## INSTITUTE

## Women's Policy Research

Record Turnout for IWPR's Eighth International Conference

Dianne Munevar

The Institute for Women's Policy Research, in conjunction with the Women's Studies Program of The George Washington University, the Washington office of the Friedrich Ebert Foundation (FES), and the Research Network on Gender, Policy, and the State (RNGS), hosted the Eighth International Women's Policy Research Conference on June 19-21, 2005, in Washington, DC. The conference, entitled, "When Women Gain, So Does the World," brought together more than 700 researchers, policy makers, educators, advocates, and many other professionals from around the world for three days of informative and inspiring interaction. Attendees hailed from more than 38 U.S. States and represented 32 countries.

The conference opened on June 19<sup>th</sup> with a poster reception hosted by RNGS and FES, creating a space in which women leaders from Europe and the United States could informally discuss the dif-

ferent methods governments have used to achieve gender equality. The ballroom echoed with praise for "great food, great conversation, and great women." Immediately following the poster presentation, FES hosted a plenary, "Government Allies for Gender Equality: A Transatlantic Dialogue," that provided models for change.

The next morning, the opening plenary focused on the theme, "When Women Lead, Women Gain: Investing in Women for Global Change." Keynote speakers included Her Excellency Dr. Inonge Mbikusita-Lewanika, Ambassador of the Republic of Zambia, The Honorable Barbara Lawton, Lieutenant Governor of Wisconsin, and Dr. Bina Agarwal, University of Delhi, India, raising issues related to women's property rights, political voice, and economic success. IWPR Board Chair and Executive Vice President of Mullin & Associates,

(cont'd on p. 8)

From top to bottom: Her Excellency Dr. Inonge Mbikusita-Lewanika, Ambassador of the Republic of Zambia; Dr. Bina Agarwal, Institute of Economic Growth, University of Delhi; & Caren Grown, formerly at the International Center for Research on Women & now at the Levy Economics Institute; Congresswoman Rosa DeLauro (Connecticut)







### **TABLE OF CONTENTS**

President's Message2
Do We Value Good Health?3
Into Africa3
ERP Council Updates4
Speaking of Values5
IWPR's Biennial Conference6
Poverty Policy in the United States7
Goodbye to Distinguished Scholar8
Media Highlights9
IWPR Debates Social Security9
IWPR Member Catherine A. Marshall10
General, Project, & Conference
Support10
IWPR Summer Interns11
New Releases 11

special double issue SUMMER/FALL 2005

## New Report Outlines Strategies to Improve Family Child Care Quality

Alicia Welch and Barbara Gault

The need for high quality early care and education options in the United States is clear. In 60 percent of two-parent families, both parents work outside the home, and 70 percent of single mothers are in the labor force.

An estimated 1.4 million children are cared for by family child care providers—providers who care for two or more unrelated children in the provider's own home. They supply a crucial service to families and communities by offering relatively low-cost,

(cont'd on p. 4)

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Institute for Women's Policy Research 1707 L Street NW, Suite 750 Washington, DC 20036 Tel: 202/785-5100 Fax: 202/833-4362 www.iwpr.org

IWPR, an independent, non-profit, research organization, works in affiliation with the graduate programs in public policy and women's studies at The George Washington University.



What's new at IWPR? The newly retitled journal, the Journal of Women, Politics & Policy, formerly Women & Politics, now has its editorial offices at IWPR. With Carol Hardy-Fanta, University of Massachusetts at Boston, I serve as Co-Editor. In its 27th year, the journal served formerly as the main academic publishing outlet for U.S. political scientists studying women. The advent of a new journal in political science provided the opportunity to expand this established journal in new directions. Carol and I are increasing the journal's outreach to those working in other social science disciplines and to those involved in both doing and studying the impact of public policies on women in all regions of the world. We see the journal's new focus as one that will facilitate the further development of feminist policy research, a subfield whose infrastructure is still in its infancy.

As IWPR supporters know all too well, too often public policy proceeds without regard to its impact on women. Feminist policy analysis is one tool that can support those working to move policies in better directions, but political power is also key to change. In presenting findings on both politics and policy, the journal will, we hope, contribute to advancing women's rights and opportunities around the world.

Volume 27, soon to be published, consists of two double special issues based largely on papers originally presented at IWPR's Seventh International Women's Policy Research Conference held in 2003 in Washington, DC. Issue 1-2 publishes articles primarily, but not exclusively, by political scientists, with articles discussing developments in international organizations such as the United Nations

### PRESIDENT'S MESSAGE

and in countries in Europe and Latin America, as well as in the United States, including several analyses of the 2004 election results. Issue 3-4 is mainly focused on the United States and Canada and includes articles by economists and sociologists that address employment and caregiving issues, especially for lowincome mothers. Thanks to the publisher, Haworth Press, Inc., IWPR members receive a 40 percent discount off the \$35 annual subscription fee. Faculty may also contact Haworth for a sample copy to consider adopting an issue in a course or to urge your library to subscribe. See the IWPR website for more information (www.iwpr.org).

