

Women's Policy Research

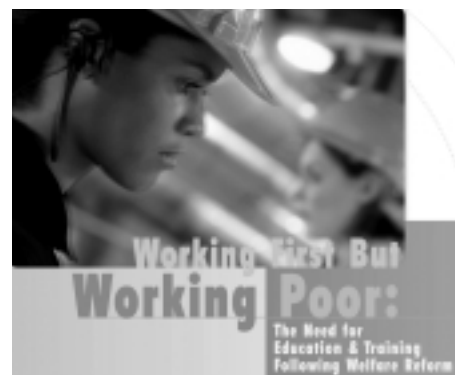
New Study Reveals Gender Segregation in Job Training and Makes Recommendations for Improving Welfare System

By Danielle Hayot

It wasn't so long ago that paid employment options for women were limited to teaching, nursing, secretarial work, and a variety of other lower-paying jobs in retail, services, and manufacturing. Women today represent 28.8 percent of lawyers, 26.6 percent of physicians, and 42.3 percent of college and university teachers contributing significantly to the economy through paid labor in sectors historically dominated by men. Jobs once considered "nontraditional" for women now depend heavily on women and their contribution to the labor force.

Women have not been integrated across all occupations and industries, however. For example, in those sectors characterized by highly skilled manual labor, women still remain a small percentage of the total employed.

Nontraditional jobs, defined by the Women's Bureau as jobs where women comprise less than 25 percent of the total employed, usually pay substantially more than many service sector jobs. They are generally unionized, offering workers health insurance and other benefits that low-skilled, low-paying service sector employment often lacks. For women with minimal



education trying to leave welfare and get into well-paying, stable employment, access to better-skilled jobs in the manufacturing and construction industries (cont'd on p. 4)

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Strengthening Women's Influence: The Importance of Women in Elected Office

By Amy Caiazza, Ph.D.

As a result of the 2000 elections, for the first time in recent history, the proportion of women serving in state legislatures declined. Although women won many gains in increasing their representation during the 1990s, this trend seemed to taper off during the last part of the decade.

This decline signals a renewed need to answer a crucial question: Does representation really matter for women? Current research at IWPR examines whether, and how, public policies change when women are in the picture. In a recent paper presented at the American Political Science Association conference in San Francisco, Study Director Amy Caiazza, Ph.D., and intern Meghan Purvis (Brown University) found that, across the states, women's representation in elected office is strongly related to levels of woman-

friendly policy. Not surprisingly, states with higher levels of women's representation also have better policies for women. In fact, in comparison with other factors that might increase levels of woman-friendly policy in a state—such as high levels of women's voter turnout and the existence of women-centered institutions—women's levels of representation were the strongest predictor of woman-friendly policy.

These findings suggest that women elected officials influence the policymaking process to include issues of importance to women—issues that have been traditionally ignored by male public officials. The findings point to the real need for local, state, and national efforts to increase women's representation. Having women in elected office cannot guarantee better policies for women, but it is a definite leg up.



President's Message

As I write this in late September it is impossible to think of all of IWPR's members and friends without worrying about what losses you might have suffered in the horrific events of September 11th. So many of you live in Washington, DC, and New York City. Those who work at IWPR and serve on its Board of Directors are safe. Though some were in the immediate vicinity, none were at the World Trade Center or the Pentagon. For this, we are thankful.

The full ramifications of the terrorist attacks on our country over the next months or years and our country's and the world's response remain unknown. But they have brought something home to me—that I, personally, must pay more attention to global and international issues. While my work will always, I suspect, focus on women and their families here in the United States, where so many still lack so much, I must devote more time and attention to learning about the political and economic conditions in other countries, our country's policies towards them, and international machineries that may be helpful. I must become a more informed world citizen and understand better how my life here is intertwined with women's lives elsewhere.

Furthermore, while I have often focused on economic perspectives, economics alone cannot explain the rise of terrorism and extremism nor be our sole guide to their reduction. Global capitalism is an enormously dynamic and productive economic system that has generated unimaginable wealth. At the same time, it has also generated uneven growth, insecurity, and the concentration of economic and political power. Yet, some countries have been better able than others to ameliorate the worst effects and harness the dynamism of this new and powerful economic system. The political,

social, and civic capital that human societies develop are critical in controlling and using economic wealth for human good.

