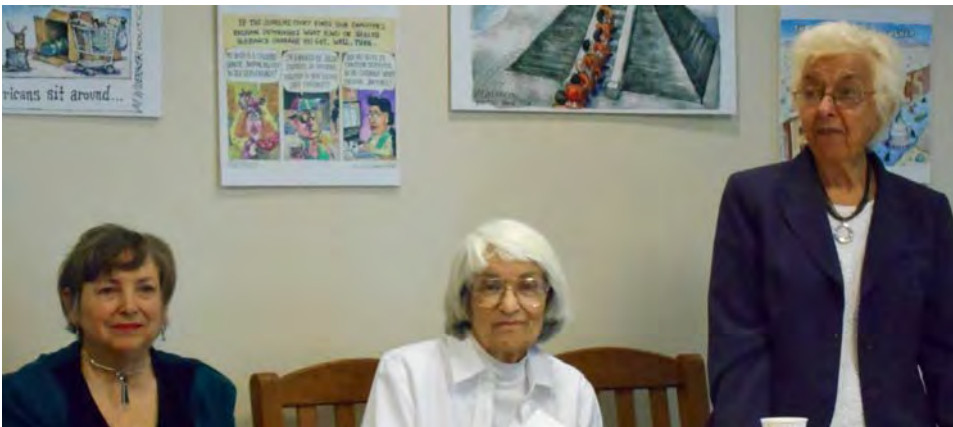
Dr. Sandler then started reading about how people were fighting race discrimination. She learned from a footnote that there was an Executive Order 11,246 that prohibited sex as well as race discrimination in institutions that received federal contracts. Sandler knew that most universities received these contracts. She joined the Women’s Equity Action League (WEAL) and filed sex discrimination complaints against many universities for not following this executive order. Since Representative Edith Green from Oregon was on WEAL’s Advisory Board and interested in stopping discrimination against women, Green was delighted with the evidence Dr. Sandler was compiling as she filed charges of sex discrimination against over 250 education institutions. Representative Green sponsored hearings on this education discrimination and then hired Sandler to compile the written records of these hearings, making Dr. Sandler, the first person to be hired by a Congressional Committee to work specifically on women’s issues. With the additional help of Senator Birch Bayh, Representative Patsy Mink, and others, as well as related hearings on the Equal Rights Amendment, Title IX of the Education Amendments of 1972 finally passed and was signed by President Nixon. Stonehill also mentioned some of Sandler’s many awards such as being inducted into both the Maryland and National Women’s Hall of Fame. Dr. Sandler even received a fairly recent award from the Univ. of Maryland despite their discriminating against her based on her sex early in her distinguished career.

After Title IX passed Dr. Sandler continued her contributions and leadership. For example, she provided guidance on the creation of the 1975 regulations to help implement Title IX, headed the Status and Education of Women Office at the Association of American Colleges (1971-91), served as the first chair of the National Advisory Council on Women’s Educational Programs (1975-77), and as a senior scholar at the Women Research and Education Institute (WREI). Some of Dr. Sandler’s key contributions to Title IX included recommending that all institutions responsible for complying with Title IX designate staff to make sure that all stakeholders know what Title IX covers and that it is fully implemented. These designated staff are often called Title IX Coordinators or Title IX Officers. This recommendation, along with requirements for schools to post their grievance procedures was included in the 1975 Title IX Regulations used by all Federal agencies to enforce Title IX. We also learned that Dr. Sandler suggested that OCR issue Dear Colleague guidance

letters to clarify the meaning and implementation of Civil Rights Laws. Additionally, as described in the April 2016 CWI newsletter, Dr. Sandler was the first to help folks understand that sexual harassment was a form of sex discrimination covered under Title IX and that it was important to be aware of, and eliminate, the “chilly climate” in many schools that fosters sexual harassment and violence.

**Dr. Sandler’s own opening remarks** expanded on her involvement in creating Title IX. She pointed out that early on she had thought of herself as a “proper” woman and had not thought much about women’s rights, but as she became more aware of the inequities in higher education she also became more aware of sex discrimination faced by her daughters such as not being allowed to take auto mechanics.

Dr. Sandler explained how the Civil Rights movement inspired her to study what opponents of race discrimination did. She began to study the different legal titles, read a Government Printing Office book about race discrimination and what it covers. She learned that the 1964 Civil Rights Act, Titles VI and VII, didn’t cover women. Initially, Title VII which prohibits employment discrimination only covered race, color, and national origin. As an academic, she noticed and read a footnote that referenced an Executive Order that also included prohibitions against sex discrimination by recipients of federal contracts. She was so excited by the footnote that it was the only time in her life she screamed aloud while



reading something when no one else was around, because she immediately recognized that Universities have federal contracts, and therefore this prohibits sex discrimination where nothing else applies.

When Sue Klein asked Dr. Sandler “How did you think of the idea that it was important to require Title IX Coordinators in the regulations to implement, the brief Title IX law?”

Photo left to Right: Sue Klein, Bernice Sandler, Harriett Stonehill

Sandler said that she continued to study what was working and not working related to fighting race discrimination. This led her to the conclusion that just as it was important to have something like equal employment opportunity counselors to help agencies change their policies and practices to end race and other types of discrimination in employment, a similar provision was needed in education to end sex discrimination. The idea of having a specific designee in each institution responsible for implementing Title IX was so sensible that it was included in related Civil Rights legislation to stop discrimination against individuals with handicaps --now there are also required Section 504 Coordinators in education and other institutions covered by this 1973 legislation. Check out Dr. Sandler’s website [www.Bernicesandler.com](http://www.Bernicesandler.com) .

**Dr. Sue Klein, CWI Co-president and Education Equity Director at the Feminist Majority Foundation (FMF)** said that she has also known and admired Dr. Sandler for many years. She met Bunny in 1969 when Dr. Sandler was an instructor at Mt. Vernon College. Klein used one of Sandler’s classes in Klein’s pilot test of her dissertation research on “Student Influence on Teacher Behavior”. Klein noted that she worked in research offices in the Federal Education Agency for 34 years and focused on education equity especially sex/gender equity whenever allowed to do so. When she retired from the Education Department (ED) in 2003 (as she was not too happy with Bush Administration), she joined FMF and told President Eleanor Smeal that she wanted to help advance our education equity goals by building on the Title IX Coordinator provision that Dr. Sandler had included in the 1975 Title IX Regulations. Dr. Klein said that this CWI meeting is one way to advance this strategy.

FMF and colleagues from the National Coalition for Women and Girls in Education (NCWGE) have been urging the ED to do more to recognize and help Title IX Coordinators. OCR has started to do so by including specific responsibilities for Title IX in new guidance documents from athletics to single-sex education to sexual assault. However, many recipient institutions do not have Title IX Coordinators or if they have been appointed, they may be hard to find and may not be well trained.

In 2015 the ED Office for Civil Rights (OCR) issued important guidance on Title IX Coordinators and a ***Title IX Resource Guide***. At our suggestion they have even started to request contact information on Title IX Coordinators. This information on school district Title IX Coordinators should be nationally available when the Civil Rights Data Collection (CRDC) results are released in 2016. Some of this promised contact information is already available from postsecondary institutions via the on-line Clery Act reports and from some State Title IX Coordinator Web pages. (See links on [www.feminist.org/education/titleixdefined.asp](http://www.feminist.org/education/titleixdefined.asp).) OCR leadership is also very supportive of having Title IX Coordinators covering all aspects of sex discrimination. Some of this commitment is illustrated in a Q&A session with the ED Assistant Secretary for Civil Rights, Catherine Lhamon on April 28, 2016 available on <https://www.youtube.com/watch?v=kkQfdvciEdI>. See section 149.00-201.00 of this video for Lhamon's response to Sue Klein's question about Title IX Coordinators.

Dr. Klein then discussed FMF's forthcoming report: **Title IX Coordinators: An Underused (Resource) Requirement to end Sex Discrimination**. Here are six general recommendations:

- 1. Increase the numbers of effective and empowered Title IX/Gender Equity Coordinators.** Work toward a full complement of over **100,000** well trained and qualified proactive Title IX Coordinators—at least one in every SEA, LEA, K-12 school, college and university campus. If ED provides the contact information on the K-12 school district and the postsecondary institution Title IX Coordinators, we should be able to identify 23,000 Title IX Coordinators. They should be able to help many educators and students learn their rights and responsibilities related to Title IX protections from all types of sex discrimination.
- 2. Provide easily accessible web information on all Title IX Coordinators and Title IX compliance.** This information should do more than meet federal posting requirements. It should also inform and educate the public and provide both transparency and accountability on progress toward ending sex discrimination.
- 3. Provide administrative, policy, and training support to Title IX Coordinators so they will be effective individually, or as a team, in identifying and ending sex discrimination across the full spectrum of Title IX protections from academics, athletics, employment, and discipline to sexual harassment and assault, and much more.** This would also include publicizing the effective work of the Title IX Coordinators with their stakeholders and allies.
- 4. Create viable infrastructures at the local, state and national levels of vertical and horizontal networks to support Title IX Coordinators and their allies in fully implementing Title IX.**
  - ✓ **Vertical networks** would operate top-down and bottom-up from the Federal Level to local public schools. For example, the 17,000 school district Title IX Coordinators should play a key role in training and supporting their districts' school level Title IX Coordinators.
  - ✓ **Horizontal networks** focus on connections with Title IX Coordinators. There should be horizontal
    - Connections among local area peer Title IX Coordinators (as we are doing with this meeting and FMF's initial list of DC area Title IX Coordinators.)
    - Connections with other equity/diversity experts and advocates (race, disabilities, SES) in their institutions and community.
    - Connections with stakeholders such as parents and students (perhaps involving them in an advisory group and in Title IX training).
    - Connections with experts in various specialty areas of Title IX such as STEM, athletics, career technical ed., sexual harassment, school discipline, employment, pregnancy/parenting, and sex segregation.
    - Connections with equity advocacy organizations such as members of the NCWGE.

We need strategic, comprehensive, easily understandable approaches to build an effective, supportive, sustainable and funded infrastructure which operates using systematic, not just sporadic piecemeal activities. Gender equity organizations and experts should be active participants in these networks.

5. **Use a variety of effective strategies to increase our national commitment to end sex discrimination taking advantage of Title IX, its Coordinators, allies and infrastructure.** These strategies will focus on Title IX-related funding, accountability, enforcement, research, and development of best practices including training, collaboration, and public information. This commitment should include attaining measurable goals that indicate our nation is making progress in attaining gender equity.
6. **Develop a campaign led by equity advocacy groups and Title IX Coordinators to implement these recommendations to ensure Title IX Coordinators become a highly effective national resource to advance gender equity both in and through education.** Since these groups work with different constituencies ranging from grass-roots gender equity organizations, to teachers' organizations to groups that work with gender equity in STEM, to feminist campus groups, this campaign should be very broad based.

Klein pointed out that FMF had a Title IX Coordinators web page [www.feminist.org/education/TitleIXCoordinatorsNetwork.asp](http://www.feminist.org/education/TitleIXCoordinatorsNetwork.asp) and that the Title IX Coordinators Handout <http://www.feminist.org/education/pdfs/Title-IX-Coordinator-Handout.pdf> can be easily shared with others.



**Jan D. Gray, Sr. Attorney from the ED OCR DC Regional Metro Office** is in the photo with copies of the April 2015 Title IX Coordinator Guidance letters and the *Title IX Resource Guide*. She invited folks to contact her at [Jan.Gray@ed.gov](mailto:Jan.Gray@ed.gov) or 202-453-6028. OCR Title IX information is on their website: <http://www.ed.gov/ocr>

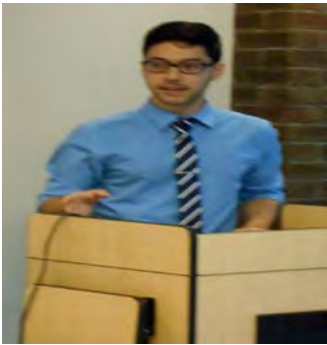
**Roberta Stanley, CWI Board Member and Officer**, (in photo on right) thanked Jan Gray and said that when she worked for the State of Michigan as a Title IX Coordinator and couldn't get a Superintendent's or school board's attention on something, the OCR's equivalent of it regional office in Cleveland had the ability to cut off federal funding (which was 10% of their budgets) for Title IX infractions. That got the school board's and district's attention. OCR's legal tenacity really helped her back then with consultation, etc. OCR gives consultations, technical assistance, and training seminars across the US. Contact Jan Gray by email if you would like assistance and she will see you get directed to the correct person.