What else is new? In recent months, IWPR has spent considerable effort urging the U.S. Bureau of Labor Statistics to keep an important data set on women workers-the question employers answer in the monthly payroll survey on how many of their employees are women. Available since 1964, and sampling a huge one-third of the private sector, these data are the only data that can be used to study how men's and women's employment patterns differ and change across the business cycle. Despite 5,000 comments received in the public comment period, virtually all in favor of keeping the data, expert opinion from the New York Federal Reserve Bank and the social science and statistical professional associations, and support from women's business groups, OMB approved its elimination on July 29. BLS claimed a low response rate indicated a particular burden on employers of answering this question, yet subsequently BLS released data indicating that the question actually has the highest response rate of any in the survey. This decision, among many others by statistical agencies, suggests the need for a better way to monitor data on women within the federal establishment. Stay tuned as we work with others to develop proposals to improve the quality and dissemination of data on women.

fleide Hartwarm

## Do We Value Good Health? Costs and Savings of Paid Sick Leave

Vicky Lovell

The Centers for Disease Control and Prevention want workers to stay home when they are sick, so they do not make someone else sick. For nearly half the workforce, this is hardly an option – they have no paid sick time. A new IWPR research report shows the substantial benefits of ensuring that workers do have paid sick leave.

Dr. Heidi Hartmann released the new report on April 27, 2005, at a press conference announcing the introduction in Congress of the Healthy Families Act (\$932 / HR1902). The legislation's key sponsors, Sen. Edward Kennedy and Rep. Rosa DeLauro, argued for workers' need for flexible time off, with pay, when facing health issues or caring for sick family members. Under the proposed law, individuals working 20 or more hours a week would be ensured a minimum of seven days of paid sick time to

use when they or a family member (very broadly defined) is sick or needs diagnostic or preventive medical care.

Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act (available on the web at http://www. iwpr.org/pdf/B248.pdf), prepared at the request of Senator Kennedy, examines the cost of the legislation and its benefits. The report estimates that the Healthy Families Act would cost employers approximately \$6 per covered worker per week in wages paid to workers who now must take unpaid leave. Employers' administrative costs are estimated at \$357 million annually. Of benefits that could be valued using available data, by far the biggest savings accrue to employers: \$25.8 billion a year in savings related to reduced turnover. (Research establishes that workers with paid sick leave are significantly more likely to stay in their current job rather than moving to new employment.) The Healthy Families Act would also allow employers to avoid current wage payments of \$1.57 billion annually to workers who go to work while ill but cannot work at their usual levels of productivity.

Workers and employers would also save \$739 million a year because workers would be less likely to catch the flu from co-workers. With workers able to provide more care for elderly relatives, some short-term nursing home stays (such as transitions home from the hospital) would be avoided, saving an additional \$225 million annually. Other benefits discussed in the report include better health outcomes, reduced disease transmission in food service establishments and in early care and education centers, savings on public assistance for workers (cont'd on p. 4)

## Into Africa: IWPR Builds New Global Contacts With Women's Organizations

Amy Caiazza

In July 2005, I traveled to Nairobi, Kenya, to meet with Jacqueline Ogega Moturi, Women's Project Director for Africa within the international organization Religions for Peace. Ms. Moturi coordinates and provides intense technical assistance to the African Women of Faith Network, an association of women's religious and interfaith groups across Africa. The Network addresses many crucial issues for African women, focusing in particular on issues of peace and conflict resolution and HIV/AIDS. A central goal of Ms. Moturi's work is to develop women's leadership within peace processes and efforts to combat the spread of HIV/AIDS by mobilizing religious women on behalf of these issues. Her efforts also help build alliances and collaboration across the ethnic and religious divides that can often result in conflict and violence.

During the visit, I met with staff of the Nairobi Field Office of Religions for Peace and with representatives of various women's religious and interfaith

groups within Kenya. I also visited with members of the Kibera Interfaith Women's Group, an organization that works to alleviate violence and the spread of HIV/AIDS in Kibera, the largest slum in Africa. The group's members are all residents of Kibera, which houses between 500,000 and 750,000 people. As in most of the world, the majority

of the poor living there are women, who often live as single mothers or as caretakers for the children of sisters, daughters, or friends. Approximately 5 percent of the population is estimated to be HIV positive. The Kibera Interfaith Women's Group is currently working to build a cri-



Amy Caiazza visiting with members of the Kibera Women's Interfaith Group in Nairobi, Kenya



sis center for victims of rape, assault, and other forms of violence and for counseling women about HIV/AIDS.

In the coming years, IWPR hopes to collaborate with the African Women of Faith Network as part of its work on women, religion, and civic involvement.