At IWPR, we are working hard to develop our newest program area, "Democracy and Society." In 1996, 1998, and 2000, we produced 33 reports on the status of women in individual states in the United States. In 2002 and 2004. We will publish the remaining 18 state reports. These reports analyze aspects of women's political status such as their voting behavior and their success as candidates, and the development of state-based political machinery to address women's issues.

We want to conduct further research on what motivates women (and men) to vote, to support progressive social policies, to motivate others, and to run for office. Already, we have learned that women come to community activism through different routes than men do and that neighborhood safety is a critical enabling (or disabling) factor in their participation (see the recent IWPR Research-in-Brief, "Women's Community Involvement: The Effects of Money, Safety, Parenthood, and Friends"). And using data from our state reports, we have found that states having more women-friendly policies also have the most women in political leadership—women leaders support and enact women-friendly policies. We'd like to study communities with particularly high rates of leadership by women to see what accounts for women's greater participation.

As we expand our research in this area, we want to include work on other countries and on national and international machinery: How do women's family and community activities contribute to the building of civil society, democratic institutions, and effective government machinery and how can these activities be encouraged? How can women be inspired to take on political leadership positions? What are the ramifications of leaving women out of a country's political system?

In recent years, a growing group of critics has been calling attention to the dangers of unfettered economic growth, to the

human costs of poverty and inequality, and to the costs of political instability caused by underdeveloped political institutions. Feminist scholars and activists have also pointed out that societies that treat women poorly are themselves often more violent and unstable. In many poor countries, where women's needs and interests are ignored, economic insecurity and political instability can lead women, like men, to pursue terrorist activities or at least to encourage terrorism and facilitate it when not participating directly themselves. Encouraging gender equality and the inclusion of women in the political process can contribute to a nation's stability. Shouldn't the Taliban have been stopped long before now for their inhumane and oppressive treatment of women?

In the wake of the terrorist attacks, these questions are getting a better hearing. The attacks have heightened our awareness of conditions around the globe and of our need to study, learn, and participate as global citizens. Our ideals of equal opportunity in a humane society remain the same. Let's get busy!

Work Life Congress 2001

On October 10, Heidi Hartmann was a panelist with CEOs Roger H. Brown (Bright Horizons Family Solutions), Joanne Dresner (Pearson Education), and Thomas Workman (Licony) at the 5th Annual Work Life Congress 2001 in New York City. The panel, "Economic Reverberation and Impact of 9/11/01," was moderated by Floyd Norris of the *New York Times*. The event, originally scheduled for September 20-22, was postponed and quickly reorganized to reflect the tragic events of September 11th.

The Congress is an annual event organized by Working Mother Media and attracts several hundred CEO's and HR people from companies all over the country. At the conclusion of the Congress, the hundred best companies for working mothers in America, as determined by a national evaluation, are announced and recognized.

Movement Expands Help to Workers with Caregiving Responsibilities

By Vicky Lovell, Ph.D.

Women's increased commitment to paid employment was one of the most striking socioeconomic phenomena of the 20th century, but public policies supporting this commitment are still based on a 19th century view of life. Women across the demographic spectrum identify combining work and family as one of the biggest problems for employed women today. Low-income women, in particular, are likely to lack scheduling flexibility and basic policies, such as paid sick leave, that are essential to caring for families while preserving employment.

Public support grows for paid family and medical leave

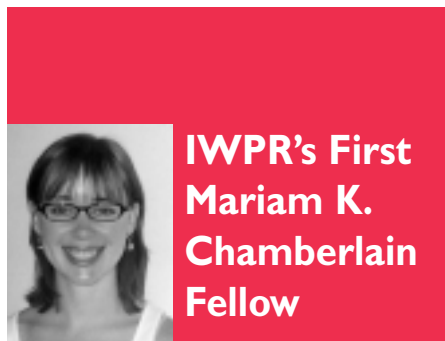
A recent poll found the vast majority (80 percent) of adults would like new parents to have some paid time off work to care for their infants. Advocates have been successful in introducing paid leave proposals in legislatures in more than half the states in the last three years. Broad-based coalitions of employees and parents, as well as advocates for children, women, the disabled, and the elderly are exploring a wide range of policy proposals, including models based on Temporary Disability Insurance to provide family leave and Unemployment Insurance for parental leave; funding family leave through general revenues; and cost-sharing between workers, employers, and taxpayers.