## **The next set of presenters were all from equity advocacy organizations who belong to the National Coalition for Women and Girls in Education (NCWGE).**

**Adaku Onyeka-Crawford, National Women's Law Center (NWLC)** said that in general, the NWLC's involvement in Title IX is responding to individual calls asking about particular sex discrimination issues experienced in the schools, providing legal help to clients, and providing annual Title IX Coordinator trainings in the states. In Connecticut, the K-12 Title IX Coordinators learn about the legal framework as well as what to look for in their daily lives and they even receive credit for attending. Sometimes the NWLC receives district or schools' calls asking about resolution agreements for schools that have been found to be noncompliant with Title IX. These resolution agreements are usually created to provide steps to help them become compliant. Usually the first thing listed to become compliant is to undergo Title IX training. So NWLC pulls together training for Title IX Coordinators and others to fill this need.

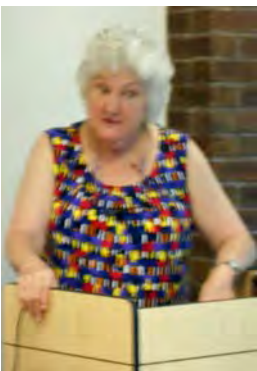
Another large thing NWLC does is talking with ED about what Coordinators need, including resources and technical assistance to enact policies, and to provide guidance, monitoring, and other tools, to identify and correct sex discrimination in their schools. Resources on how Title IX should be enacted and enforced in the schools are on: <http://nwlc.org/>.



**Dylan Kama, American Association of University Women (AAUW)**, public policy staff, plays a key role in AAUW's new initiative to use its chapters to identify and support Title IX Coordinators. AAUW started this program at its 2015 National Convention by asking all members to take on branch activities to deliver the 2015 OCR Title IX Coordinator guidance to schools. AAUW's "Program in a Box" resources explain as easily as possible a dissemination procedure for the OCR Title IX resource guides and some talking points to explain why the guide is so important. These resources are available on "Deliver New Title IX Resources to Your Local Schools" web page <http://www.aauw.org/resource/title-ixcoordinators>.

AAUW members are finding that often the Coordinator is an athletic director or a random assignee, so they are emphasizing the lesser known aspects of Title IX, to make it clear that Title IX's protections against sex discrimination cover much more than athletics. So far AAUW members have delivered the Title IX Coordinator information in over 27 states, including more than 650 different schools/school district offices. Oregon has delivered to 98% of the school districts in the state. North Dakota has located 440 offices, and delivered to over 350. Strategies used by those two states are being used as models for other states.

The project includes more than just delivering the **Title IX Resource Guide** and leaving it there. They encourage people to join AAUW, to invite Coordinators to participate in panels – horizontal networking examples in action. For example Idaho delivered and held a panel discussion of local Boise Title IX Coordinators speaking about their experiences, best practices, etc. CWI's Roberta Stanley, asked Dylan Kama if this project is coordinating with the Council of Chief State School Officers and the American Association of School Administrators because they may assist in this very important Title IX Coordinator project.



**Connie Cordovilla, Associate Director of Human Rights and Community Relations, American Federation of Teachers (AFT)**, explained she was asked to think about what a teachers union can do to better help teachers and other staff understand what Title IX is all about, since generally knowledge of prohibitions against sex discrimination is limited. Since anyone can be a witness to Title IX infractions, all grade levels and all jobs in schools, including paraprofessionals, kitchen, bus drivers, cleaning people, etc. need to be taught what it is. Also, they must know who is the Title IX Coordinator in their school building, school district, and state so they can take infractions up the chain as needed to get responses. All school employees need to raise issues with both the school and union when they witness infractions against Title IX. This is in addition to what they already do for their job, so it will not be an easy sell.

It is important to emphasize that Title IX covers ALL educational programs, not just with athletic programs. Title IX Coordinators need to keep current on changes in guidance, so they need to communicate vertically as well as horizontally with one another to know what's happening. Most importantly, they need to be independent and unafraid of retaliation for bringing attention to things that are out of compliance. Cordovilla has seen examples of retaliation personally. Teachers unions play an important part in protecting Title IX Coordinators and other staff from retaliation. Cordovilla proposes school system wide compliance reviews, because things might be ok in one location/program but not in another. This might involve the development of a Title IX compliance assessment tool that can be used at school site by staff. Such tools should be up-to-date with all the Title IX guidances. It is important to pay particular attention to bullying, sexual harassment, and sexual assault so people realize Title IX provides protection in all these areas and so these violations can be brought out in the open and eradicated. Unions can help make sure there is a clear and consistent grievance/complaint procedure and process that is known by all and that can be used fairly in every case. If not, this procedure needs to be developed and shared if it is effective. Networks of Coordinators should conduct Title IX training in conjunction with other partners- organizations and associations. Unions can help press for updated state and district Title IX websites with information on Title IX Coordinators and trainings. Cordovilla thinks OCR has the most power in enforcing this compliance. As districts establish peer networks so that peer Title IX Coordinators know each other across schools, unions like AFT will help to spread good implementation of Title IX from school to school.





**Pamela Rios, Senior Policy Analyst, Human and Civil Rights, National Education Association (NEA)**

noted that a barrier is “How to get people to buy-in and act to implement Title IX?” They need to know what Title IX is (and that it is not only athletics). It also includes sex and race discrimination in school discipline and an increase in girls being pushed out of school, often due to zero tolerance rules. This girl victimization often coincides with their personal experiences and trauma associated with sexual harassment and violence. NEA can help raise awareness about how these are also Title IX issues.

NEA brings Title IX training to their conferences so members see this is not just a passing issue but one that is to stay and it also includes the LGBTQ community and issues. Sue Klein has addressed the NEA’s Women’s Issues Committee, which is the big body that pushes these issues and recommendations out to the NEA president, other Union leadership, and governance teams. However, they are unfortunately a little slow to act. Being able to draw the conclusions and connect them so people can see how the issues interact and affect each other will be helpful. It’s about a commitment from the unions to ensure the resources are provided and members understand how it affects them in what they do every day. Individuals identified as Title IX Coordinators are also probably union members. If so, NEA needs to learn more about how to support them and the jobs they do in schools and school districts.



**Jan Erickson, Director of Government Relations, National Organization for Women (NOW)**

One of NOW’s six core issues is educational equity. NOW is a member of NCWGE which encourages and prods the government and officials to do the right thing. For example, NCWGE is concerned with the growth of single sex schools because girls and women get the short end of stick and these schools generally reinforce sex stereotypes. Meta-analyses have shown that single sex programs don’t improve student outcomes any better than comparable co-education. NOW objects to the Empowering Males of Color (EMOC) programs in Washington, DC because they will result in increased sex discrimination and sex stereotyping. It is shocking how many education officials/teachers didn’t even know what Title IX means or that deliberate sex segregation in

education as proposed in many EMOC and related My Brother’s Keeper programs are especially likely to discriminate against girls of color who have similar needs as their brothers.

Years ago Erickson’s son-in-law in Juneau, Alaska asked her about Title IX because as a new teacher he was asked to be the half time Title IX Coordinator. With 300 chapters, NOW encourages and assists its grass roots activists to pressure state and local government officials as well as educators to adhere to Title IX’s prohibition of sex discrimination in education programs and activities from academics to athletics and much more. Reliance by NOW activists on Title IX Coordinators expertise is key: a Michigan NOW Chapter tried to identify and learn about their school district Title IX Coordinators even before ED’s Office for Civil Rights issued its Title IX Coordinator guidance. Most requests NOW receives are about athletics- about girls being denied equal playing time on field. When the George W. Bush administration attempted to weaken Title IX equal athletic protections, NOW worked with many allied organizations and two Olympic athletes, Donna DeVarona and Julie Foudy, to defeat most of the worst proposals. Email lists to NOW leaders throughout the country help alert people at a grass roots level of equity challenges. NOW also uses regional and annual conferences, including NOW’s 50<sup>th</sup> Anniversary Conference workshops June 24-26, 2016 in Washington, DC <http://now.org/about/conference/> to inform its members about Title IX. Sexual harassment and assault are hot topics.



**Pamela Higgins Harris, is Senior Education Equity Advisor, The Mid-Atlantic Equity Center**

, which works with issues of gender, national origin, and race, as they apply to public education. Before joining the Mid-Atlantic Center, she had been a multicultural development specialist and a Prince Georges County Title IX Coordinator. From listening to others at this meeting she had epiphanies regarding ways institutional support can help implement Title IX and other aspects of educational equity. She said the strategic partnership of the Mid-Atlantic Equity Center is a strong example of how we do the work. It helps us rearticulate and reframe the way we provide technical assistance to bring clarity in naming every aspect of educational equity, just like you can say about the multiple topics covered by Title IX today. She was also struck by how Connie

Cordovilla and Pamela Rios from AFT and NEA, and Dylan Kama from AAUW used inter-organizational strength to articulate and address multiple aspects and multi-tiered approaches to positive supports for educational equity. This is different from what she thought she would be sharing today but she was impressed by how the combined equity work of the organizations described today can help our public educators improve how they can make a difference for children that are not being well represented.

As Title IX Coordinator she formed a strategic partnership with the National Women’s Law Center. This helped the school district improve their compliance with Title IX and better yet, what started out as a compliance issue became a focus of the school district’s program improvement agenda. A goal of the Mid-Atlantic equity center is to help educators build on and bridge areas of equity expertise.

**Jules Irvin-Rooney, is the Board Chair of Stop Sexual Assault in Schools (SSAIS)** a new non-profit organization with an excellent technical assistance web site and action/advocacy programs. Irvin-Rooney is also President of Irvin Law Firm that specializes in Title IX and Clery Act Consulting. In addition to her legal expertise, Irvin-Rooney is a trainer, former teacher, and sexual assault survivor from high school. [\(She is on left in photo with Klein.\)](#)

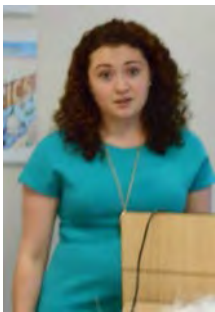


She shared two handouts, “How Families Can Obtain Help from Title IX Gender Equity Coordinators”, available on the [www.SSAIS.org](http://www.SSAIS.org) website and “How we can Build Supportive Communities Educated in Title IX”. This document outlines case studies where Title IX should have been appropriately used. The first case study is about the high school peer rape (during a field trip) of the daughter of the founders of SSAIS where the school demonstrated complete ignorance of its Title IX responsibilities, no initial involvement of a Title IX Coordinator, failure to remedy the hostile environment in the school, and much more.

Some key takeaways from these case studies reveal the long term detrimental impact on recipients of the sexual assaults caused in part because of inadequate protections or follow-up that should have been provided under Title IX. Thus, it is critical that:

- We ensure that every single child (especially survivors) continue to receive a free education, and not just behind a computer screen at home because s/he got sexually assaulted at school.
- Both survivors and accused have their due process rights upheld.
- Survivors and their families and supporters should not have to worry about intimidation or retaliation.
- All understand that Title IX rights are separate and different from criminal rights and the criminal process.
- Educators avoid re-victimization. For example there was a school honor code saying no sex allowed at all. Since the girl was sexually assaulted, she was found in violation of it and expelled.
- Schools hire well qualified Title IX Coordinators

Many other remedies and preventive strategies are included in the above paper and in the [www.ssais.org](http://www.ssais.org) website.



**Kelli Musick, Feminist Campus Organizer, Feminist Majority Foundation**

[www.feministcampus.org](http://www.feministcampus.org) . Musick works with Mid-Atlantic and North Eastern campus groups. She graduated last spring from the University of Mary Washington and filed a Title IX complaint on behalf of her feminist club because Title IX is not being enforced as little was being done to stop sexual harassment and other hostile climate issues. OCR is examining hundreds of cases of sexual harassment and assault across the country. There is a need for structural federal change in creating proactive Title IX Coordinators whose first responsibility is to stop sex discrimination, not to make their University look good by hiding or neglecting this challenge. Those experiencing these problems cannot be the key champions/fighters for their rights. Title IX Coordinators who prioritize serving the

interest of the college board/president cannot also best serve the students (unless these high level officials are fully and proactively supportive of Title IX). The Mary Washington, Title IX Coordinator’s qualifications looked great on paper, but instead of actively supporting the students, she supported the university president. We need federal legislation to separate Coordinators from the administration that they are supposed to be holding accountable. Until that happens recipients of all forms of sex discrimination will never have an equal educational experience.