## Strategies to Improve Family Child Care Quality

(cont'd from p. 1)

accessible, and flexible child care options to working families.

Despite the widespread use of family child care, the quality of care in these settings is relatively low. With funding from the John S. and James L. Knight Foundation, IWPR analyzed existing literature and interviewed experts and program administrators to identify key barriers to quality in family child care settings, promising methods to address those barriers, and innovative programs working to improve family child care quality. In July, IWPR published the product of these efforts, In Our Own Backyards: Local and State Strategies to Improve the Quality of Family Child Care, co-authored by Katie Hamm, Mariam K. Chamberlain Fellow, Barbara Gault, Research Director, and Avis Jones-DeWeever, Study Director.

Early care experts and program administrators report that family child care providers experience insufficient earnings and benefits, isolation, and a lack of ongoing professional support and training. They suggested a number of methods for improving the quality of family child care, including home visits, accreditation programs, family child care networks, links to community resources,

tiered reimbursement systems, training scholarships, and career ladders.

In Our Own Backyards identifies a dozen effective programmatic strategies for serving family child care providers, such as providing a single entry point for family child care services, improving access to training, and including unlicensed providers in outreach efforts. In Our Own Backyards also recommends increased funding for resource and referral agencies, evaluations of promising new programs that seek to improve the quality of family child care, and efforts by state and local governments to improve compensation and benefits for family child care providers.

In Our Own Backyards also profiles 14 programs that are using innovative methods to improve the quality of family child care. These include four state programs, nine local programs, and one national program. Among them are programs that provide services to traditionally underserved providers, such as those with linguistic or cultural barriers and those serving low-income and special needs children. The highlighted programs are located in California, Connecticut, Florida, Hawaii, Kansas, Maryland, Massachusetts, Michigan, New Jersey, North Carolina, and Rhode Island.

Improving the quality of family child care can help to build a stronger compre-

hensive early care and education system that supports working parents and leads to improved outcomes for children. IWPR distributed copies of the report to more than 1,000 family child care professionals at the National Association for Family Child Care Conference in July. To purchase the report please visit www.iwpr.org.

## Costs and Savings of Paid Sick Leave

(cont'd from p. 3)

with new leave benefits (who currently may be fired when staying out sick), and the important intangible value of workers and their families being healthier and feeling better. (Data are not currently available to place a dollar value on these benefits.)

IWPR released a companion report, Valuing Good Health in Massachusetts: An Estimate of Costs and Savings for the Paid Sick Days Act (http://www.iwpr.org/pdf/B249.pdf), at a hearing of the Massachusetts' legislature on similar proposed legislation, the Paid Sick Days Act, on May 4, 2005.

There is a growing body of anecdotal and survey evidence on the widespread phenomenon of workers heading to the office even when ill, a practice referred to by human resource professionals as "presenteeism." It often takes more than an official paid sick leave policy to keep these individuals at home; workplace culture and supervisors' own behavior are also critical in either supporting or discouraging the use of paid time off. In some organizations, notes are placed in personnel files to document use of paid leave, with disciplinary action imposed after a certain number of "abuses."

These new research reports are part of IWPR's larger project on paid time off. They build on last year's research release, No Time to be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave (http://www.iwpr.org/pdf/B242.pdf), which used confidential U.S. Bureau of Labor Statistics data to document inequities in workers' access to paid sick leave.

### **Eleanor Roosevelt Policy Council Updates**

Regan Chemski

IWPR's most recent session of the Eleanor Roosevelt Policy Council (ERPC) Breakfast Club series focused on Social Security reform just as the topic began to heat up within the national policy debate.

IWPR President, Dr. Heidi Hartmann, and IWPR Study Director, Dr. Sunhwa Lee, led the discussion, which concentrated on shifting the Social Security debate to those who would be most affected by reforms—women. The intimate and informal setting afforded the opportunity for attendees to share their expertise on Social Security reform, and engage in a timely conversation on the issue.



The next ERPC Breakfast Club session will take place in early Fall. If you are interested in becoming an ERPC member and would like to take advantage of this and many other benefits, please contact Regan Chemski at (202) 785-5100 x38 or via email chemski@iwpr.org.

## **Speaking of Values:** IWPR Explores Issues of Faith, Feminism, and Politics at June Conference

Teresa Yeh and Amy Caiazza

An exciting component of IWPR's 2005 conference was a series of events devoted to issues of religion, politics, and feminism. Following the press conference to release *The Ties That Bind: Women's Public Vision for Politics, Religion, and Civil Society*, IWPR hosted two panels discussing the religious values and traditions that women hold, how women relate those values to political activism, and what role religion and values should—or should not—play in politics and feminist organizing.