The changing economic context underscores the need for a stronger safety net

Support for programs to accommodate employees' caregiving responsibilities may increase as the policy environment changes. The current economic slowdown and rising unemployment highlight the need for a strong social safety net. Many Americans are reevaluating the importance of time spent with their families, as part of their reaction to the September 11 terrorist attacks. Although the U.S. Chamber of Commerce and other business associations are pressuring policymakers to reject paid leave proposals, advocates are committed to developing legislative ideas that can be implemented into law. Some employers also support such changes.

See related IWPR products:

- Paid Family and Medical Leave: Essential Support for Working Women and Men (Fact Sheet)
- Today's Women Workers: Shut Out of Yesterday's Unemployment Insurance System (Fact Sheet)
- The Widening Gap: A New Book on the Struggle to Balance Work and Caregiving (Research-in-Brief)



IWPR proudly welcomes Amy LeMar as our first Mariam K. Chamberlain Women and Public Policy Fellow. The program was established to honor Dr. Chamberlain's inspiring work on behalf of women throughout the world, and helps IWPR train new scholars and leaders in the movement for women's equality.

Amy received her Honors BA from the University of Western Ontario in both economics and politics, and is currently working toward her Masters in international political economy and women's studies at Queen's University. Her thesis, entitled "A Feminist Critique of Neoliberalism: An Examination of the Impact of the World Trade Organization's Policies on Women in the United States, Canada, and Great Britain" is due to be examined in 2002. Amy plans to pursue a Ph.D. in the near future, and is focusing her work on child and elder care, both in the United States and abroad.

The following individuals generously contributed to the Mariam K. Chamberlain Fellowship in Women and Public Policy: Martha Blaxall, Kay Deaux, Ellen Delany, Heidi Hartmann, Mary Murphree, Brigid O'Farrell, Pamela Stone, Barrie Thorne, James Tobin, and Marcia Worthing.



MEDIA NOTES

IWPR has become a prime resource for the national media, both broadcast and print, who look to us to direct them to sources who are knowledgeable and able to talk about stories and assignments. This is a terrific position for IWPR—to the reporters, we not only are experts in our own fields, but have become "experts" on the "experts." In the past several months, we have fielded calls from reporters and researchers from *60 Minutes*, the *Associated Press*, *CBS Marketwatch*, the *Chicago Tribune*, *NBC News*, *Dallas Morning News*, *Working Mother*, *CNN*, the *New York Times*, and *The Boston Globe* (Ellen Goodman), among others.

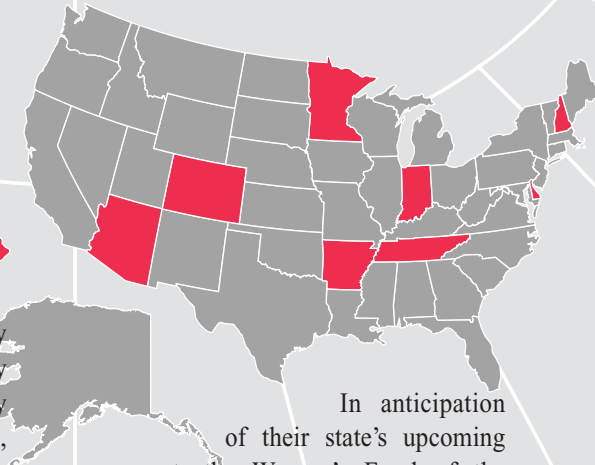
We've been quoted in stories on social security in the *Wall Street Journal* and *Newsday*; women and retirement in the *New York Times* and *Chicago Tribune*. The September 2001 AARP Bulletin ran a Special Report on social security, featuring Heidi Hartmann and quoted liberally from IWPR reports. IWPR's newest study, *Working First But Working Poor*, was mentioned in a Washington Post column in August and is beginning to receive widespread attention.

Dr. Heidi Hartmann appeared on *MSNBC* in July, opposite Michael Schwartz, VP for Government Relations at Concerned Women for America, regarding the appointment of Wade Horn as Assistant Secretary for Children & Families of the U.S. Department of Health and Human Services. Mr. Horn is one of the founders of the Fatherhood Initiative. In June, Dr. Hartmann was the featured guest on a live call-in show on New Hampshire NPR regarding the Administration's policy initiatives on marriage.