## The last panel included DC area Title IX Coordinators (More planned to come.)



**Marie Rudolph, Senior Women’s Administrator & Title IX Coordinator for Athletics, DC State Athletic Association, Office of the State Superintendent of Education, District of Columbia.** Her position was created to level the playing field for girls and boys in athletics across charter, private, and public schools in DC. She participated in a Title IX working group which contributed to the DC Title IX Athletics Equity legislation. Now she is working on the collection of a wide range of athletics data which is required by this new DC law. The first report is due June 2017, so collection will start next school year. Pennsylvania, Kentucky, Georgia, California, and New Mexico also have specific athletic equity provisions in their state laws. The DC legislation also requires Title IX athletics Coordinators in each middle and high school. Rudolph has already started education and training to help school level staff understand their responsibilities. Although she has tried to communicate with other Title IX Coordinators in the DC Office of the State Superintendent of Schools and the DC Public schools, no systematic DC Title IX Coordinator teams have been established to ensure that all aspects of Title IX are covered. (Photo Left to Right: Klein, Sandler, Rudolph)



**Herbertia Gilmore is Deputy Title IX Coordinator from George Mason University.** She found this networking meeting and information on Title IX resources helpful. Her work has focused on policies, procedures and practices especially related to sexual harassment and assault. It is challenging to have traumatized people walk in the office, tell their story, and hopefully walk out with a good University process to deal with the situation. From her perspective it is important to ensure a high level of well-being for Coordinators who are doing this hard work. It is also important to hold administrators accountable. Title IX Coordinators need to be able to create a level of balance in their lives so they are able to go home and maintain their health so they can deal with these difficult cases and still sustain themselves the next day.

**Joslyn Sanders, University of the District of Columbia is new to the Title IX Coordinator position.** She found the gathering helpful. (No photo.)

**Jeanette Lim, Retired high level official from the U.S. ED Offices of Elementary and Secondary Education and Office for Civil Rights** suggested creating a college ratings guide in terms of Title IX, and equity for women. Potential

information would include adequacy of Title IX coordinators coverage and effectiveness in fighting sex discrimination, and the institution’s track record related to Title IX complaints and resolutions. Dr. Sandler mentioned that this was done to some extent before the Clery Act in the 1970s and Dr. Klein noted that related information on Women’s Studies programs was published in Ms. Magazine. This ratings and accountability information is a great idea, but also lots of work. Perhaps a step in this direction may be getting the Universities to post this data themselves voluntarily on their own web pages. Jeanette Lim suggested that this would fit with ideas about the compilation of big data analytics. (Photo of Sandler and Lim.)

**CWI Treasurer, Holly Joseph** asked, “Why anyone in God’s name would be a Title IX Coordinator?” Dr. Klein answered, “It’s a great position to change the world.”



During and after the meeting **Dr. Sandler** expressed her feeling of kvelling, taking enormous pride, even though she would have possibly wept had she known it would be such a long journey, but she is now grateful for all the great work on Title IX and Title IX Coordinators and she thanked everyone.

**Harriet Stonehill** awarded a copy of the book she wrote with Dr. Sandler *Student-to-Student Sexual Harassment K-12: Strategies and Solutions for Educators to Use in The Classroom, School and Community* to the person who came the farthest to attend the meeting. It appropriately went to presenter **Jules Irvin-Rooney**, Board Chair, Stop Sexual Assault in Schools who came from Richmond, VA .

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us. Members, be sure to share your upcoming feminist events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

**Sunday, May 22, 2016, 2:00 PM-4:00 PM. "Ready to Serve"** The story of Johns Hopkins Nurses during WWI, by storyteller, Ellouise Schoettler, Maryland Women's Heritage Center, 39 W. Lexington, Baltimore, MD 21201. Free, but donations appreciated. [www.mdwomensheritagecenter.org](http://www.mdwomensheritagecenter.org) or Diana Bailey [mwhcdiana@gmail.com](mailto:mwhcdiana@gmail.com), 443-996-1788.

**Tuesday, May 24, 2016. Noon- 1:30 CWI Meeting, "Impact of Women's Leadership Teams in Large Professional Organizations"**, Alliance for Justice, 11 Dupont Circle, NW, DC.

**Tuesday, June 14, 2016, White House United State of Women Summit**, DC Convention Center and nationwide see: <http://nsee.info/registration/> and [www.theunitedstateofwomen.org/](http://www.theunitedstateofwomen.org/)

**Thursday, June 23, 2016, Anniversary of Title IX** –morning NCWGE Hill Briefing ([www.NCWGE.org](http://www.NCWGE.org))

**Thursday, June 23, NOW 50<sup>th</sup> Anniversary Gala**, 7PM Hyatt Regency, 400 New Jersey Ave. NW., Washington DC 20001 <http://now.org/about/conference/register/>

**Friday, June 24-26, NOW 50<sup>th</sup> Anniversary Forward Feminism Conference**, Hyatt Regency, 400 New Jersey Ave. NW., Washington DC 20001 <http://now.org/about/conference/register/>

**Tuesday, June 28, 2016. Noon- 1:30 CWI Meeting, Feminist Aspects of Character**, Alliance for Justice, 11 Dupont Circle, NW, DC.

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

*Photos: Rosemary Barber, Chelsea Yarborough and others. Meeting summary, Sherry Klein, Sue Klein, with revisions by presenters, Newsletter edited by Sue Klein*

### CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017

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

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655



# Clearinghouse on Women's Issues Membership Form

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

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

Enclosed is a check for CWI membership for 2016 and beyond.

(Regular membership year September-August)

\_\_\_\_ Individual (\$25/one year) (\$45/two years), (\$65/three years)

\_\_\_\_ Individual under 30 years old (\$15/one year)

\_\_\_\_ Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)

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

\_\_\_\_ 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 (If Yes, provide url link.)

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

June 2016 CWI Newsletter

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

**Invitation to Tuesday, June 28, 2016 Noon-1:30 PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle**

## The Science of Character Faces Gender Stereotypes

The incivility and gender stereotyping in this election season seem to have reached new lows, far from what we mythologize as our fair, just, and respectful American character. How has this discourse sunk to this level, and what might be the remedies? How can—or should—educators and feminists play a leading role in elevating the debate to address character traits valued by most of us?

Join us to learn how best to counter the lack of civility and build more positive views of character in our schools and society.

CWI member **Robin Stevens Payes**, a senior advisor for Let It Ripple, a nonprofit film studio founded by Emmy-winning documentary filmmaker Tiffany Shlain who has produced a series of brief (around 10 minute) cloud films examining the science of character: [The Adaptable Mind](#), [Science of Character](#), and [Making of a Mensch](#).



Robin will discuss the emerging science of character as an issue for feminists or those who believe in gender equality. Let It Ripple sponsors an annual global, online educational event, [Character Day](#), to be held this year on **September 22, 2016**. Robin and Tiffany recently visited the White House to discuss Character Day at the invitation of Michelle Obama's staff.

Founder and principal of [WordsWork Communications LLC](#), Robin works with clients in health, education and science. She writes frequently about neuroscience and education. She is founding editor-in-chief of [LearnNow](#), an online portal for educators and parents on the science of learning. In her free time, she writes fiction and leads a teen writing club sponsored by the Maryland Writers Association, and volunteers with the Girls in Technology program of Women in Technology (WIT).

Many women know all too well how the very character qualities that are intrinsic to our humanity create a double-bind for women in leadership and in life: kind equals soft; tolerant equates with weakness; and determination is seen as pushiness. How do we reconcile these competing perceptions and value the same character traits for girls and boys, women and men? How can character education be used to end sex stereotypes rather than reinforce them?

Join us to preview one of the films, and for an interactive discussion to illuminate the challenges feminists of all ages continue to face to be true to themselves, to be heard and recognized for their individual talents in every sphere of life, and learn of the developed science that helps form new pathways to greater character development and success.

**Date/Time: Tuesday, June 28, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)** near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel.

Meeting is free and open to the public

**Next CWI Meeting: Tuesday, September 27, 2016, Alliance for Justice, 11 Dupont Circle.**

## **Dear CWI Members:**

We now recognize the importance and the significance of providing an environment and support for good character development. This is essential for our communities, country and global society to survive. Working toward developing character skills not only leads to an individual's successful and purposeful life, but indeed to a functioning, caring, protected world.

What are the "characteristics" of character and how do we teach them to our children for their safety and for the world around them? We know that some mass murders in schools and colleges are committed by young people who have grown up in a stress filled environment at home and then in schools and know of no way to cope with these anxieties except to act out violently.

On a personal note, I have spent the major part of my career working on these issues. The late Dr. Dorothy Rich, founder of the Home and School Institute, wrote the book MegaSkills, calling them "the inner engines of learning," but they are truly "the skills for living." These skills include: Confidence, Motivation, Effort, Responsibility, Initiative, Perseverance, Caring, Teamwork, Common Sense, Problem Solving, and Focus.

After much research and analysis we concluded that these "inner engines" can be taught. They are initially developed by children from their parents, and then continue from schools, communities, religious organizations and cities. We designed methods of developing them and provided training to support them.

Developing character education also needs to address the larger issues of poverty, immigration, understanding cultural identities, as well as the issues of community safety and protection. When we view the world and examine the individuals who cause death and destruction, we view a world of turmoil. When we address character development and its outcomes, we are focused on how well a society conducts itself, how well it protects its citizens locally and how well it affects the world globally.

And what can we do as members of CWI and members of our communities? CWI always acts on its mission of educating on the facts and spirit of the problem, and then joins with others to help find and encourage a solution. We promote and follow significant legislation. We act on the topics addressed at our meetings, and we acknowledge that each individual has personal responsibility to develop a better society.

## **Harriett Stonehill, CWI Co-President.**

### **P.S. by CWI Co-President, Sue Klein.**

The November Elections remind us of the importance of focusing on the positive aspects of character and on how they should be taught, used, and valued equally for girls and boys, women and men. We hope that more people will recognize and support candidates that value and practice character skills focused on altruism, caring for others, fairness, equity and social justice as well as hard work and success and that they will not support candidates who exhibit characteristics that promote selfishness and intolerance such as adherence to beliefs that restrict the freedoms of others in reproductive rights, voting rights and more.

We look forward to having Robin Stevens Payes share her expertise in positive character development. She will help us reflect on helping our society ensure that people address this using a feminist lens that ensures that females and males are valued positively based on their skills and abilities rather than on sex stereotyped expectations.

## CWI Program Summary-May 24, 2016

### Impact of Women's Leadership Teams in Large Professional Organizations

**Dr. Sue Klein**, CWI Co-President and organizer of this meeting, introduced **Dr. Donna Nelson**, President of the American Chemical Society (ACS), who shared her insights by phone from the University of Oklahoma, where she is a chemistry professor. Her all women leadership team also includes the president elect and past president of ACS. ACS is now about 50% female. Dr. Nelson said she appreciates all that the Feminist Majority Foundation and other gender equity organizations have been doing for all these years. She then noted the importance of having a meeting about women's leadership. For information on ACS and a video by President Donna Nelson emphasizing ACS goals of building community visit <https://www.acs.org/content/acs/en/about/governance/board.html> .



Dr. Nelson thinks women's elected leadership still happens too seldomly. She made it clear that she was speaking only from her own perspective, and not for the ACS. She suggested that we test our assumptions that women leaders will "necessarily be extremely supportive of other women". She said that in her experience, such support would vary wildly, like among men. The reasons for varied support can differ too. For example, a woman leader may be too busy, or she may feel that assistance would somehow endanger the woman providing the assistance, and she may worry about speaking out. However, she thinks this is becoming somewhat less controversial now that younger women are speaking out on behalf of women's issues. From her perspective since there are now more women leaders, organizational members can be more selective and shouldn't be blindly supportive of women. Dr. Nelson suggested discerning what women's positions are first. She sees diversity in women leaders' approaches and how they work together, and that it sometimes might be disappointing that they do not work as a team or focus on women related issues. Dr. Nelson commented that sadly there are even some women who undermine and undercut other women.

Dr. Nelson mentioned her longtime support for women illustrated by her creating diversity surveys which can be viewed on Wikipedia: The **Nelson Diversity Surveys** (NDS) "are a collection of data sets that quantify the representation of women and minorities among professors, by science and engineering discipline, at research universities" ([https://en.wikipedia.org/wiki/Nelson\\_Diversity\\_Surveys](https://en.wikipedia.org/wiki/Nelson_Diversity_Surveys)).