A luncheon plenary featured four speakers describing the religious and moral values inspiring them to act on behalf of women's rights, human rights, and other progressive goals. Gamaliel Foundation California Director, Mary Gonzales, U.S. Rep. Rosa DeLauro, former Maryland Lieutenant Governor Kathleen Kennedy Townsend, and Director of the National Center for Human Rights Education, Rev. Rosalyn Satchel all described the importance of religious values to their activism on behalf of disadvantaged communities. They evoked values such as a respect for individual dignity, the importance of compassion, and a moral obligation to serve others. The discussion, which was moderated by Dr. Martha Burk, Chair of the National Council of Women's Organizations, also featured a call for women to insist that their perspectives be included in debates over moral values and politics.

A second panel provided IWPR Study Director, Amy Caiazza, the opportunity to present the main findings of the new IWPR report, *The Ties That Bind*, summarizing research funded by the Ford Foundation. Based on a series of 75 interviews with women social justice activists working in religious contexts, the report outlines an understanding of moral values provided by these women that challenges traditional concepts of rights, public life, and social policy in American society. The book urges political and religious leaders to more fully integrate and

genuinely promote women's voices and leadership. It also calls for closer cooperation between women religious social justice activists and women's movements in the United States.

During the panel, two women interviewed for the study-Maricela Morales of Central Coast United for a Sustainable Economy in Ventura, California, and Afeefa Syeed of Al Fatih Academy in Loudon, Virginia—spoke of the values motivating their political involvement. Ms. Morales suggested that values such as solidarity and humility often shape women's activism, and Ms. Syeed described the ways that scripture from the Koran empowers and informs her work. Christine Grumm of the Women's Funding Network also offered her perspectives on the relationships between faith, feminism, and politics, and Dr. Tamelyn Tucker-Worgs of Hood College moderated the session.

The day's speakers stressed repeatedly that "moral values" should not be used to limit women's rights or full involvement in social, political, and economic life. This message is particularly important in the context of religion, since many religions have historically denied women full moral agency. Women often bring alternative perspectives to politics and morality that can be used to redefine social and economic policy on behalf of all kinds of disadvantaged communities. For many women, this includes a focus on compassion and connectedness and a demand to recognize the moral agency of all members of society.

The day concluded with the first meeting of IWPR's new Working Group on Women's Public Vision. Over the course of the next several years, this group, chaired by IWPR President, Heidi Hartmann, will work to help make issues of religion, values, and feminism more prominent in public life and to build stronger connections between religious social justice activists and feminist movement leaders.

IWPR will hold a follow-up event to the conference in Atlanta, Georgia, in the Fall of 2005. This event will include similar discussions about the relationships among feminism, religion, and politics and will highlight speakers from the women's movement and religious social justice organizing in the Atlanta area. The Sister Fund is providing funds for IWPR's dissemination activities on this topic.



Rev. Roslyn Satchel, National Center for Human Rights Education and Interfaith Children's Movement of Metropolitan Atlanta & Amy Caiazza, IWPR Study Director



Amy Caiazza, Maricela Morales, Central Coast United for a Sustainable Economy, & Afeefa Syeed, Al Fatih Academy



Mary Gonzales, Gamaliel Foundation

For more information on IWPR's work in this area, please contact Dr. Caiazza at caiazza@iwpr.org. The Ties That Bind is available for purchase on IWPR's website

www.iwpr.org.

## The Eighth International Women



The Honorable Janet Napolitano, Governor of Arizona, speaks with IWPR Vice President, Barbara Gault and IWPR Board Members Lenora Cole & Martha Darling



IWPR Board Member Kathleen Kennedy Townsend, Operation Respect



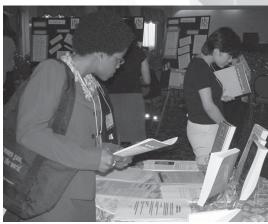
Avis Jones-DeWeever, IWPR Study Director, moderates the "Access to Child Care" panel. To her right are presenters Karen Schulman, National Women's Law Center, John Burbank, Economic Opportunity Institute, & Katie Hamm, Center for Law and Social Policy



Sunday Evening Plenary: "Government Allies For Gender Equality: A Transatlantic Dialogue"
Dieter Dettke, Friedrich Ebert Foundation Washington
Office, Heidi Hartmann, IWPR President, & Barbara Weiler,
Member of the European Parliament

"Thanks IWPR for including issues that are of very great importance to older women."

- Elizabeth Johns



Lieutenant Governor of Wisconsin,

spoke at the Welcome Plenary, "When Women Lead, Women Gain:

Investing in Women for Global

Change"

The Research Network on Gender, Politics, and the State Poster Session



IWPR Board members Martha Darling & Marcia Worthing with former IWPR Communications Director, Jean Sinzdak who is now at the Center for American Women and Politics at Rutgers

## en's Policy Research Conference



Callista Chamombo, Member of Parliment, Malawi



Dianne Munevar, IWPR 2005 Conference Fellow (far right) with Conference participants



Keynote speaker, The Honorable Janet Napolitano, Governor of Arizona, at the closing plenary

(Of the "Speaking of Values" Panelists)
"Their passion and experience was electrifying."

