One Year After Katrina, Women Even Further Behind

Avis A. Jones-DeWeever

One year after the devastation brought by Hurricanes Katrina and Rita, women in the region continue to find themselves falling further and further behind, according to IWPR’s new briefing paper, The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery, Part II: Gender, Race and Class in the Labor Market. The Brief details the prevalence of deeply entrenched occupational segregation across both race and sex in the region that has now placed women, and particularly women of color, on the periphery of the rebuilding economy. This, the second in IWPR’s two-part briefing paper series examining the race, class, and gendered effects of Hurricanes Katrina and Rita, uses data from the Bureau of Labor Statistics, the Current Population Survey and the American Community Survey to assess women’s status in the labor market in the affected areas both before and after the storms and to examine the region’s demographic shifts following the nation’s most devastating natural disaster in (cont’d on p. 4)
To avoid the risk of predicting election results incorrectly, let me just say I hope that the referendum on the San Francisco ballot to require employers to provide paid sick days will have passed, making San Francisco the first jurisdiction in the country to do so. It seems like a pretty safe bet since even the San Francisco Restaurant Association decided not to oppose the ballot measure—it was too popular and they didn’t see the point of fighting something that would pass anyway and just making themselves look bad!

At IWPR we like to think we had a lot to do with getting the movement started by suggesting to Holly Fechner, Senator Kennedy’s policy director, back in 2000, that an FLSA type bill simply requiring all employers to provide a minimum number of days of paid sick leave and/or paid vacation leave would be a good idea, especially because it is the lower wage workers who tend not to have any paid sick days and need them the most. Holly and her staff, along with a few other experts and advocates, turned that idea into the proposed Healthy Families Act. It would require employers of 15 or more to provide up to seven paid sick days to be used for own or a family member’s illness, as well as routine health care. We hope it won’t be too many more years before workers throughout the United States can count on having a few days with pay each year to take care of themselves and their families. Nearly half of US workers lack any sick pay at all, and in the restaurant and accommodations industry that proportion rises to 86 percent. One of the reasons providing paid sick days is a very affordable benefit is that the single most common number of days American workers take off for illness each year is zero! But it’s nice to have them available when you need them.

In other news, we all need to gear up once again to address women and Social Security. If President Bush’s party has retained its control of either house of Congress, he has vowed once again to eliminate the social insurance features of Social Security and turn it into a system of individual accounts. There’s nothing wrong with individuals saving for their retirement, indeed we all should be doing that, but there is something wrong with taking away the security that social insurance provides. It insures all of us against the risks of living a long life with its automatic cost of living adjustments and life-long guaranteed benefits. The provisions for spouses also insure at least partially against the risks of marriage and divorce. Remember, ladies, to stay single and spend more time working and less time on family care.
Paid Sick Days

(contin’d from p. 1)

Dr. Hartmann discusses Paid Sick Leave at Capitol Hill Briefing on Work and Family

Elisabeth Crum

On Thursday, October 12th Dr. Heidi Hartmann spoke at a briefing entitled “Supporting Families: Opportunities for Policymakers to Make a Difference” in the Capitol Building. The briefing, sponsored by The Center for Economic and Policy Research, included panelists Eileen Appelbaum, Professor and Director of the Center for Women at Work at Rutgers University, Kate Kahan, Director of Work and Family Programs at the National Partnership for Women and Families and Dr. Heidi Hartmann. The three experts focused on the value of paid sick leave and other work-family policies.

Dr. Hartmann provided economic proof that paid sick days and paid family leave would benefit not only workers but also employers and the economy in general. She argued that supporting sick leave allows us to take the moral and economic high road while supporting working families.

Dr. Appelbaum emphasized the stress of extra working hours and the lack of flexibility to insist on the Working Family Bill of Rights, legislation that would provide a living wage, universal health care, paid sick leave, and better options for child care. Ms. Kahan discussed national and local efforts to pass legislation mandating paid sick leave and other benefits, emphasizing the legislation’s ability to poll well and the number of states with legislation in the works already.

Valuing Good Health in San Francisco: The Costs and Benefits of a Proposed Paid Sick Days Policy (available at http://www.iwpr.org/pdf/B252.pdf) estimates that the plan would cost employers approximately $5.55 per week for each worker who would be covered by the new plan. Per-covered-worker weekly savings would total $7.25. The majority of benefits measured in the IWPR analysis would come from reduced voluntary turnover, as workers are less likely to seek new jobs if they have the flexibility to take care of themselves and their loved ones. Additional savings would accrue from reduced spread of the flu at work and avoiding paying workers for unproductive time at work while sick.