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REPORTING BACK: Impacts of the Status of Women in the States Reports



State-based Advisory Committees remain the heart of IWPR's *Status of Women in the States* project. The dynamic and committed group of women who serve on these committees continues to use the *States* reports to promote policy changes in their states. Past and present committees report back to us as they continue to forge ahead:

Mary Hartman, Director, Institute for Women's Leadership, and Chair, New Jersey Advisory Committee, recently invited IWPR to participate in the upcoming Governor's Conference on Women. A workshop will focus specifically on the brand new issue of *NJWomenCount*, a joint publication by the Institute for Women's Leadership and the New Jersey State Division on Women. Inspired in part by IWPR's *Status of Women in New Jersey*, *NJWomenCount* considers

current demographic trends for New Jersey women and raises questions and policy implications these trends suggest. As Mary Trigg, Institute for Women's Leadership,

"IWPR has led the way in looking at the big picture of how data can have such a profound impact on advocates' abilities to draw attention to issues crucial to improving women's status."

said, "We want to look at the issue of how different kinds of constituencies can use data in the states to influence policy. IWPR has led the way in looking at the big picture of how data can have such a profound impact on advocates' abilities to draw attention to issues crucial to improving women's status."

In anticipation of their state's upcoming report, the Women's Fund of the Milwaukee Foundation has been proactive in creating a workshop specifically to show advocates how to use data to promote policy changes to improve the status of women to prepare for the *Status of Women in Wisconsin* release (fall 2002). Tracy Wayson, Director of the Women's Fund and Chair, Wisconsin Advisory Committee, stresses, "We think it's crucial to have training for state and community activists on how to use data to tell the story. We hope this workshop will provide specific knowledge and resources people need when the *Status of Women in Wisconsin* is released."

We want to hear what is happening with the report in your state! Please share your news with us and contact Jean Sinzdek (P: 202/7

New Study Reveals Gender Segregation in Job Training and Makes Recommendations for Improving Welfare System

(cont'd from p. 1)

can significantly increase their chances for economic self-sufficiency.

Working First But Working Poor, The Need for Education and Training Following Welfare Reform, a new research report by IWPR in collaboration with the NOW Legal Defense and Education Fund, reveals a pattern of continuing gender segregation in referrals to job training programs. The study shows that effective job training in fields such as computer programming, truck driving, welding, carpentry, plumbing, and electrical work can increase hourly wages, sometimes more than 100 percent. But such training for women, though available, is rare.

Instead, welfare leavers are more likely to be trained for "women's work" in female-dominated fields such as hospitality, child-care, cosmetology, and office work. They are

most likely to be shunted into low-paying jobs in customer service, patient care, general clerical, childcare, and culinary arts, areas of the greatest job growth in the low-wage service sector. Moreover, the study found that more women may be interested in nontraditional employment than are being detected by case managers and vocational counselors.

Students reported some level of dissatisfaction with the quality of vocational counseling. The study revealed that caseworkers often failed to provide information about wages, labor market trends, and the benefits associated with specific jobs. Instead, they used past work experience to gauge their clients' skills; if a client's employment history reflected traditional men's or women's work, a client would most likely not be informed of employment opportunities that were different.

Working First But Working Poor presents recommendations aimed at increasing nontraditional job training and employment options for low-income women. These include extended training time for welfare leavers to learn basic skills; encouraging pursuit of higher education for those with high school diplomas or GEDs; increased education of welfare case managers; better understanding of the full scope of nontraditional employment; increased access to vocational and technical training for girls and young women; and permitting training and work during regular weekday hours. Many of these recommendations may be addressed through the upcoming reauthorization of the 1996 welfare reform bill in 2002.

The study examined job-training programs in Albany, NY; Boston, MA; Camden, NJ; Chicago, IL; Oakland, CA; San Antonio, TX; and Seattle, WA. Researchers conducted more than 120 hours of structured inter-

Powerfully combining research with action, members of the *Status of Women in Tennessee* Advisory Committee are participating in a series of community forums in the state. "The Status of Women in Tennessee: A Call to Action" is intended to rouse Tennessee women to get involved in mentoring programs for girls. Barbara Devaney, Executive Director of the Tennessee Economic Council on Women and Chair of the Tennessee Advisory Committee, states, "We use the report constantly. In our presentations we combine IWPR's facts with quotes from Tennessee women testifying that these are not just statistics, but a reality for women in Tennessee." The Economic Council on Women has also developed Women's Resource Directories for about 25 Tennessee counties. The Council is meeting with women in many of these counties to get input on the Directories, to present the *Status of Women in Tennessee* information, and to raise interest in local efforts to bolster much-needed skills-training and education for girls.