-Lisa Heuler Williams



Sandra Venner, Brandeis University; Maya Rockeymoore, consultant; & Andrea Batista-Schesinger, Drum Major Institute



Emily Martin, Anita Sachariah, & Jody Herman presented on the "Cutting Edge Policy Research by George Washington University Graduate Students" panel.



IWPR Staff celebrating an exciting conference's end

## Conference Plenary Highlights Poverty Policy in the United States

Anna McCall-Taylor

A standing-room-only crowd packed IWPR's provocative and interactive conference luncheon plenary entitled "Achieving the American Dream: The Future of Poverty Policy in the United States." New York Times reporter, Jason DeParle, shared stories of individuals whose struggles he chronicled in his book, American Dream, and commented on how his findings differed from his expectations. Julie Kerksick, with the New Hope Project, discussed welfare-to-work programs through the results of New Hope's work. Diana Spatz, LIFETIME Founder and Executive Director, spoke about her organization's experiences with welfare reform in California and highlighted the injustices associated with poor implementation of TANF domestic violence policy. IWPR Study Director, Avis Jones-DeWeever, discussed the current nation-wide poverty crisis and called for concerted efforts to expand access to education, housing, food security, childcare, and healthcare. Finally, moderator Robert Cherry, of Brooklyn College, CUNY, facilitated a lively discussion touching on the challenges of passing good poverty legislation, implementing policies in a constrained fiscal environment, and ensuring fair access to information for all of a program's potential beneficiaries.

Special thanks to
GWU Women's Studies & the
Friederich Ebert Foundation.

## Eighth International Women's Policy Research Conference

(cont'd from p. 1)

Marcia Worthing, welcomed participants to the conference.

Following the welcome plenary, RNGS hosted a mini-conference with four consecutive panels on partnerships to build gender equality in North America and Western Europe. Simultaneously, IWPR held a press conference to release a new report, The Ties That Bind: Women's Public Vision for Politics, Religion, and Civil Society. IWPR hosted three mini-plenary luncheon sessions on United States poverty policy, reinvigorating the women's movement, and women's exclusion from science and the professions. Monday's events culminated in a cocktail reception featuring more than forty poster presentations and a book signing for Dr. Martha Burk's new book, Cult of Power.

Tuesday's panels and presentations were equally stimulating. Sample panel topics included "Mentoring Our Young Leaders: Lessons from the Field," "Working Time for Working Families," "Fair Treatment and Civil Rights of Sex Workers," "Gender Dimensions of Post-Conflict Reconstruction," and "The Role of Women's Rights in Developing Countries."

Finally, the closing plenary, entitled "Sock It in the Pocket: Achieving Economic Equity for Women," was moderated by Irasema Garza, IWPR Board Member and Director of the Women's Rights Department of AFSCME. Dr. Heidi Hartmann, President of IWPR, discussed the long-term earnings gap; Dr. Burk, Chair of the National Council of Women's Organizations, spoke about the prevalence of discrimination against women in corporate culture; Evelyn Murphy, President of The WAGE Project, Inc., presented highlights from her forthcoming book entitled, Getting Even: Why Women Don't Get Paid Like Men and What To Do About It; Barbara Krumsiek,

President and CEO of Calvert Group, Ltd., addressed how investors can utilize their power and bring change by increasing the number of women on the boards of public companies; and Ritu Sharma, Co-Founder and President of the Women's Edge Coalition, highlighted the economic needs of women in developing nations.

Following the closing plenary, IWPR was pleased to host the Honorable Janet Napolitano, Governor of Arizona, as the closing keynote speaker. She discussed the importance of women in leadership and more importantly, the importance of women leaders who promote policies that benefit all women and families.

With more participants than ever before, this year's conference proved to be the best yet. In the words of Jillynn Stevens of the Federation of Protestant Welfare Agencies, "[The IWPR conference is] one of the most stimulating forums I have discovered that keeps feminist research, policy analysis, and advocacy relevant and valued."

## Goodbye to a Distinguished Scholar and Advocate for Women

Kimberly Jeffers and Barbara Gault

IWPR was saddened by the news that one of our colleagues, Dr. Sitara Parvin of Bangladesh, died in a car accident on June 23, 2005, while visiting her sister in Chicago, several days after presenting at IWPR's Conference in Washington, DC. She was a truly remarkable woman who made a great impression on all who met her at the conference.

Sitara was the daughter of former Bangladesh President and Justice Sahahabuddin Ahmed. She received her Ph.D. from Bradford University in the United Kingdom, and recently served as a professor and chair in the Mass Communication and Journalism Department at the University of Dhaka, where she taught for 23 years. Her husband is a professor in the same department. Her students

remember her as "a great teacher", and that "just by seeing her, you would want to be as accomplished, as dignified, as dedicated as she was to her work and her students."