The draft ordinance is slated for the November ballot. If passed, San Francisco would become the first city in the country to require employers to provide paid time off for workers’ own health or to care for a family member’s medical needs.
modern times.

The report highlights the changing landscape of New Orleans, which has now experienced a 40 percent overall drop in population, a 65 percent drop in its African American population, and a stunning 83 percent decline in the cities population of poor single mothers. This “new” New Orleans is significantly whiter and richer than before, yet the report finds that among those who made it back, many are struggling more than ever. Food stamp usage in the area has skyrocketed, now standing at roughly four-times pre-Katrina rates (rising from 10.3 percent to 38.6 percent of the population). In nearby Mississippi, the proportion receiving food stamps and cash assistance quadrupled.

In both New Orleans and Mississippi, women’s representation in the labor force fell after the storms; and among those who have found work, many earn less than before. In New Orleans for example, men’s earnings have actually increased slightly following the storms, while women’s earnings have taken a turn for the worse, dropping from $30,264 to $28,932. Katrina, which washed away many of the region’s hospitals and schools, also took with it thousands of jobs traditionally held by women. As a result, many of those who once made up the heart of their communities—the area’s teachers and health care workers—ultimately found that their livelihoods had become collateral damage to the storm’s devastation. As the rebuilding effort takes shape, men have been more readily absorbed into the economy through the area’s construction boom, while women have been relegated to the sidelines.

Even though women of all races and ethnicities fell decidedly behind men in the post-Katrina economy, the study found that Black women were particularly disadvantaged. Despite being more likely to work or look for work than other women in the area, Black women lagged significantly behind others when it came to earning capacity. Even before the storms, Black women in New Orleans working full-time, year round, earned median wages of only $19,951 compared to median earnings of $36,445 for white women. High levels of occupational segregation across both race/ethnicity and sex, severely affected the Black and Latina women’s earning power. For example, only four of the ten largest occupations for Black women and five of the largest occupations for Latinas were among the top ten for white women in the city. Black women most often worked as cashiers, maids, and health aids, while white women were more likely to be employed as secretaries, postsecondary teachers and waitresses. Occupational segregation by sex also reflected a limited reality for white women. Only five of the ten largest occupations for white women overlapped with those of white men. And even among men and women who worked within the same occupations, earnings differentials were severe. Among lawyers, for example, white women’s median earnings trailed that of white men by $16,000, and among those in the accounting and audit occupations, the earnings differential was even greater, reaching nearly $20,000.

The Briefing Paper provides recommendations to address both the region’s longstanding inequities and its new challenges with the hope of creating a New Orleans and coastal region that is better, stronger, and more in tune with the needs of its women and families. The study’s findings and recommendations were released in dual press conferences held simultaneously in New Orleans, Louisiana, and Gulfport, Mississippi. The press conferences included local activists and key officials from throughout the region including Dr. Shanta Harrison Proctor, Executive Director of the Louisiana Governor’s Office on Women’s Policy, Louisiana State Representative Karen Carter, New Orleans City Councilwoman Shelly Midura and Donna Yowell of the Mississippi Commission on the Status of Women. IWPR member and State Advisory Committee Chairwoman, Marianne Hill, in Jackson, Mississippi, and Beth Willinger, Tulane University, New Orleans, were instrumental in organizing the two releases. Heidi Hartmann, IWPR’s President, participated by telephone and I spoke at the press conference on the steps of City Hall in New Orleans. Key findings have been featured prominently in major media outlets such as U.S. News and World Report, the Associated Press, the Sun Herald, and the Times Picayune.

This study was funded by the Ms. Foundation, the Ford Foundation, and the Annie E. Casey Foundation, as well as IWPR’s many general support contributors. Continuing work in this area is currently being funded by Soroptomist International of the Americas. The Katrina Briefing Paper Series is available on IWPR’s website at www.iwpr.org, either for download, or for purchase of printed copies.
Linking Economic Development and Child Care 2006 Venture Grantees

Sixteen venture grants for innovative projects that link child care and economic development were recently awarded by the Linking Economic Development and Child Care Technical Assistance Project, a joint venture of Smart Start’s National Technical Assistance Center, the Alliance for Early Childhood Finance, Cornell University and the Institute for Women’s Policy Research. Funding for these grants was made possible by the W. K. Kellogg Foundation.