785-5100; E-mail: sinzdak@iwpr.org.

views with 67 case managers, vocational counselors, and job-training administrators and instructors. Telephone interviews were conducted with 163 students at community colleges and other job training organizations. Dr. Cynthia Negrey, a sociologist on leave from her Associate Professor position in the Sociology Department at the University of Louisville, led the IWPR team and directed the study.

The study is especially timely as the five-year time limit on welfare receipt is approaching for those who have been receiving TANF benefits since 1996. Without jobs that pay a living-wage, many of these women will be struggling, with no financial safety net to support them.

Results of the study and a printed executive summary were released on September 21st during the National Council of Women's Organizations' Congressional Briefing on Higher Education and Job Training. The full report will be available shortly.

Research as a Policy Tool: IWPR Helps States Estimate the Cost of Increasing Access to High-Quality Early Childhood Education

By Stacie Golin, Ph.D.

The growing consensus that high-quality early childhood education translates into positive school outcomes for children has prompted a number of states to expand their funding for early care and education programs, particularly in the area of prekindergarten. While states such as Georgia, New York, Colorado, and the District of Columbia have been recognized for their efforts to make prekindergarten available for all families who want it; additional states, such as New Jersey, Massachusetts, and Illinois are working toward more inclusive and generous early education systems.

As part of its ongoing early care and education research technical assistance efforts, the Institute for Women's Policy Research (IWPR) has developed an economic model to help advocates and policymakers estimate the cost of expanding early childhood education in their states. This model, designed in collaboration with experts, advocates, and policymakers, relies on the Current Population Survey (CPS) to estimate the number of children most likely to participate in these programs, while incorporating state data to

allow for various program scenarios and political landscapes.

Currently, IWPR is implementing the model in Massachusetts and Illinois. In Massachusetts, the Early Education for All Campaign, a collaboration of business and religious leaders, organized labor, policymakers, and the early education community, is working to expand early childhood education for all three-, four-, and five-year-olds in the Commonwealth. In Illinois, Governor Ryan has created a Universal Access to Preschool Task Force. The Task Force is responsible for designing a five-year plan to ensure that all families with children ages three through five have access to high-quality early education. The Task Force will submit its plan to the Governor by January 1, 2002.

Early next year, IWPR plans to release the model in a manual format that will be widely distributed to policymakers, advocates, practitioners, and other interested parties. For more information about the model or other work conducted by IWPR's Early Care and Education Research Team, please contact Drs. Stacie Golin or Jennifer Park-Jadotte at 202/785-5100, or e-mail sgolin@iwpr.org or parkjadotte@iwpr.org.



Forging New Bonds

In July, IWPR hosted Caribbean and South African visitors from the University of Maryland's Department of Women's Studies Scholars Program. Here they are listening to IWPR Director of Research Barbara Gault, and Study Directors Amy Caiazza, Janice Peterson, and Catherine Hill.



Sue Reamer

IWPR Distinguished Member Profile

This summer, we had the opportunity to talk with one of IWPR's most loyal members, Dr. Sue Reamer of Chestnut Hill, Massachusetts. Dr. Reamer recently accepted a six-month appointment as the Assistant Administrator of Neville Manor, a nursing home in Cambridge.

An IWPR member for over ten years, Dr. Reamer first heard about the Institute through what she likes to call our "right-on policy work" and has long been a generous supporter of IWPR. Most recently, she was a Benefactor of the Institute's 2001 6th Women's Policy Research Conference, *Facing the Facts, Forging the Future*. Dr. Reamer says she gives to IWPR because "Heidi attracts brilliant minds and powerful personas to make change together." More importantly, she came to trust "Heidi's visionary

comprehension of which public policy issues need focused effort to improve the lives and status of women and children, which thereby improves the lives of men, too."