Dr. Parvin was a strong advocate for women and studied how media and communications can both promote and hamper women's rights. Her presentation at the IWPR conference focused on the role of information in helping victims of gender-based violence. In 1997, she published *Ethnicity, Culture and Communication*.

Dr. Parvin's death is an especially great loss in a country where relatively few women serve as intellectual leaders. According to the Association of Commonwealth Universities, only 9.8 percent of professors in Bangladesh are women,

and women account for only 6.4 percent of the heads or directors of university departments, placing the country among the lowest in terms of involvement of women as department heads or directors.

During the IWPR conference, public relations consultant Nancy Bennett formed a quick and close connection with Dr. Parvin. They spent a morning visiting the Lincoln Memorial together and discussed Lincoln's Gettysburg Address, the work of Dr. Martin Luther King, Jr., and the marches for equality and peace that had taken place within view of Lincoln's statue. Nancy described her as a warm, intelligent, and "most beautiful person." Sitara is survived by her husband Dr. Ahaduzzaman Mohammed Ali, their daughter Esha, as well as by her father and siblings.

## IWPR Debates Social Security Privatization on Capitol Hill

Preeti Aroon

On July 14, 2005, IWPR President, Heidi Hartmann, participated in a debate on Capitol Hill in which representatives for and against privatization argued their cases and brought women to the forefront of the Social Security debate. Dr. Hartmann, representing the National Council of Women's Organizations' Task Force on Women and Social Security, and Kim Gandy, President of NOW, argued against private accounts, emphasizing the importance of the current Social Security system as a family insurance program that provides benefits to families of disabled and deceased workers, as well as to retired workers. They argued that there are many ways to achieve longterm solvency and strengthen Social Security for women, but privatization is not the answer. Congresswoman Hilda Solis (D-CA) also spoke out against privatization, and emphasized its importance for Latina and other minority women. Representatives of the Heritage Foundation and Women for a Social Security Choice argued in favor of privatization. Congresswoman Melissa Hart (R-PA) provided welcoming remarks and supported dialogue on the issue. The debate was co-sponsored by the National Council of Women's Organizations and Women for a Social Security Choice, and was moderated by Susan Page, USA Today Washington Bureau Chief.

IWPR has been carrying out educational and dissemination activities to provide information about the importance of the Social Security system for women. In addition to producing research, IWPR is sending email alerts about the ongoing Social Security debate with women-oriented analysis of the latest news, research, and events. Please visit IWPR's Women and Social Security website (womenandsocialsecurity.org) to sign up for the alert and learn more.

## an Trancisco Chroniche MEDIA HIGHLIGHTS

Kimberly Jeffers

Over the last few months, IWPR has received significant press coverage on a variety of issues affecting women and their families. IWPR's new report on interfaith activism, *The Ties that Bind: Women's Public Vision for Politics, Religion, and Civil Society* received substantial attention. Dr. Caiazza, the report's author, was quoted in an Associated Press story on the study, which appeared in papers around the country including *The Washington Post.* She appeared on "To the Contrary" with Bonnie Erbe, and C-SPAN, alongside Dr. Barbara Gault.

Dr. Gault was quoted in *The Capital Times* in reference to conference plenary speaker Lt. Gov. Barbara Lawton's initiative to improve the status of Wisconsin's women. The conference was also mentioned in *The Business Journal* (AZ), *The Wisconsin State Journal*, and the *Milwaukee Journal Sentinel* (WI).

Dr. Heidi Hartmann was quoted in USA Today, The Nation, and the Los Angeles Times on women and Social Security, and IWPR statistics on the number of women relying on Social Security benefits were included in a Ms. magazine article. IWPR statistics were also cited in articles on Social Security in the Seattle Post-Intelligencer, Forth Worth Star Telegram, BNA's Banking Report, MarketWatch, and Investor's Business Daily. Dr. Hartmann was also quoted in BusinessWeek on the BLS's proposal to discontinue the collection of specific data on women workers.

Dr. Gault was quoted in *The Enquirer* (OH) on the *Status of Women in the States* report series. The reports, released in November 2004, were mentioned in *The Journal Times Online* (WI), *The Island Packet* (SC), *State Legislature Magazine*, the *Colorado Gazette*, and the *Courier-Journal* (KY), each describing initiatives to raise the grades in those states. The *Business and Economic Review* also ran a story on the

gender wage gap based on IWPR's Status of Women in the States report.

IWPR research on paid sick leave continues to receive widespread attention. Statistics from recent IWPR reports on the topic and quotes from Dr. Vicky Lovell were published in the Boston Globe, the Chicago Tribune, the Waterbury Republican (CT), the New Bedford Standard-Times (MA), the Herald-Tribune (FL), the Hartford-Courant (CT), Greenwich Time (CT), the Stamford Advocate (CT), Newsday (NY), the Worcester Telegram (MA), Dateline Alabama (University of Alabama online news), US FED News, the Newark Star-Ledger, and New London Day (CT). WBZ-TV CBS and CNN American Morning also used statistics from the reports.