Sue Klein, who has known Dr. Nelson for many years for her leadership in gender equity in STEM fields, asked Dr. Nelson "How does having an all-women's leadership team or you as ACS president specifically help increase gender equality or diversity in the organization?" Dr. Nelson answered that when a woman, just like in a man's case, reaches a high level of executive leadership, she is pretty independent, and will differ in how she supports and agrees or disagrees with other women. She recently had a symposium on diversity where she invited everyone she could think of who has done related data collection. She is also actively supporting other women and men in ACS that work to promote social justice including LGBT efforts. Dr. Nelson suggested expecting different viewpoints since people do not all think the same way. Some may not work well together. Sue Klein invited Dr. Nelson to stay on the line to participate further as she was able, but eventually the line got disconnected.

**Connie Cordovilla**, Associate Director of Human Rights and Community Relations, American Federation of Teachers, (AFT) introduced **Mary Cathryn Ricker**, Executive Vice President of the AFT. Vice President Ricker is part of the leadership team over a union of 1.6 million members, approximately three quarters of which are women. AFT has had an all women's leadership team since 2008.

Cordovilla pointed out that Mary Cathryn Ricker champions teacher built solutions, demonstrates community engagement through example, and that NEA/AFT are joint in five states. In her Executive VP role Ricker shares joint responsibility for the work of the AFT Women's Rights Committees with the AFT's Human Rights and Community Relations Department.





Photo on left shows current AFT leaders, Secretary – *Treasurer Loretta Johnson, President Randi Weingarten and Executive Vice President, Mary Cathryn Ricker*

**Mary Cathryn Ricker** said that her own leadership came as a result of seeing strong women in her family, even if they were in seemingly traditional roles. She gained confidence to feel that she has a place at the table. Even from age three or four she was asked for her (developmentally appropriate) opinions. She was expected to have an opinion. She found that hers and others' opinions matter. She took this to mean that if your opinion matters, then it translates to leadership. It's

important that nothing be considered a barrier to leadership. She noticed she was a feminist leader in Jr. High. During one civics class the teacher assigned a play which had no parts for women and she pointed this out to the teacher. The male teacher agreed there were no women characters in the play however there were plenty of parts for leaders, and asked if she would like to be a leader. Ms. Ricker became a teacher of English (one of the more feminized specialties), but made the role about leadership, and used it to her advantage to build power for females. Her union, created by women in St. Paul, MN, was created two years before the USA granted the vote for women. Men later followed in creating a teachers union in St. Paul. Trade unions have played an important role in stabilizing women's lives. She ignores the white noise about the bad rap that some teachers and unions get and instead chooses to think of the union as an incubator for justice and innovation which she needs to tap into.

She spoke about power in community and the value of collective power such as her organizing when she was a young mother to have many people show up at meetings. Since 2008 AFT has elected all women's leadership teams and she herself had been mentored by President Randi Weingarten. She pointed out that feminist issues get elevated with their three women leadership team and that many of these issues are also of high importance to their membership. For example, AFT includes the 2<sup>nd</sup> largest nurse and health care union membership so issues like attacks on Planned Parenthood are also attacks on AFT members and those they serve! She noted that their AFT leadership team was good at: 1) tapping into natural strengths (collective power building) and 2) focusing on a commitment to problem solving, while holding each other to extremely high standards. Problem solving needs to be linked to root causes. So the question for them is what barriers exist to bringing the best care to patients? On immigration, what conditions must exist in a country that would cause someone to come here to the US, to send their unaccompanied children through several countries to get here? What can be done to support them? Finally she observed that having women's leadership teams in both NEA and AFT has facilitated collaboration and joint union membership in five states.



**Pamela Rios**, Senior Policy Analyst, Human and Civil Rights, National Education Association, (NEA) (with about 80% women members) commented on similarities and differences from AFT's experiences. Like Connie Cordovilla at the AFT, Pamela Rios has been working with the Women's Issues Committee and the Women's Leadership Training program for many years at the NEA, where since 2014 the President, Lily Eskelsen Garcia, Vice President, Rebecca S. Pringle and Secretary Treasurer, Princess Moss are all women for the first time. But she pointed out that the executive director, who was in charge of NEA staff like her, was a man and that no women had served in that position. Showing a photo of the three women leaders on the cover of the Fall 2014 NEA Today <http://www.nea.org/home/60682.htm>, Rios noted that they were all women of color, although the NEA members are predominantly white women from suburban and rural areas and tend to be somewhat conservative. (Left to right on the Cover: Moss, Garcia and Pringle.) We also note that Mary Hatwood Futrell, recently retired professor at The George Washington Univ., was the 4<sup>th</sup> minority to serve as NEA President and did so for 2 terms from 1983-89.

Having an all women's leadership team is associated with the NEA representative assembly unanimously passing a resolution to examine institutional racism. NEA is also doing more to support paraprofessionals and collaborate more closely with AFT. NEA is also building community and collective action to address barriers that prevent children of color from thriving. She built on an analogy that Mary Catherine provided of squabbles in the kitchen at Thanksgiving may occur, but that once everyone sits down at the table to eat, they are all united. When members of leadership teams disagree- for example on complicated issues involving immigration, these disagreements need to occur behind the scenes. The leaders must maintain a united front. (Photo shows Pamela Rios in her office.)



**Catherine Hill**, Vice President, Research at the American Association of University Women (AAUW) and primary author of AAUW's *Barriers and Bias: The Status of Women in Leadership* brought copies of the report (free download at [www.aauw.org](http://www.aauw.org)) and commented on what she has heard from the meeting's presenters based on her insights on how feminist leaders and leadership teams can make a positive impact on their organizations. Dr. Hill's comments focused on what we can all do to achieve gender equity leadership goals and also on the sparsity of women in important paid high level leadership positions. The AAUW leadership report is based on an extensive social science literature review of 400-500 peer reviewed articles, and reports from government and non-profit sources. Dr. Hill admitted it is still an incomplete literature review because there is so much leadership literature out there. She discussed key questions such as:



Are women different types of leaders than the men? They found it is very important to look at ethnicity because experiences vary. One case/finding is that women wind up acting just like other men in similar positions. Another case/finding is that women try to act differently, building networks and collaborating.

Why is there a gender leadership gap? This gap is even higher for minority women. Increased caregiving responsibilities for women remain a problem. There are also implicit (unconscious) and overt biases/ stereotypes. We all need to be conscious and account for our unconscious biases. Implicit bias disadvantages women in assigning work, training and more. Try the implicit bias tool on AAUW website (<http://www.aauw.org/article/implicit-association-test/>). Over 30,000 have used it. Many of the users of the AAUW test, self-identify as feminist, but even their results revealed a slight implicit bias against women in leadership. Leadership is much about how you sense a person.

- Why should we care? We should care so men can also enjoy different roles and not feel constant pressure as bread winners. Having more women and other diversity in leadership may make a company more profitable. Organizations need many perspectives. Racial & gender diversity is helpful. We see questions that should be in the mix. People pay attention to decision makers. Women superintendents are still a very low 20% despite much attention to this gender imbalance and even though a large percent (75-80%) of teachers are women.
- What are some solutions? Diversity training may help, but it can be bad if it is not evidence based. Blind screening of applicants decreases some bias. For example in a classic study of identical resumes from Jennifer and John sent to STEM professors, John was selected for more mentoring, a higher salary, and to be hired even with the same credentials. Women seem to have higher chances of success if they are likeable, yet taken seriously, and competent.

The CWI meeting audience members introduced themselves one by one and as time permitted asked a few questions. One of the questions that is very pertinent to the upcoming elections was about the many ways the media shows bias against women leaders. It was also pointed out that unlike most CWI meetings this meeting on all women leadership teams was attended only by women. We wondered why.

What can we do? Support pro women leadership teams. What skills do men value that women bring to the table and vice versa? Coach people how to confront and reflect implicit bias. Project Implicit at ([implicit.harvard.edu/implicit](http://implicit.harvard.edu/implicit)) provides free anonymous implicit association tests. Finally, when negotiating, be aware of the stereotypes and thoughtful of racial and gender differences.

Thanks to CWI member, Loretto Gubernatis you can view a video of this exciting meeting on: <https://www.youtube.com/watch?v=pPQQYwz4aIE&feature=youtu.be>

## CWI Membership Drive and Elections

Our June 28 CWI Meeting will feature a Membership Drive and the Election of New Members of the CWI Board of Directors. We wish to thank retiring Board Members Carmen Delgado Votaw, Kellye McIntosh, Tina Hobson and Kate Campbell Stevenson for their wonderful service and organizing fantastic CWI programs. These programs are all documented in our [www.womensclearinghouse.org](http://www.womensclearinghouse.org) in the newsletters which can be searched by key words.

The **nominations committee chaired by Kate Campbell Stevenson** has nominated the following members of CWI (for 2yr staggered terms) as continuing or new distinguished members of the Board of Directors to be formally elected by members at the June 28, 2016 CWI Meeting for new terms from July 1, 2016 to June 30, 2018. We thank **Holly Joseph and Roberta Stanley** for agreeing to continue to serve on the Board as Treasurer and Co-Secretary.

The newly nominated members of the CWI Board of Directors are:

**Connie Cordovilla**, Associate Director of Human Rights and Community Relations, American Federation of Teachers

**Loretto Gubernatis**, Video Producer and Director, "Top of the Morning" and more including many CWI meetings.

**Jeanette Lim (Esbrook)**, Retired high official from US Department of Education including the Office of Elementary and Secondary Education and Office for Civil Rights.

(Note, all three were active participants in the April 26, 2016 CWI Meeting on How Equity Advocates Can Support High Expectations for Title IX and Title IX Coordinators. CWI members will receive the full slate and resumes of these three nominees.)

The current officers listed at the end of page 7 will continue their terms.

### **Please Renew or Join CWI**

We urge you and your organizations to join CWI with our modest dues. Members for a year are encouraged to let us know if they would like to serve on the CWI Board of Directors and as with our June 28 presenter may always suggest topics for future CWI meetings and even become presenters themselves! If you cannot make our June 28, 2016 meeting, please send your renewal payment to CWI Treasurer Holly Joseph. **REMEMBER THAT YOU CAN GIVE A FRIEND A GIFT MEMBERSHIP OR SEND THEM THIS NEWSLETTER AND ENCOURAGE THEM TO JOIN.**

If you have questions please call Holly (301-530-9594) or email her at ([Joseph.Holly@gmail.com](mailto:Joseph.Holly@gmail.com)). See page 8 membership form for more details.

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us. Members, be sure to share your upcoming feminist events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

**Tuesday, June 14, 2016, White House United State of Women Summit, DC** Convention Center and nationwide see: <http://nsee.info/registration/> and [www.theunitedstateofwomen.org/](http://www.theunitedstateofwomen.org/)

**Thursday, June 16, The Equal Rights Amendment: Yesterday and Today at 7 p.m.**

[William G. McGowan Theater](#), National Archives in partnership with the Sewall-Belmont House. Live stream on you.tube starts at 6:45 EST. <https://www.youtube.com/watch?v=9Vuwo7ydE1Y&feature=youtu.be>

**Thursday, June 23, 2016, Anniversary of Title IX** –morning NCWGE Hill Briefing [www.NCWGE.org](http://www.NCWGE.org))

AAUW Champions Reception honoring Senate Democratic Leader Harry Reid 5-7 PM Kennedy Caucus Room, Russell Senate Office Building. RSVP at [bit.ly/titleixchamps2016](http://bit.ly/titleixchamps2016).

**Thursday, June 23, NOW 50<sup>th</sup> Anniversary Gala**, 7PM Hyatt Regency, 400 New Jersey Ave. NW., Washington DC 20001 <http://now.org/about/conference/register/>

**Friday, June 24-26, NOW 50<sup>th</sup> Anniversary Forward Feminism Conference**, Hyatt Regency, 400 New Jersey Ave. NW., Washington DC 20001 <http://now.org/about/conference/register/>

**Tuesday, June 28, 2016. Noon- 1:30 CWI Meeting, The Science of Character Faces Gender Stereotypes**, Alliance for Justice, 11 Dupont Circle, NW, DC. [www.womensclearinghouse.org](http://www.womensclearinghouse.org)

**Tuesday, June 28, 2016. 2:00 PM to 5:30 PM, WISER'S June Forum featuring iOme Challenge**, Capital View Conference Center, 101 Constitution Avenue, NW, Washington, DC 20001. To learn more go to: [http://www.wisermwomen.org/index.php?id=813&page=wiser-fall-forum&utm\\_source=June+2016+E-newsletter&utm\\_campaign=June+Newsletter&utm\\_medium=email](http://www.wisermwomen.org/index.php?id=813&page=wiser-fall-forum&utm_source=June+2016+E-newsletter&utm_campaign=June+Newsletter&utm_medium=email)

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

*Photos: Anne Martin, Sue Klein. Meeting summary, Sherry Klein, Sue Klein, with revisions by presenters.*

*Newsletter edited by Sue Klein*

### CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017

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

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655



# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI July 1-June 30 (Please fill in the appropriate years.)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url link.)