In the course of a distinguished career that included earning a nurse's license, MBA, and a Ph.D. in Human and Organizational Development, Dr. Reamer has developed her own specific wish list for women. This includes ending violence and sexual abuse; equal pay and equal access to all positions in all occupations; universal health insurance; top quality child care available to all who need it; and sufficient subsidized housing, especially for households headed by single mothers. "That children are homeless in our country is a crime," she says. Dr. Reamer also wants welfare policies that are "reasonable and take into account the real cost of living today."

Dr. Reamer is active on the boards of a number of organizations, including the Fielding Institute, the University of Massachusetts Boston Foundation, and the Boston University School of Management. As an Advisory Board member of the Women's Educational and Industrial Union (WEIU) in Boston, she strives to expand educational and economic opportunities and achieve social justice for all women. The Boston-based WEIU advocates for and supports women's efforts to enhance their lives and the well being of their families and communities.

Strategy Exchange); and the **Retirement Research Foundation** and **AARP** for funding projects on issues of importance to older Americans.

Our June 2001 conference, *The Status of Women: Facing the Facts, Forging the Future*, was our most successful ever. It was made possible through the support of The Women's Studies Program of George Washington University; the Washington office of the Friedrich Ebert Foundation; Avon Products, Inc.; Fannie Mae; the Annie E. Casey Foundation; the German Marshall Fund of the United States; the Russell Sage Foundation; AARP; the American Institutes for Research; Educational Testing Service; Texaco, Inc.; Harris Lithographics; and Natalie Shear & Associates.

Special gifts were made by Dr. Sue B. Reamer, Martha Blaxall, Mariam Chamberlain, Marcia Worthing, and Diahann Hill.

We'd also like to thank the following labor unions for providing both conference and general support: the American Federation of Government Employees; the AFL-CIO; AFSCME; Communications Workers of America; UNITE!; the Service Employees International Union; PACE International; International Union of Painters and Allied Trades; the International Association of Machinists and Aerospace Workers; the International Brotherhood of Teamsters; and the United Food and Commercial Workers Union.

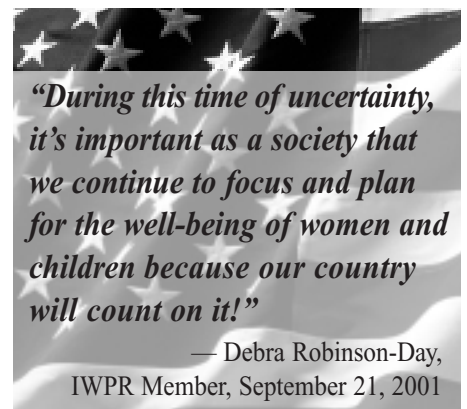
And a special thanks to all our members and donors. We are proud and honored to have your loyal and generous support.

Special thanks also to the Magazine Group for donating wiring and hardware to IWPR's newly expanded office.

IWPR General and Project Support

IWPR depends upon foundations, organizations, and individuals to support its research, education, and outreach activities. We are able to fulfill our mission of providing information about economic indicators, social trends, and the effects of significant public policies on women through the generous support of: the **Ford Foundation** for institutional support and work on paid family leave, women and welfare, and our *Status of Women in the States* report series; the **Open Society Institute** for institutional support and work on women, reproductive health, and Social Security; the **John D. and Catherine T. MacArthur Foundation** and

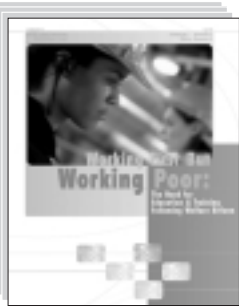
the **A. L. Mailman Family Foundation** for our research on child care issues; the **John S. and James L. Knight Foundation** for our research on child care issues and a study on gender and civic participation; the **David and Lucile Packard Foundation** for research on paid family leave, child care issues, and families and the future of welfare reform; the **Charles Stewart Mott Foundation** for our work on women and the future of welfare; the **Annie E. Casey Foundation** for our work on paid family leave, unemployment insurance, and welfare issues; the **Rockefeller Family Fund** support for PuLSE (Policy Listserv and