Dr. Avis Jones-DeWeever was quoted in the *Baltimore Sun* on marriage promotion and was interviewed live on ABC News about colleges offering home economics majors. Dr. Jones-DeWeever was also quoted on upward mobility in the United States in the *Journal of Turkish Weekly* (Turkey) and discussed this issue on Voice of America radio.

IWPR was mentioned in articles on women's earnings in the Herald News (NJ), Political Affairs Magazine, the Lincoln Journal Star (NE), Douglas County Bank News (GA), and Bergen County Record (NJ). Dr. Gault was quoted on the subject of African American women's earnings in an AP story that ran nationally and in Black Enterprise Magazine. In addition, Dr. Lovell appeared on BBC radio to discuss the gender gap report released at the World Economic Forum.

Dr. Hartmann and Dr. Caiazza were quoted in an AP article on the value of mother's work, which ran in *The New York Times*, the *Arizona Republic*, the *Record-Journal* (CT), and the *Deseret Morning News* (CT) on Mother's Day.



# PROFILE



Dr. Catherine A. Marshall, founder and former president of the non-profit organization, Women's International Leadership Institute (WILI; www.wili. org), made sure that WILI became an IWPR organizational member at our recent June conference. Dr. Marshall is a graduate of Mt. Berry College and Boston University, and received her Ph.D. in 1985 from the University of Arizona. She has taught at both the University of

## **New Member:**

## Catherine A. Marshall, Ph.D., CRC, NCC

Laine Edwards

Colorado and Northern Arizona University. Her research focuses primarily on the effects of disabilities on minorities and, in 1997, she was named Outstanding Researcher of the Year by the National Council on Rehabilitation Education for her research on American Indian families and chronic illness/disability issues. Although her background is in counseling and Psychology, Dr. Marshall was drawn to IWPR's conference because she believes that there is "much to learn in partnership with economists regarding the ways of intervening to assist low-income women in achieving the

education and economic opportunities the United States has to offer."

The mission of WILI is to benefit low-income women seeking to improve their educational and economic status, and support the leadership potential of these women. Recently, WILI has been training Mexican women in restaurant management skills through Tucson's Cafe Poca Cosa so that they can return to Mexico and be economically self-sufficient. Dr. Marshall says she is, "fascinated and impressed by the work of IWPR."

IWPR welcomes Dr. Marshall and WILI to our member network!

## IWPR General, Project, and Conference Support

Rebecca Sager

The Institute would like to extend our sincere gratitude to our 2005 conference sponsors: Women's Studies Program of The George Washington University, the Friedrich Ebert Foundation Washington Office, the Research Network on Gender, Politics, and the State (RNGS), AF-SCME, American Institutes for Research, Communications Workers of America, IBM, International Brotherhood of Teamsters, Marjorie Cook Foundation, Merck & Co., National Education Association, National Employment Law Project, Pfizer, Inc., Russell Sage Foundation, United Auto Workers, Washington Area Women's Foundation, Wider Opportunities for Women, Frederic and Nancy Brown, Martha Darling, Marianne Ferber, Heidi Hertzson, Rebbecca Jordan, James Mahon, Joanne Meyerowitz, Joyce Miller, Carmel O'Meara, Pattsi Petrie, Courtney Roy, Ellen Stone-Belic, Emily van Agtmael, John Wells, and Marcia Worthing.

Support for IWPR's research, education, and outreach activities is funded primarily by foundations, organizations, and individuals. We are able to fulfill our mission of providing information about economic indicators, social trends, and the effects of public policies on women and their families with the generous support of: AARP, Metro America Foundation, and the Retirement Research Foundation for work on Social Security research and education efforts; National Institute for Early Education Research for cost estimates related to preschool expansion; the Service Employees International Union for a study on nurses' wages; the National Education Association for work on the quality of child care

jobs; the Ford Foundation and the Sister Fund for a project to raise awareness of women's involvement in faith-based organizing; the Annie E. Casey Foundation for work on job quality, paid leave, welfare programs, and work supports; the John S. and James L. Knight Foundation for a study on home-based child care; the Ford Foundation for work on paid family leave and job quality; the W.K. Kellogg Foundation for The Status of Women in the States project; and Pfizer, Inc., the New Prospect Foundation, the Stewart R. Mott Charitable Trust, and many other organizations and individuals for general support funding.

As always, IWPR is grateful for the generous and loyal support of our members and donors. Without you, the Institute's accomplishments would not be possible.