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

September 2016 CWI Newsletter

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

## Invitation to Tuesday, September 27, 2016 Noon-2:00 PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle

### COMPLYING WITH NON-PARTISAN ELECTION LAWS WHILE SUPPORTING FEMINIST GOALS

Featuring Abby Levine, Director, Alliance for Justice, Bolder Advocacy project and we invited Eleanor Smeal, President Feminist Majority Foundation, Feminist Majority and Publisher of Ms to start the discussion.

How can feminists as individuals, employees, and members of organizations increase their impact in achieving equal rights/gender equality and other progressive goals during the November 2016 elections and beyond?

What are the rules for 501(c)(3)s, 501(c)(4)s, and other types of entities?

Feminists must be strategic in their election year activities. We will discuss some of our feminist goals at our Oct. 25 CWI meeting. This September meeting will focus on legal strategies to influence attaining feminist goals at the federal and state level where we need to pay attention to referenda or ballot measures as well as candidate awareness and support of issues. Both meetings will be televised later.

Common strategies include:

- Get out the vote, and related registration activities to ensure fair elections.
- Becoming informed and informing others of feminist issues supported by candidates or on other ballot initiatives.
- Monitoring for accuracy and bias.
- Role of Political Action Committees (PACs) and 501 (c) (4) s in endorsing and supporting candidates.
- Role of individuals working with or employed by organizations who can't support candidates. How do feminists clarify when they are acting as private citizens? What can we do as private citizens?
- Contact Bolder Advocacy [www.bolderadvocacy.org](http://www.bolderadvocacy.org) and Nonprofit VOTE [www.nonprofitvote.org](http://www.nonprofitvote.org) with questions about what we can and can't do as private citizens, employees, or nonprofit organization representatives? What are other non-partisan election laws that relate to above strategies? (Become a CWI member and receive the CWI newsletters. Page 5 of the Sept. 2016 CWI newsletter has links to key handouts from these organizations. CWI membership form: [https://womensclearinghouse.org/files/7814/6593/0590/CWI\\_Membership\\_Form\\_2016.pdf](https://womensclearinghouse.org/files/7814/6593/0590/CWI_Membership_Form_2016.pdf) )

**Date/Time: Tuesday, September 27, 2016/ Noon to 2:00 PM (1:30 to 2 PM will be reserved for Q&A)**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)** near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel. Meeting is free and open to the public. Bring your own lunch.

**Next CWI Meetings: Tuesday, October 25, 2016, November 29, 2016, Alliance for Justice, 11 Dupont Circle.**

### Dear CWI Members:

Our June 28 CWI Meeting elected the following new members to the CWI Board of Directors:  
**Connie Cordovilla**, Associate Director of Human Rights and Community Relations, American Federation of Teachers

**Loretto Gubernatis**, Video Producer and Director, "Top of the Morning" and more including many CWI meetings.

**Jeanette Lim (Esbrook)**, Retired lawyer who held high level positions in the US Department of Education including the Office of Elementary and Secondary Education and Office for Civil Rights.

We thank retiring Board Members Carmen Delgado Votaw, Kellye McIntosh, Tina Hobson and Kate Campbell Stevenson for their wonderful service and organizing fantastic CWI programs. These programs are all documented in our [www.womensclearinghouse.org](http://www.womensclearinghouse.org) in the newsletters which can be searched by key words.

We also thank **Holly Joseph and Roberta Stanley** for agreeing to continue to serve on the Board as Treasurer and Co-Secretary. The current officers listed at the end of page 7 will continue their terms. More information on past and current CWI directors is under Leadership section of [www.womensclearinghouse.org](http://www.womensclearinghouse.org).

### Photo of CWI 2016-2017 Board Members at the 8-23-16 Board Meeting



Left to right. Holly Joseph, Linda Fihelly, Anne Martin, Ellen Overton-Seated, Sue Klein, Harriett Stonehill, Loretto Gubernatis, Jeanette Lim. (Missing Roberta Stanley, Connie Cordovilla and Elaine Newman.) Photo by Perry Klein

### Please Renew or Join CWI

We urge you and your organizations to join CWI with our modest dues. Members for a year are encouraged to let us know if they would like to serve on the CWI Board of Directors. Members may always suggest topics for future CWI meetings and even become presenters

themselves! Loretto will arrange to broadcast many of our meetings on TV. If you cannot make our Sept. 27, 2016 CWI meeting, please send your renewal payment to CWI Treasurer Holly Joseph.

**REMEMBER THAT YOU CAN GIVE A FRIEND A GIFT MEMBERSHIP OR SEND THEM THIS NEWSLETTER AND ENCOURAGE THEM TO JOIN CWI.** If you have questions please call Holly (301-530-9594) or email her at (Joseph.Holly@gmail.com). See page 7 membership form.

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

## CWI Program Summary-June 28, 2016 on The Science of Character Faces Gender Stereotypes

By Lauren Morris, Theresa Green, Robin Stevens Payes, Kate Campbell Stevenson  
and Harriett Stonehill

At the beginning of the June 28th meeting, CWI VP for Outreach **Kate Campbell Stevenson** introduced **Robin Stevens Payes**, a CWI member, Founder and Principal of Wordswork Communications LLC (<http://www.wordsworkcom.com/>) and senior advisor for Let It Ripple, a nonprofit film studio with a series of films examining the science of character (<http://www.letitripple.org>).

### Photo of Robin on Left and Kate on Right



Robin began her presentation by sharing a personal story. When she was a little girl, her older brother was a pacifist, who actively participated in the anti- Vietnam war movement by burning his draft card and that of other conscientious objectors to the war. She knew his involvement in this pacifist effort was illegal, yet she felt his cause was morally righteous. Robin was intrigued by her brother’s passion for justice as a measure of conviction and conscience. He was a hero to her. At the CWI meeting, she attributed her character education to her brother’s dedication to the anti-war movement and stressed that we all have heroes in our lives.

Inspired by her older brother, Robin continues to engage in discussions about character development. Her scholarship in neuroscience supplements her research about the science of character. Robin explained that the plasticity of the human brain gives us the capacity to change our habits, and to more consciously choose our behavior. To illustrate this idea further, Robin presented an 8-minute film directed by Emmy-nominated filmmaker, speaker, and Webby Awards Founder, Tiffany Shlain. Tiffany is the founder of Let It Ripple, a non-profit film studio that aims, through the use of film and technology, to inspire and engage people in conversation around controversial issues and subjects that shape everyday life. The film, entitled “The Science of Character,” can be viewed on Let It Ripple’s website using the following link:

<http://www.letitripple.org/character>.

“The Science of Character” explores the idea that every person has a unique set of character strengths and reveals how the development of these individual strengths can increase overall levels of happiness. The film also charts the 24 most common character strengths under the following categories: Wisdom, Courage, Humanity, Justice, Temperance, and Transcendence. This Periodic Table of Character Strengths, including all 24 character strengths can be viewed at the following link: <http://www.letitripple.org/resources>.

Inspired by Aristotle, Maria Montessori, the Buddha, and others, “The Science of Character” emphasizes the importance of cultivating character strengths—compassion, resilience, empathy, teamwork, self-regulation, and more—as a way to help us develop into our full humanity.

After presenting this video, Robin led a discussion with CWI members on the uniqueness of each character strength as well as the intersectionality of all character strengths. Robin prefaced this conversation with Let It Ripple’s cumulative definition of character: “Learning the best ways for us to live the full expression of our humanity - not only for ourselves, but for our families, communities, and the world at large.”



CWI members sought to focus the conversation on the relationship of gender roles to character development. Many girls, for example, are taught that their strengths are limited to characteristics like kindness, humility, and self-control. Boys, on the other hand, are generally encouraged to cultivate strengths like bravery, leadership, and curiosity. Robin stressed the importance of allowing individuals to nurture their natural or chosen strengths, rather than allowing societal gender norms to shape character development.

This kind of self-aware character development fosters individual capacity for metacognition, which **Dr. Janice Koch**, former CWI board member, described as the ability to think about oneself in context of a tech-savvy world. CWI Co-president **Harriett Stonehill** discussed the relationship of MegaSkills, which she describes broadly as the skills of living, to the categories in the Let It Ripple character chart. The MegaSkills include confidence, motivation, effort, responsibility, initiative, perseverance, caring, teamwork, common sense, problem solving and focus. **Sue Klein**, CWI Co-President, added to the discussion by reminding attendees of the dangers of sex stereotypes and sex segregated education in limiting character development. Girls and boys must learn about character strengths together so that individuals can augment their strengths without the influence of gender stereotyping. Sue also asked whether research supports an association between gender stereotypes and character strengths as described by Let It Ripple or MegaSkills. Additionally, she emphasized educators' role in destabilizing these stereotypes.

As a follow-up to Sue's inquiry into the association between sex or gender stereotypes and individuals' character strengths, Robin shared the following resource links from a quick search on character differences by gender. She found a few studies of interest, but noted that the data is conflicting; there seems to be no consensus about whether there is gender stereotyping; that is if society considers certain character traits to be distinctly masculine or feminine. Some studies find significant differences in character traits when comparing sexes; others do not. Furthermore, without examining these studies in detail, we cannot be sure that they share similar methodology. For example, we cannot know whether participants self-selected the character traits most descriptive of their character or whether character traits were assigned to participants based on their actions during the study.

That said, here are a few recent studies that explore character and gender:

- Positive Psychology, which was founded by Martin Seligman (who Janice Koch referred to during the meeting), enumerates studies comparing the strengths of participants by sex: <https://positivepsychologyprogram.com/character-strengths-between-men-women/>
- Another study supports similarly definitive results: <https://www.psychologytoday.com/blog/games-primates-play/201201/gender-differences-in-personality-are-larger-previously-thought>
- But this study provides contradictory data: <http://www.livescience.com/36066-men-women-personality-differences.html>
- It appears it is difficult to design a research study that provides conclusive evidence. The below article summarizes the conclusion of a 2013 meta-analysis of 13 studies: <http://www.popsci.com/science/article/2013-02/science-confirms-obvious-men-and-women-arent-different>.

The last study, among other, supports Bobbi Carothers' claim that "sex is not nearly as confining a category as stereotypes and even some academic studies would have us believe." Originally published in the [Journal of Personality and Social Psychology](#), this study was part of Carothers' doctoral dissertation in social psychology at University of Rochester.

As the CWI meeting came to a close, Robin reminded attendees that individual character strengths must harmonize with a multitude of differing strengths in order to be most effective. The key to human relationships, she said, is appreciating and collaborating with others' strengths. Robin closed the meeting with thought-provoking questions: How do we coordinate and synergize diverse strengths in a way that encourages intersectionality? How can we use what we know about the plasticity of the human brain to nurture a society that validates individual character development regardless of sex, gender, sexual orientation, race, ethnicity, class, and/or any other identity?

As a way of addressing these questions, Robin encouraged her audience to participate in and endorse to others the third year of Character Day on September, 22, 2016. Robin explained in a follow-up email that Character Day "is a global day celebrating the science of character. As part of the day, students and educators from around the world screen award-winning films on the science of character development from different perspectives. Students dive into free printed discussion materials and resources while joining an online global conversation around character -- focusing on who they are, who they want to be in the world, and how to develop these character strengths (resilience, grit, empathy, courage, kindness)—all rooted in evidence-based research. Last year there were over 6,784 events at schools and classrooms across the world, each tying Character Day into their lesson plans, after-school programs, and special assemblies or back to school events. We already have over 10,000 signed up to participate this year."

Organizations and individuals interested in learning more, or who would like to sign up to participate in the free, September 22 global online event can register at [www.characterday.org](http://www.characterday.org).

Anyone and everyone can watch the acclaimed films "[The Science of Character](#)" (8mins) and "[The Adaptable Mind](#)"(11 min) to get a sense of the kinds of films that will be shown on Character Day.