— Debra Robinson-Day,
IWPR Member, September 21, 2001

NEW RELEASES

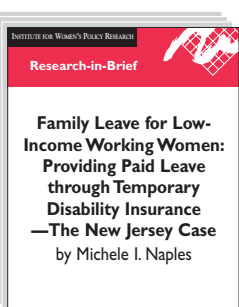
Report, **Working First But Working Poor, The Need for Education & Training Following Welfare Reform**, by Cynthia



Negrey Ph.D., Stacie Golin, Ph.D., Sunhwa Lee, Ph.D., Holly Mead, M.A., and Barbara Gault, Ph.D. This report takes a look at education and training—specifically for nontraditional jobs—as a solution for ending the cycle of poverty. This in-depth look at helping women reach self-sufficiency is on sale for \$15.00. Order form on back cover or visit www.iwpr.org.

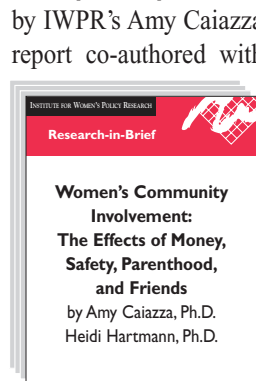
Executive Summary, **Working First But Working Poor, The Need for Education & Training Following Welfare Reform**, by Cynthia Negrey Ph.D., Stacie Golin, Ph.D., Sunhwa Lee, Ph.D., Holly Mead, M.A., and Barbara Gault, Ph.D. Major findings from the full report are summarized here along with a complete list of policy recommendations aimed at improving welfare-to-work programs. Available for \$5.00. Order form on back cover or visit www.iwpr.org.

Research-in-Brief (RIB), **Family Leave for Low-Income Working Women: Providing Paid Leave through Temporary Disability Insurance—The New Jersey Case**, by Michele I. Naples.



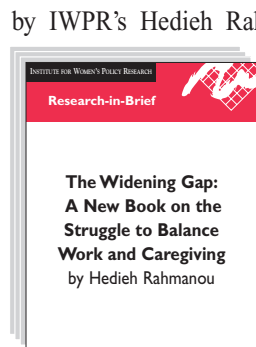
This RIB summarizes a research project conducted by Michele I. Naples and Meryl Frank that examined proposals in New Jersey for paid family and medical leave programs. The paper presents the local policy context, technical considerations, and cost estimates for family-leave insurance. Visit www.iwpr.org/pdf.html.

Research-in-Brief (RIB), **Women's Community Involvement: The Effects of Money, Safety, Parenthood, and Friends**,



by IWPR's Amy Caiazza, Ph.D., based on a report co-authored with Heidi Hartmann, Ph.D. This RIB reveals factors that relate to women's civic and political participation levels. Gender plays a key role in determining who participates in the United States. Visit www.iwpr.org/pdf.html.

Research-in-Brief (RIB). **The Widening Gap: A New Book on the Struggle to Balance Work and Caregiving**,



prepared by IWPR's Hedieh Rahmanou. Based on selected findings from Jody Heymann's new book, this RIB looks at the failure of our nation's employer-based support system to help families meet their caregiving responsibilities. Visit www.iwpr.org/pdf.html.



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NATIONAL CALENDAR

NOVEMBER 2001

8-10 Women Work! 2001 National Conference, Washington, DC. Hosted by Women Work!, this conference will feature more than 25 workshops focusing on public policy; technology and nontraditional occupations; and organizational and professional development designed to provide the resources and the skills to address the education and training needs of today's women workers. Invited speakers include Secretary of Labor Elaine Chao, Delaware Governor Ruth Ann Minner, and many others. To find out more, call (703) 807-2281 or visit <http://www.womenwork.org/confinfo2001.html>.

9 Barnard Center for Research on Women 30th Anniversary Celebration, Barnard College, New York, NY. Founders, past directors, staff, student employees, faculty, and community scholars and organizers will gather to celebrate the 30th anniversary of this important research center. Speakers will include past directors and founders as well as internationally known writer June Jordan. For more details, visit <http://www.barnard.edu/crow/events/anniversary.htm>.

13 Rethinking Race, Gender, and Power, 7:00 p.m., Barnard College, New York, NY. Lani Guinier, Law Prof. at Harvard and Clinton's controversial choice for Assistant Attorney General for Civil Rights, lectures on the dialogues surrounding civil rights and urges us to rethink the ways in which race, gender, and power function in American society. To learn more, visit <http://www.barnard.edu/crow/events/gildersleeve.htm>.