In January, just as the debate on Social Security reform was getting underway, we launched the IWPR Women and Social Security Alert (WomenSSA). According to the positive feedback we received from you—our colleagues, our members, and advocates on this issue—this special alert system has proven to be a comprehensive resource in helping you to stay at the forefront of this topic and its effect on women.

Please help us continue to produce this beneficial resource by contributing to our special Women and Social Security Alert Fund today! Go to www.iwpr.org to make a secure donation online, or contact Regan Chemski at (202) 785-5100 or chemski@iwpr.org. Visit IWPR's site on women and Social Security at www.womenandsocialsecurity.org.

With your help, we will ensure the continued distribution of this important information on Social Security reform and those most affected—women.

## Spotlight on IWPR's Summer Interns

Kristin Essary

IWPR was fortunate to have a very talented group of interns working in our office this summer. Here is a snapshot of their background and contributions:

Preeti Aroon, Lexington, KY
B.S., Chemical Engineering
and B.A., Spanish, University
of Kentucky; MPP Candidate, Duke
University (expected 2006)
Research Intern on Social Security
Why IWPR? "Economically speaking,
women get the short end of the stick.
They are penalized for being mothers
and raising children, which is really
one of the most important jobs in the
world. I want to bring this injustice to
light, and show how it makes women
disproportionately poor and dependent
on Social Security in old age."

Laine Edwards, Leawood, KS Studying English, Bryn Mawr College (B.A. expected 2006) Development Intern working on new member mailings and foundation

**Why IWPR?** "I wanted the opportunity to work specifically in a development department and because it is in DC."

Kristin Essary, Trumbull, CT
B.A. Economics and Mathematics,
University of Michigan; M.A.
Candidate, Economics, Georgetown
University (expected 2005)
Research Intern on work and family
Why IWPR? "At IWPR I am able to
apply rigorous data analysis skills to
issues that I am passionate about while
also learning more about how policies
uniquely affect women."

Kimberly Jeffers, *Paris, France*Studying Government, Dartmouth
College (B.A. expected 2006)
Communications and Outreach Intern
working on the conference
Why IWPR? "I wanted to intern at an
organization working for women's
rights or in that field, and IWPR's policy
research impacting women fit perfectly."



From L to R: Alicia Welch, Anna McCall, Kristin Essary, Kathleen Paganelli, Kimberly Jeffers, & Preeti Aroon

Anna McCall-Taylor, Seattle, WA B.A., Geography, Dartmouth College; Ph.D. Candidate, Geography, University of Washington (expected 2009) Research Intern on employment and earnings

Why IWPR? "I'm really interested in women's economic issues, and this was an exciting chance to be really involved with feminist, policy-oriented economic analysis."

**Kathleen Paganelli,** Claremont, CA Studying Economics and Italian, Claremont McKenna College (B.A. expected 2007)

Communications and Outreach Intern working on the conference

Why IWPR? "As a feminist and an aspiring economist, IWPR gives me the opportunity to meet and work with amazing women who are passionate about the issues that interest me most."

Alicia Welch, Baltimore, MD B.A. Political Science, American University; JD/MPP Candidate, Social Policy, University of Maryland (expected 2008)

Research Intern on early child care and education

Why IWPR? "IWPR's issue areas encapsulate my own research interests. Specifically, I think IWPR is the foremost think tank conducting policy-relevant research with a focus on how women are uniquely affected by policies that appear gender-neutral on the surface."

Teresa Yeh, *Potomac, MD*B.A., English and Political Science,
University of Maryland
Research Intern on women's leadership
Why IWPR? "It combines two of my
passions: research and women's issues."

## **NEW RELEASES**

REPORT The Ties That Bind: Women's Public Vision For Politics, Religion, and Civil Society
By Amy Caiazza, Ph.D.
June 2005

The Ties That Bind: Women's Public Vision for Politics, Religion, and Civil Society describes



the motivations, values, and experiences with public leadership of women working as activists and leaders of social justice-oriented religious organizations. Based on a series of interviews, it documents the passion and unique approaches that these women bring to their work, including a focus

on shared responsibility and interconnectedness that redefines the language of morality and politics. June 2005. IWPR# I914. ISBN 1-933161-05-1, 136 pages, \$12.00.

REPORT In Our Own Backyards: Local and State Strategies to Improve the Quality of Family Child Care

By Katie Hamm, Barbara Gault, Ph.D., and Avis Jones-DeWeever, Ph.D. July 2005

This study examines local and state programs and policies to improve the quality of family



child care. Through literature review and interviews with child care experts and program administrators, key needs and strategies for improving quality in family child care settings were identified. The report describes approaches used by four state-wide

programs and nine local programs. The study was made possible through the generous support of the John S. and James L. Knight Foundation. This work is a part of the Institute for Women's Policy Research's larger effort to provide information and technical assistance to those seeking to improve access to quality affordable early care and education. July 2005. IWPR# G717. ISBN 1-933161-06-X, 80 pages, \$25.00

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