## **Handouts to Prepare for 9-27-16 CWI Meeting on COMPLYING WITH NON-PARTISAN ELECTION LAWS WHILE SUPPORTING FEMINIST GOALS**

### **From Alliance for Justice (AFJ) Bolder Advocacy**

[http://bolderadvocacy.org/wp-content/uploads/2014/05/Comparison of 501c3 and 50c4 Permissible Activities.pdf](http://bolderadvocacy.org/wp-content/uploads/2014/05/Comparison_of_501c3_and_50c4_Permissible_Activities.pdf)

<http://bolderadvocacy.org/resource/praising-and-criticizing-incumbents-how-501c3s-can-hold-elected-officials-accountable-for-official-actions>

<http://bolderadvocacy.org/resource/commenting-on-candidates-and-campaigns-how-501c3s-can-respond-during-an-election-year>

### **From Non Profit Vote**

<http://www.nonprofitvote.org/documents/2010/09/501c3-activities-en.pdf>

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us. Members, be sure to share your upcoming feminist events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

**Tuesday, Sept. 13, 2016, 9 AM – 4:30 PM with 5-7 PM Reception, Dialogue on Diversity 9 AM – 4:30 PM with 5-7 PM Reception, Dialogue on Diversity 2016 Entrepreneurship / Information Technology Conference, The Terrell Building Conference Hall 575 Seventh St., N.W. Washington, D.C. 20004.** Visit [www.dialogueondiversity.org](http://www.dialogueondiversity.org) for agenda and [Registration](#).

**Sunday, September 18<sup>th</sup> 2016 - Opening of Expanded Hall of Fame Exhibit, 2-4 PM.** Maryland Women's Heritage Center 39 W. Lexington St., Baltimore, MD 21201. Email [nwhcdiana@gmail.com](mailto:nwhcdiana@gmail.com) or call Diana M. Bailey, Exec. Director 443-996-1788

**Monday, September 19<sup>th</sup> 2016, 6:30 PM.** Feminist Movie: Children of Men with Francis Fukuyama, Landmark E Street Cinema, 555 11<sup>th</sup> St, NW, Washington, DC. RSVP to [tutoretensedc@gmail.com](mailto:tutoretensedc@gmail.com) with name and email address and name of one guest. Seating is limited. For information on this event see: <https://mail.google.com/mail/u/0/#inbox/156d7a6a565c497f>.

**Thursday, September 22,** Character Day a national event see previous summary of June 28 CWI meeting and go to <http://www.letitriple.org>.

**Tuesday, September 27, Noon to 2 PM. CWI Meeting** "Complying with Non-Partisan Election Laws While Supporting Feminist Goals" Alliance for Justice, 11 Dupont Circle, NW, DC. [www.womensclearinghouse.org](http://www.womensclearinghouse.org)

**Saturday October 15, Evening of Chocolate Gala, 8-11 PM,** Ten Oaks Ballroom, Clarksville, MD sponsored by [www.prochoicemd.org](http://www.prochoicemd.org)

**Tuesday, October 25, Noon CWI Meeting** Alliance for Justice, 11 Dupont Circle, NW, Washington, DC

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

*Photos: Anne Martin. Meeting summary, Theresa Green and Lauren Morris, Interns, with revisions by Robin Stevens Payes, Harriett Stonehill and Kate Campbell Stevenson.*

*Newsletter edited by Sue Klein*

### **CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017**

**OFFICERS:** Co-Presidents, Sue Klein and Harriett Stonehill; VP Membership, Linda Fihelly; Treasurer, Holly Taggart Joseph; Co-Secretary, D. Anne Martin; Co-Secretary & VP Legislation, Roberta Stanley; Loretto Gubernatis, VP Media Directors: Connie Cordovilla, Jeanette Lim

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.

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



# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI July 1-June 30 (Please fill in the appropriate years.)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url link.)

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

October 2016 CWI Newsletter

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

## Invitation to Tuesday, October 25, 2016 Noon-2:00 PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle

### Understanding Divergent Views on National Issues Affecting Women in the 2016 Election

**This interactive meeting** will focus on women's issues as prioritized by labor union women and feminist organizations even though all issues can be classified as affecting women. Voters should understand that even though there is a consensus on the importance of many issues such as work family balance and ending sexual harassment and assault, key differences exist on desired strategies to address these issues. Our presenters will describe key differences in these strategies and lead a discussion to obtain additional insights from meeting attendees who will be asked to point out similarities or differences they see in the proposed solutions

#### Presenters/Discussion Leaders:

**Sheva Diagne** is the Program Coordinator Women & Working Families, Civil, Human, and Women's Rights Department, AFL- CIO which recently published *EqualPayEqualSay* Our Voices: A Snapshot of Working Women: Results from a National Survey of Nearly 25,00 Working Women. Sheva has a BA from Stanford University in Urban Studies and a Master's degree in Public Policy Analysis from Georgetown University.

**Gaylynn Burroughs**, Public Policy Director, Feminist Majority and frequent contributor to **Ms. Magazine**. She has a BA from Yale University, a JD and LLM from New York University School of Law and was a professor at Fordham Law School.

**Sheva Diagne** will address divergent solutions in the following areas of special interest to working women:

- Equal pay for equal work, lack of control over predictability of work schedule, the role of unions
- Affordable and guaranteed healthcare, including maternity and paternity leave
- Affordable childcare, career training, and higher education
- Raising the minimum wage pay benefits, retirement plans, and compensatory time

**Gaylynn Burroughs** will cover divergent solutions to address key issues affecting women that aren't limited to the workplace:

- Reproductive rights
- Safety measures for violence and sexual harassment
- Strategies to end discrimination against women and others (including LGBTQ individuals, individuals with disabilities, African Americans, Latinx, people with low incomes) under current and proposed laws --ERA, Affordable Care Act.
- Education issues-funding, Title IX

**Date/Time: Tuesday, October 25, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)**

Near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel. Meeting is free and open to the public. Bring your own lunch.

**Next CWI Meeting: Tuesday, November 29, 2016, Alliance for Justice, 11 Dupont Circle.**

## Dear CWI Members:

**Election Day, November 8, 2016:** The election of the US President, the makeup of Congress and State Legislators. This most important date determines our future, our children's and grandchildren's future. We as women, as informed, educated and concerned citizens determine the decision. What are the most important issues to us as women? In this November 8, 2016 election women are again expected to be the majority of voters and we hold substantial decision making power as well as the power to influence others! First, the issues:

Women care more about preserving the **social safety network**-social security, health care, child care.

The **Economy and Workplace:** address the gender pay gap and secure more workplace flexibility, and paid family and medical leave. This includes child-care and working from home issues and supporting labor unions.

**Equality and Equal Representation:** pass the Equal Rights Amendment to eliminate sex discrimination.

**Abortion and Healthcare:** Ensure that Congress and State Legislatures cannot attack these rights. Women need to focus on Supreme Court and other judicial appointees who favor allowing abortion and affordable health care.

**LGBTQ Rights:** To ensure that the newly achieved rights continue under law and every day interactions.

**Sexual Violence:** To ensure that cases of those who commit sexual violence, whether on college campuses, workplaces or anywhere, are followed through and are properly enforced and that effective prevention efforts are fully supported.

**Environmental and Renewable Energy:** Women value clean air, clean water and environmental protection, and will support candidates who express protection as a national policy.

**National Security:** Recent surveys indicate a needed change in policy, believing that present policy "relies too much on military force ... and creates hatred that leads to more terrorism." The surveys indicate that women worldwide support multinational efforts and global cooperation.\*

In each of these policy-sought issues, various polls including from The PEW Charitable Trusts, indicate women care about these issues more than men do. Therefore each woman's vote carries strong impact in either initiating or continuing the policies.

Karen Beckwith of Case Western Reserve stated "It's difficult, if not impossible, to win a presidential election without a majority of women's votes."\* Women register to vote in greater numbers than men. In 2012 almost 10 million more women voted than men. President Barack Obama was elected by the women's vote-55% of women, but only 45% of men voted for Obama\*.

As an American citizen it is your duty and obligation to continue to examine each candidate's position on those issues of extreme importance to women and vote accordingly. Never before has each woman's vote had such great impact. Let's make our voices heard. Make our vote and influence count. Our voices count in a democracy, and our individual vote counts. Let's use it effectively. Women need more representation in elected offices to achieve these policies.

\*For more information read "Betting on the Gender Gap" by Katherine Spillar in *MS Magazine*, Summer, 2016.

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

## CWI Program Summary-September 27th, 2016 on Complying with Non-Partisan Election Laws While Supporting Feminist Goals

Both of our presenters, **Eleanor Smeal** and **Abby Levine** helped us understand how important it is for feminists to use both tax laws and election laws to embolden and increase efforts to influence elections and related activities. They also pointed out that feminist and other progressive, nonprofit organizations were less frequent and more cautious users of provisions under 501 (c)(4) tax status which allow support for candidates. The Alliance for Justice's Bolder Advocacy program <http://www.bolderadvocacy.org/>, directed by Abby Levine, is available to advise us on how to stay within the legal requirements without adhering to unneeded restrictions that would hamper our effectiveness in achieving feminist goals. In addition to this summary the videos of this meeting prepared by CWI Board Member, Loretto Gubernatis are available from <https://youtu.be/fl5Or8wyuDM> and will be posted on our CWI website [www.womensclearinghouse.org](http://www.womensclearinghouse.org).



At the start of the September 27th meeting, **Eleanor Smeal**, President of Feminist Majority, Feminist Majority Foundation, and Publisher of *Ms. Magazine*, started off by explaining to the audience how 501(c)(3) tax exempt organizations cannot officially take a stance in the upcoming elections of candidates, but they can spend some money on lobbying activities. These restrictions apply to all candidates, including school boards or elected judges, not just partisan elections. An organization with a 501(c)(4) tax exempt status has the ability to support and endorse candidates. That organization can also form an affiliated Political Action Committee (PAC) to contribute to candidates.

Eleanor Smeal emphasized how women's organizations have been encouraged to believe that politics equates to dirty money.

Traditionally, women have been discouraged from politics. Instead, they were expected to play a supportive role in their family and community and to avoid competitive activities. This is why she believes many female-centered organizations shy away from forming 501 (c)(4) organizations or PACs. She talked about how women were discouraged from competition. For example, in the 1950s women were dissuaded from playing competitive sports. She noted that women were advised not play tennis due to the curvature of their bodies affecting the game, which got the audience to laugh over the ridiculousness of that idea. Similarly, women's organizations were expected to help others, but not be politically active. Women's organizations were structured to have non-competitive elections and rapidly rotating leadership by having a nominating committee and short officer terms. This even applied to the early format for the National Organization for Women. The easy succession and short leadership status and uncontested elections were incredibly frustrating to Eleanor and influenced her decision to help get rid of the NOW nominating committee and extend the short 18 month terms of officers to four years.

At the time Eleanor started to work with NOW, there were very few women in politics. Women picketed, demonstrated, and marched, but seemed to use "everything but political power." Eleanor stressed that women and their strong opinions need to be involved and invested in the elections: she says "you have to participate in the election process" if organizations desire our viewpoint, the feminist viewpoint, to be represented strongly in politics.

Eleanor Smeal laid out how easy it is to form a (c)(4) with a sister (c)(3) organization where donors themselves can receive tax deductions. In doing so, she pointed out that many donors do not even bother to itemize small donations to request tax deductions and that some contributors are so committed to feminist goals that they will even give large gifts that are not tax deductible. She explained that the Feminist Majority Foundation is a 501 (c)(3), and that the Feminist Majority is a 501 (c)(4) that also established a Political Action Committee, PAC. Eleanor thinks all women's groups should form a (c)(4) and said, "you just need to keep the books separate." She believes these sister, tax-exempt organizations will get more women involved in the electoral process, resulting in a stronger voice for feminists and more female candidates running for election. She lamented that many current women's organizations only have a (c)(3) tax status. For example, she did not know of any groups focused on domestic violence that had a (c)(4) status. She thought that the

human service provider portion of domestic violence groups should be a (c)(3), but that these groups should also have a (c)(4) because they need to play the legislative game. If a group has electoral strength as well as legislative strength, they have more influence in politics.

Eleanor moved on to Planned Parenthood as an example of a well-known organization that receives government and foundation money to provide patient services using their 501 (c)(3) tax status. They also have a (c)(4) status and formed a PAC so that they are able to work politically to fight for the issues they stand for. She explained that NOW in its early years as a (c)(4) received many small gifts from individuals who were not concerned with receiving tax deductions. However, in the 1980s NOW created the NOW Foundation to also obtain a (c) (3) tax status and encourage larger donations. She noted that there was now more attention to obtaining small donations especially for candidates for public office.

Eleanor emphasized the importance of knowing the rules to play the political game while continuing to provide services and obtain charitable contributions that don't always need to be tax deductible. If women are invested in politics, then they can work to change the rules and allow affiliated PACs the ability to give more money. Interestingly enough, billionaires are allowed to spend as much of their own money as they'd like to run for elections. Average, middle-class Americans are restricted in the amount they can receive in donations when running for office. The most money a person can receive from a single donor in their political candidacy is \$2,700. Election rules currently favor the wealthy, and if groups like Feminist Majority are representing ordinary people. Eleanor pointed out the need to be more involved in issues such as legislation on election rules that could deter candidacies from being "disproportionally for only wealthy people." Eleanor also pointed out how women's groups need to end election laws that favor gerrymandering, where one's party gets favored, and "gendermandering", meaning when the lines are cut a female is not as likely to be elected as a male.