13-15 Eighth Annual Regional Conference on Improving America's Schools, Reno, NV. The U.S. Department of Education and the nation's educators, families, and communities will gather to discuss important issues and rethink current practices in education. This is one of many local level meetings that will address issues relevant at the state and local education levels. For further information, visit <http://www.ncbe.gwu.edu/iasconferences/>.

DECEMBER 2001

5 Working Wisdom: Negotiating Leave-Issues for Employees and Managers, 12:15 – 1:00 p.m., Chicago, IL. As part of Women Employed's "Working Wisdom" lecture series, Mary Ellen Gornick, President and co-founder of CPA Group, will discuss strategies for negotiating leave, policy issues, and managerial approaches. Attendance for non-members costs \$25.00 and further details and registration can be found at http://www.womenemployed.org/calendar/career_dev.html#negotiating.

8-9 2001 Summit on the States: Reviving the Roots of Democracy, Omni-Shoreham Hotel, Washington, DC. Held in conjunction with the Center for Policy Alternatives' Annual Awards Dinner, the Summit brings together state legislators, policy experts, labor union leaders, and advocates from across the nation to develop progressive policy solutions and strategies for 2002, and share resources, successful programs, and innovative policy models. To learn more, visit <http://www.cfpa.org/summit/about.cfm>.

17-19 Eighth Annual Regional Conference on Improving America's Schools, San Antonio, TX. The U.S. Department of Education and the nation's educators, families, and communities will gather to discuss important issues and rethink current practices in education. This is one of many local level meetings that will address issues relevant at the state and local education levels. For further information, visit <http://www.ncbe.gwu.edu/iasconferences/>.

JANUARY 2002

24-25 National Academy of Social Insurance 14th Annual Conference – Long-Term Care and Medicare Policy: Can We Improve the Continuity of Care? Washington, DC. For more information, visit http://www.nasi.org/calendar_url2714/calendar_url_show.htm?doc_id=57270.

FEBRUARY 2002

16 Locating Women's Studies, A Working Conference in Women's Studies, Bucknell University, Lewisburg, PA. Hosted by the Mid-Atlantic Women's Studies Association, this conference aims to cover all areas related to women's studies teaching, research, and practice inside and outside the classroom. For more information, visit <http://www.facstaff.bucknell.edu/gcarr/MAWSACFP02.html>.

That Special Time of Year

As the heat of summer is replaced with the crisp wind of fall, the seasonal decorations have already invaded local malls without skipping a beat. That's right, the holiday season is just around the corner. This year there's an easy way to avoid the aggravation of searching for a parking space at the mall and standing in endless lines. It's simple, it's safe, it's hassle free, and it donates money to IWPR — it's www.iGive.com. Why not shop online and support IWPR at the same time? Simply

log onto www.iGive.com/IWPR, register, and choose IWPR as your charity. That's it! With hundreds of stores to choose from — including over 50 clothing shops and more than 30 gift and gourmet shops — you are sure to find the perfect gift for everyone on your shopping list. From J.Crew to Brooks Brothers, Harry and David to wine.com, blue-light to Nordstrom, and Amazon to Bath and Body Works, the right gift is just a mouse click away. Every time you shop through iGive, a percentage of your purchase is donated to IWPR at no extra cost to you.

The fall also brings the 2002 Combined Federal Campaign (CFC) and United Way Campaign. The Institute is a proud participant of both the CFC and the United Way campaigns. Your support enables us to continue our crucial



research to better the lives of women and their families — so please choose #1909 in your upcoming workplace giving campaign.



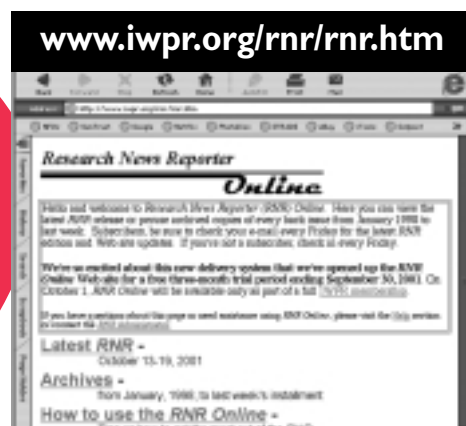
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