Another issue that Eleanor has put a lot of thought into is that women's organizations are asking for too little money from legislation. She says right now we ask for a billion dollars, which is the "ask" for international family planning, but that devalues what our groups are doing. Our women's organizations need to ask for eight billion dollars, which could help so many women and people on this earth take control of their lives. If we think our issues are so important, which they are," Eleanor says, "we've got to give them more power. We've got to give them more strength." If that means changing the rules, our organizations need to do just that. Elections are not popularity contests. Those who form the rules decide the outcome, and we can do this because it is not about popularity, but assertiveness and money. She urged the Clearinghouse on Women's Issues to form a (c)(4) and each member of the audience to spread the message about (c)(4)s to push women's issues in upcoming elections.

\*\*\*\*\*

After Eleanor finished speaking, Jeanette Lim, CWI Vice President for Legal Affairs, introduced **Abby Levine**, director of AFJ's Bolder Advocacy project. Abby is an attorney who worked in the tax section of a Cleveland law firm and in the National Council of Nonprofit Associations before joining the Alliance for Justice in 2004 because "it was a perfect fit with her interests in progressive issues, support for nonprofits, and the law."



Abby introduced the Alliance for Justice (AFJ) as 115 organizations working together to advance justice and democracy with a special focus on advocacy by non-profit organizations. AFJ is a (c)(3) and has an affiliated (c)(4), the Alliance for Justice Action Campaign. Its Bolder Advocacy program works with hundreds of nonprofits each year to support the advocacy work of nonprofit organizations. The root of what nonprofits can do is tied to tax law, and the more organizations know the rules of tax law, the more they can use them to their advantage. So many organizations can do more than they think they can and use the rules as a sword rather than a shield, as Abby said, to fight for the issues they care about. Bolder Advocacy has an assistance hotline, 866-NPLobby, and an email address, [advocacy@afj.org](mailto:advocacy@afj.org), for people to call and ask questions

about the law and navigating these intricate rules.



Eleanor Smeal shared her appreciation of how important and helpful Bolder Advocacy is based on her experience receiving generous assistance in navigating the tax and election rules for both the Feminist Majority Foundation and the Feminist Majority.

Abby Levine continued to speak about 501 (c)(3) organizations and how they have a unique advantage of being tax deductible for contributions to them due to their charitable work, religious work, etc. For example, if an organization primarily provides services and needs federal and foundation support it will probably want to use a 501 (c)(3) tax exempt status because many foundations only give to this type of tax exempt organization. On the other hand, an organization (like CWI) that doesn't seek large donations may be able to focus more of its work on political action using its 501 (c)(4) status. As with everything, there is a tradeoff. While 501 (c)(3) organizations can receive tax deductible contributions, they cannot support or oppose candidates for office. They are also limited in their ability to lobby, but still can support and oppose legislation.

Abby thinks it is important to demystify the fact that 501 (c)(3) organizations can do so much more in the legislative arena and embrace the possibilities of what they can do, rather than being overly cautious about crossing the line prohibiting election-related activism. Progressive groups seem to be more hesitant to approach the line that cuts a 501 (c)(3) off from this activism, while conservative groups tend to be more aggressive.

Abby added that the great advantage of a 501 (c)(4) organization is that they can do a lot of lobbying including working on ballot measures and bills. They also play a very special role in election-related activity. Under the tax rules, a 501 (c)(4) can support candidates, but it cannot be the organization's primary purpose.

The tax law is not the only game in town. Election law is also important. Abby pointed out that federal election law has been in flux over the past few years. The Citizen's United Supreme Court decision aided 501 (c)(4) organizations in endorsing candidates to people other than their own members, but still does not allow corporations to make contributions to candidates for federal office. Even after Citizens United, c4s—and all corporations—CANNOT make donations to candidates. Citizens United allows corporations to make independent expenditures, but not direct contributions or otherwise coordinate with candidates. A PAC can spend as much money as it wants to support or oppose candidates, however, they can do less work in legislation. Different organizations can do different things, which is why it is important to know the benefits and downfalls of each type of organization.

The rules also apply to all the ways an organization can communicate, including their social media sites (like Twitter and Facebook). As an individual, even though you may work for a nonprofit, you can support or oppose candidates and legislation on your personal social media accounts. You just need to be clear about what "hat you're wearing," meaning what organization(s) you are posting for or when you are posting your own opinions and ideas on a personal account.

Some things are going to be extremely high risk when the IRS is looking at facts and circumstances, like opposing Trump. However some things are incredibly low risk, like encouraging people to register to vote. If an organization invites a politician who is up for reelection to an event they are hosting, they don't want to work with the politician's campaign staff or to coordinate issues with the campaign. However, there are ways to have a candidate come and visit or speak for your organization. For example, Trump visited a church in Flint, Michigan, to speak. He began to go off on a tangent about Hillary, but the pastor stood up and made sure he knew that they invited him to their church to thank them for their work during the Flint water crisis, not about the upcoming election.

501 (c)(3) organizations and 501 (c)(4) organizations have different roles on social media with regard to politics and elections. Using the previous night's presidential debates, Abby outlined how a 501 (c)(3) should interact with Twitter followers versus how a (c)(4) should interact with Twitter followers. 501 (c)(3)s could highlight debate discussion points with facts, like stating how many refugees were resettled in the United States last year or what celebrity is a successful immigrant. 501 (c)(4)s can highlight the candidates' stances on immigration, abortion, and any other discussion points and advocate in favor of or against a candidate.

Abby encouraged questions about boundaries of 501 (c)(3)s and (c)(4)s and asked them to reach out to Bolder Advocacy.

**Additional Resources:**

<http://feminist.org/> and <http://feministmajority.org>

[www.AllianceforJustice.com](http://www.AllianceforJustice.com) and [www.BolderAdvocacy.com](http://www.BolderAdvocacy.com) Alliance for Justice. The Rules of the Game: A Guide to Election-Related Activities for 501 (c ) (3) Organizations, Alliance for Justice, Second Edition

Alliance for Justice, The Connection: Strategies for Creating and Operating 501 (c)(3)s, 501 (c)(4)s and Political Organizations, Third Edition, B. Holly Schadler © 2012

Nonprofit VOTE [www.nonprovitvote.org](http://www.nonprovitvote.org)

## Coming DC Area Feminist Events

In addition to the events below, check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWInews](http://www.twitter.com/CWInews) pages! LIKE and FOLLOW us. Members, be sure to share your upcoming feminist events. We are happy to help promote the important work you do! CWI member organizations are especially encouraged to send events for future newsletters to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org).

**Saturday October 15, Evening of Chocolate Gala**, 8-11 PM, Ten Oaks Ballroom, Clarksville, MD sponsored by [www.prochoicemd.org](http://www.prochoicemd.org)

**Tuesday, October 25, 2016, Noon to 1:30. CWI Meeting Understanding Divergent Views on National Issues Affecting Women in the 2016 Election.** (See Page 1)

**Wednesday, October 26, 2016, 9-11 AM Trouble in the land of early childhood education?** The Brookings Institution, Falk Auditorium, 1775 Massachusetts Ave, NW, Washington DC, RSVP to attend [http://connect.brookings.edu/register-to-attend-early-childhood-education?utm\\_campaign=Economic+Studies&utm\\_source=hs\\_email&utm\\_medium=email&utm\\_content=35618815](http://connect.brookings.edu/register-to-attend-early-childhood-education?utm_campaign=Economic+Studies&utm_source=hs_email&utm_medium=email&utm_content=35618815) or Webcast [http://connect.brookings.edu/register-to-watch-early-childhood-education?utm\\_campaign=Economic+Studies&utm\\_source=hs\\_email&utm\\_medium=email&utm\\_content=35618815](http://connect.brookings.edu/register-to-watch-early-childhood-education?utm_campaign=Economic+Studies&utm_source=hs_email&utm_medium=email&utm_content=35618815).

**Wednesday, October 26, 2016, Noon to 1PM. Free Webinar on US funding for the United Nations Population Fund (UNFPA) and the possible implications of the upcoming elections.** <https://attendee.gotowebinar.com/register/3130610148859103747>

**Wednesday, October 26, 2016, 6PM National Women's Law Center (CWI member) 2016 Awards Dinner, Building a movement for girls.** Marriott Marquis, 901 Massachusetts Ave, NW, Washington, DC. To sponsor and attend see: [https://secure2.convio.net/nwlc/site/Donation2?df\\_id=5300&5300.donation=form1](https://secure2.convio.net/nwlc/site/Donation2?df_id=5300&5300.donation=form1)

**Monday, October 31, 2016, 8 AM-5 PM, National Advancing Equity in Adult, Community College, and Career and Technical Education Symposium**, U.S. Department of Education, Potomac Center Plaza, 550 12th Street, SW, 10th Floor Auditorium, Washington, DC <http://conference.novaresearch.com/AdvancingEquity2016/agenda.cfm>

---

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

*Photos: Anne Martin. Meeting summary, Bailey Hovland Intern, Feminist Majority Foundation with revisions by Abby Levine, Alliance for Justice.*

*Newsletter edited by Sue Klein*

### CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017

**OFFICERS:** Co-Presidents, Sue Klein and Harriett Stonehill; VP Membership, Linda Fihelly; Treasurer, Holly Taggart Joseph; Co-Secretary, D. Anne Martin; Co-Secretary & VP Legislation, Roberta Stanley; Loretto Gubernatis, VP Media Directors: Connie Cordovilla, Jeanette Lim

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655



# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI July 1-June 30 (Please fill in the appropriate years.)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url)

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

November 2016 CWI Newsletter

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

**Invitation to Tuesday, November 29, 2016 Noon-1:30 PM Clearinghouse on Women's Issues (CWI) Meeting at the Alliance for Justice, 11 Dupont Circle**

## **WHAT TO EXPECT DURING TRANSITION? HOW CAN WE PRESERVE SUPPORT FOR FEMINIST GOALS?**

This interactive meeting will focus on opportunities for feminists to influence the transition processes. This will be challenging since we have been preparing for the first woman President who promised to support feminist priorities. Instead, we will focus on weighing in on Trump-Pence plans that will help or impede our feminist goals. We will focus on transition strategies such as influencing **appointments, governmental reorganizations, and prioritizing issues and goals for both the Administration and Congress.**

Our presenters will discuss experiences during previous transitions and describe key differences in how this period was handled by different outgoing and incoming administrations. They will solicit additional insights from meeting attendees who will be asked to share their concerns and advice to maximize positive feminist opportunities for this transition. What should feminist groups be urging the Obama Administration and current Congress to do before Jan. 20, 2017? Should it be: Hiring more civil servants since Trump has promised a hiring freeze? Passing already proposed legislation such as the Perkins Vocational-Technical Education Act, the Gender Equity Education Act, and the Fair Pay Act?

In discussing the roles of current and new political **appointees** we will learn about the Plum Book, "burrowing in" and other strategies. To what extent will the press inform the public about feminist credentials of appointees? How can career civil servants be key allies in maintaining feminist gains from the previous administration? To what extent can we encourage transparency and full attention to civil rights laws by the Trump Transition Team?

What do we know about proposed Trump Administration **governmental reorganization changes**? Should we be advocating the retention of some current Administration entities such as the White House Council on Women and Girls?

Work by women's organizations has already started on **defending hard fought gains** and identifying **potential areas for progress** with the new Administration and Congress. Women's organizations are focusing on building and demonstrating grassroots support for their issues, readying legal and advocacy strategies to defend key protections for women (with a particular focus on women of color, immigrant women and LGBTQ women) and developing and advancing strong solutions on issues that the new Administration has identified as potential priorities such as child care and paid family leave.

### **Presenters/Discussion Leaders:**

**Jeanette Lim** will share her experiences during 36 years as a federal worker including 23 years in the Senior Executive Service, during which she served during several transitions as Assistant Secretary for Civil Rights in the Department of Education. She will share her experience in the transition from President Jimmy Carter to President Ronald Reagan and from President Bill Clinton to President George Bush which will provide insight on what expect and strategies.

**Emily J. Martin**, Vice President for Workplace Justice and General Counsel, National Women's Law Center, will share insights on influencing Administrations and Congress during past transitions and current work on a path forward with the new Administration.

**Date/Time: Tuesday, November 29, 2016/ Noon to 1:30 PM**

**Location: Alliance for Justice, 11 Dupont Circle, NW, Washington, DC (2<sup>nd</sup> Floor)**

Near Dupont Circle Metro Station. Enter building on New Hampshire Ave. across from Dupont Plaza Hotel.

Meeting is free and open to the public. Bring your own lunch.

**Next CWI Meeting: Tuesday, January 24, 2017, Alliance for Justice, 11 Dupont Circle.**



### Dear CWI Members:

On the left is 99 year old Margery Shurberg from Sarasota, FL attending a Halloween Party as a **voter** wearing Feminist Majority “She Wins, We Win” and ‘Another Feminist for Hillary’ Pins. On the right is a DC area voter going blue for Hillary.



**But on Wednesday November 9, 2016 we learned that our dreams of the first woman and feminist president must be deferred.**

**"Let us not grow weary!  
Let us not lose heart!"**

Hillary Clinton, 11/08/16

We must continue to regard the Constitution and other institutions as contracts to determine our behavior. This social contract remains strong only as long as we have faith in it. How do we, as a nation, emerge from the uncivil discourse that has dominated the pre-election talks? We are just starting to witness some civility.

Civility exists on two levels. Civility is politeness and respect between people as well as belief that the opponent's motivations are honorable. That kind of civility did not prevail in this election. It has not allowed for an open exchange of ideas and views for voters to consider. That is a loss. It weakens our national social contract.

Despite widespread disappointment that we are not now congratulating our first woman president, CWI will continue on its mission to provide information significant to women and girls and to advancing gender equality. We will follow through with education and advocacy on “Understanding Divergent Views on National Issues Affecting Women” the topic of our Oct. 25, 2016 meeting -- summarized in the next pages. Our Nov. 29, 2016 CWI meeting on “What to Expect During Transition? How Can We Preserve Support for Feminist Goals?” is an example of how we must always work for the changes we support. We must work for change at a policy level so that our actions better the lives of people who live with inequality regarding age, disability, economics, gender, national origin, race, religion, sexual identity/orientation, and more. We must endeavor to work on issues regarding health, safety, education, equal pay for equal work, protecting our environment, global peace and more. Our mission to continue these significant efforts provide us with a sense of resilience and resolve. We, as members of CWI, reflecting on our 40+ year history, will continue to work with our many like-minded colleagues to increase our abilities to attain many types of gender equity goals.

President Obama stated **"Yes, I still believe in hope. I am as optimistic as ever."** He warned us against complacency. Our actions will prove our individual and group strength.

We must engage in new dialogues and cooperation. Women’s equity issues are the core of American values. Come join us at our monthly CWI meetings and suggest topics and experts where we can learn and make a difference! A photo of some of the participants at the Oct. 25, 2016 CWI meeting at the Alliance for Justice overlooking Dupont Circle is on the right.

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



## CWI Program Summary-October 25th, 2016 on Understanding Divergent Views on National Issues Affecting Women

Presenters **Sheva Diagne** (left in photo) and **Gaylynn Burroughs** (right in photo) aided us in discussing issues that are especially pertinent to labor union women and feminist organizations, even though technically no issue is exempt from affecting women. Voters need to understand that although there is some consensus on the importance of many issues, like work/ family balance and ending sexual harassment and assault, key differences exist on the desired strategies to address these issues. Our presenters detailed the key differences in these strategies and led a discussion with additional insights from meeting attendees, who also outlined similarities and differences they saw in the proposed solutions.



CWI Co-President Harriet Stonehill began the meeting by introducing **Sheva Diagne**. Sheva is the Program Coordinator of Women & Working Families, Civil, Human, and Women's Rights Department at the AFL- CIO, which recently published *Equal Pay, Equal Say - Our Voices: A Snapshot of Working Women* that highlighted the results from a national survey involving almost 25,000 working women. Sheva has a BA from Stanford in Urban Studies and a Master's from Georgetown University in Public Policy Analysis.

Sheva first discussed why the labor movement and AFL-CIO care about prioritizing women. Women are nearly half of the workforce and about 46.6% of all union members. In the near future, women are projected to become a majority in unions due to the decline in male-dominated sectors, like manufacturing, and due to the growth in the service sector and public sector, in which women are overrepresented.

In *Equal Pay, Equal Say - Our Voices: A Snapshot of Working Women*, AFL-CIO surveyed 23,000 union and nonunion women. Two-thirds of the women were union members. The survey asked, "What are the barriers to your economic security?" The top five answers were: healthcare costs, low wages, the cost of higher education and student loan debt, lack of control over the work schedule, and personal debt. The survey also asked what issues the respondents would be willing to take action on in order to facilitate change. The priority responses were: equal pay for equal work (which was the case across the board for women of all ages and racial groups), affordable healthcare, guaranteed healthcare for all, affordable higher education, and raising the minimum wage. The only issue that didn't carry over into an action was the uncontrollable or unpredictable work schedule. The data also revealed that childcare pertained more to women around the 35 year age range, whereas healthcare was a bigger concern for older women. Raising the minimum wage along with access to higher education were also especially important to younger women.

The Women's Committee of the AFL-CIO developed a Women's Economic Agenda to address specific priorities that will help achieve underlying equity goals. The economic agenda included:

- Strengthening the right to join a union;
- Equal pay for equal work;
- Protections against discrimination in the workplace;
- Establishment of a \$15 minimum wage;
- Access to paid sick days and paid family medical leave;
- Fair and predictable schedules;
- Universally affordable and accessible childcare;
- Access to affordable healthcare;
- Respect for a woman's right to decide when and if she would like to have children;
- Protection from gender-based violence in the workplace and home;
- Retirement security;

- Improved funding for public education and access to affordable post-secondary education;
- A path to citizenship for undocumented immigrants.



Strengthening collective bargaining rights is not a simply self-serving union agenda. It is necessary because women have the most to gain from a union. Sheva reported that unions raise women’s wages, on average by 12.9%. Union women are 36.8% more likely to have employer-sponsored healthcare coverage and 53.4% more likely to have pension coverage than non-union women. These statistics are even higher for women of color and low-wage workers. Unions close the wage gap through wage-setting and collective-bargaining agreements and pay transparency. Equal pay for equal work naturally extends from that but we also need more direct federal and state legislation to extending union benefits to women who may not belong to a union. Unions also have the capacity to negotiate for fair

scheduling practices, like ‘clopening’ (closing and opening on consecutive days where people are required to work late shifts on one day and early shifts on the next) and for being sent home early, and for full, 40 hour work weeks. Unions fight not only for their union members, but for all workers who deserve to be paid a higher minimum wage, to have paid sick days, and other issues that affect everyone in the workforce.

Harriet then introduced the second speaker, **Gaylynn Burroughs**. Gaylynn is Public Policy Director at Feminist Majority and a frequent contributor to Ms. Magazine. She has a BA from Yale University, a JD and LLM from New York University School of Law, and was a professor at Fordham Law School.



Gaylynn addressed issues such as reproductive rights where unions do not take the lead. For example, AFL-CIO generally supports other progressive organizations that are more explicit about reproductive justice, but it does not provide leadership on these issues. Gaylynn first said that she truly appreciated Sheva's topic of women and unions because her mother was a union member and single mother, giving her a personal demonstration of the quality-of-life benefits unions can give to women and their families.

Gaylynn then went on to introduce the first issue, the Supreme Court, that she thought was important when looking at divergent views in the coming election. The Supreme Court is currently operating with eight people, missing a ninth justice. Although Merrick Garland was nominated as a new Supreme Court justice by President Obama, there has been a notorious amount of obstruction to even taking a Senate vote his confirmation. It is possible that the next president will have the opportunity to appoint as many as four of the upcoming Supreme Court justices, due to the age of some current Supreme Court justices as well as this open ninth seat. This issue matters because of the Supreme Court’s last term, when we saw 4-4 splits on *US v. Texas* in regards to the President’s executive act on immigration as well as on reproductive rights (look at *Zubik v. Burwell*). Gaylynn continued to ask, “What does that say to us?” It says that birth control, an issue that has not been prevalent in elections for a long time, is at stake. However, one beneficial thing happened as the result of a 4-4 split in *Friedrichs v. California Teachers Association, et al.* This tie allowed the lower court's ruling to stand and allow unions to collect fees. However, there is no precedential value to that case on the Supreme Court level. Thus, unions’ ability to collect fees from non-union members can be challenged again in the Supreme Court. Another especially important feminist employment issue is to go beyond the legislation that focuses on equal pay for equal work and to provide equal pay based on work of comparable value. This is critically important for women because fields dominated by women like childcare, pay much less than male-dominated fields such as garage attendants. Meeting participants pointed out that these progressive women’s equity issues are not new.

Roe v. Wade has two divergent views in which both sets of people cannot agree on the problem. One politician involved in the current election has called for Roe v. Wade to be put on "the ash heap of history" and overturned in its entirety. Gaylynn believes the question of the election is if people are going to have to continuously fight for birth control and abortion or if people are going to have a proactive, forward-looking agenda that not only protects rights to birth control and abortion but also to accessing these legal resources. She also pointed out that supporters of reproductive rights may differ on spending energy just defending abortion or on expanding access to abortion and healthcare.

Another issue is violence. This issue isn't a secret, as evidenced by one candidate (Trump) who was heard on a recording boasting of sexual interactions with women. (Later over a dozen women said that he treated them the way he said he liked to treat women in this recording -- without their permission.) This election has shown how rape culture continues to be prevalent and a problem in our society. In particular, there has been a focus on sexual assault on campuses that the Feminist Majority has worked a great deal on. There is Title IX. The premise of Title IX is to prohibit sex discrimination to ensure equal opportunity in education. Gaylynn pointed out that there are divergent views on how to address sexual assault on campuses. Some want to focus on using the criminal justice system and others focus more on the civil rights protections and proactive reporting and training strategies covered by Title IX and the Clery Act. Gaylynn continued to speak about the Republican Party platform, which has a section that says Title IX is very limited and the regulations and guidance coming from the Department of Education overreach its boundaries. She went back to relate all of these issues to laws and the Supreme Court, asking if "the law is supposed to maintain the status quo" or if we are supposed "to interpret the law against the landscape that is our evolving society?"

Discussion shifted to sexual and LGBTQ education in schools, from age-appropriate lessons in elementary schools to a helpful discussion of these issues in higher education. There is no simple answer on how to implement education on sexual and LGBTQ education. One view wants to reinforce the patriarchal explanations, while another view would like to be more inclusive of the LGBTQ community as well as to provide more comprehensive sexuality education. Harriet also voiced her concern on gun control and energy, which might not appear to be women's issues but are inextricably linked to women. Once again, women's issues are all issues. Some issues are simply more evidently entangled in a woman's life than others.

## Coming DC Area Feminist Events

For the rest of the year we will send selected events to CWI members on our mailing list. Members, be sure to share your upcoming feminist events to post in 2017 CWI newsletters. We are especially happy to help promote the important work of CWI member organizations. Send information to [president@womensclearinghouse.org](mailto:president@womensclearinghouse.org). Check out CWI's Facebook [www.facebook.com/womensclearinghouse](http://www.facebook.com/womensclearinghouse) and Twitter [www.twitter.com/CWINews](http://www.twitter.com/CWINews) pages! LIKE and FOLLOW us.

---

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

*Photos: Anne Martin, Sue Klein, Christina Freitas, and Judy Gee. Meeting summary, Bailey Hovland Intern, Feminist Majority Foundation.*

*Newsletter edited by Sue Klein*

### **CWI BOARD OF DIRECTORS, JULY 2015 – JUNE 2017**

**OFFICERS:** Co-Presidents, Sue Klein and Harriett Stonehill; VP Membership, Linda Fihelly; Treasurer, Holly Taggart Joseph; Co-Secretary, D. Anne Martin; Co-Secretary & VP Legislation, Roberta Stanley; Loretto Gubernatis, VP Media  
Directors: Connie Cordovilla, Jeanette Lim

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

Copyright © 2016 Clearinghouse on Women's Issues (CWI). All rights reserved.  
700 Seventh St. SW, Suite 3, Washington, DC 20024 Tel. 202/438-5655





# Clearinghouse on Women's Issues

## Membership Form

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

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

Enclosed is a check for CWI July 1-June 30 (Please fill in the appropriate years.)

- Individual (\$25/one year) (\$45/two years), (\$65/three years)
- Individual under 30 years old (\$15/one year)
- Virtual-(\$20/one year) (Email newsletter only for members outside Washington, DC area)
- Organization (\$40/one year or \$100/three years)
- 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 (If Yes, provide url)

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