“The venture grant program is designed to encourage organizations to try out new ideas. We really wanted to encourage bold, new thinking,” said Louise Stoney of the Alliance for Early Childhood Finance. Below is a list of grantees and a brief description of their projects can be found on our website www.iwpr.org.

- MEDA Business Development for Inner City Family Child Care Providers - San Francisco, California
- Local Land and Infrastructure Development in Suburban California - Irvine, California
- A New Trade Organization for Child Care Providers - San Francisco, California
- Financially Sustainable Child Care in Eastern Kentucky - Berea, Kentucky
- A Cooperative Child Care Infrastructure in Rural Maine - Bath, Maine
- A Cooperative Child Care Center in Southwest Detroit - Detroit, Michigan
- A Cost-Effective Management Model for Child Care Programs in Inner City Minneapolis - Minneapolis, Minnesota
- A New Fiscal Intermediary Organization for the Non-Profit Sector - Newark, New Jersey
- New Models for Shared Services - Farmingdale, New York
- Incorporating Child Care Into Planning for a New Entertainment District - Roanoke Rapids, North Carolina
- Creating a Child Care Community Web - Durham, North Carolina
- Accessing a New Tax Credit for Preschool - Philadelphia, Pennsylvania
- Integrating Child Care into Economic Development Planning - Hardwick, Vermont
- Exploring a Quasi-Public Employer Strategy for Child Care and Early Learning - Seattle, Washington
- A New Center-Based Child Care Alliance in Seattle - Seattle, Washington
- An Early Care and Education Private Employer Organization (PEO) - Madison, Wisconsin

Employment, Education, Economic Change

- Chicago Sun-Times cited IWPR’s Nurse wages research
- The Boston Globe cited IWPR’s study on the wage gap and women’s higher ed
- The Los Angeles Times cited data from IWPR’s study on nurse wages
- The Wall Street Journal cited IWPR’s study on nurse wages
- The Chicago Tribune quoted Dr. Heidi Hartmann on nurse wages
- USA Today quoted Dr. Vicky Lovell on women’s trends in the workforce

Democracy and Society

- The State (SC) cited research on women’s participation in politics

Poverty, Welfare and Income Security

- Dr. Avis Jones-DeWeever was interviewed by the Associated Press for an article on Katrina and U.S. poverty policies: article picked up by Seattle Post-Intelligencer, journalNow.com, Charleston Gazette (WV), Augusta Chronicle and Leesville Daily Leader (LA), and the Times-Picayune of New Orleans
- Dr. Avis Jones-DeWeever interviewed by The Baton Rouge Advocate on perceptions of poverty and poor among Americans
- New York Times quoted Dr. Heidi Hartmann regarding social security; picked up by Desert Morning News (UT), Times Union (Albany, NY)
- AARP magazine quoted Dr. Heidi Hartmann on older women and social security issues
- SunHerald.com quoted Dr. Hartmann and cited the report on Katrina
- The Washington Times quoted Dr. Barbara Gault on welfare reforms

Work and Family

- The Boston Globe cited IWPR’s Family and Medical Leave report
- The Chicago Tribune cited IWPR’s research on sick days for employees
- National Public Radio’s Marketplace covered IWPR’s statistics on paid sick leave proposal in San Francisco

New Project Assessing the Status of Black Girls in New York City

The Institute for Women’s Policy Research is embarking upon a new research project examining the status of Black girls in New York City. This study, funded by the Black Women for Black girls Giving Circle, will entail a research synthesis, the examination of existing data assessing the status of Black girls, and original data collected through focus groups and web surveys targeted to girls throughout each of the city’s five Burroughs. The report is expected to be made available on IWPR’s website in the spring. Be on the lookout!
Changing Communications Sector Lets Minority and White Women Down

Vicky Lovell and Emma Kronick

A new IWPR research report finds that high-growth industries in the Communications and Media Sector offer lower-paying jobs and are less likely to hire women, compared to traditional industries in the sector. Women earn less than men, and minority workers less than whites, leaving women of color with the lowest pay in this sector. These findings have negative import for the future of workers in the sector and the country at large.

The Communications and Media Sector is the public arena for the exchange of information. It includes older technologies such as newspapers, broadcast TV and wired telephone service, along with the high-tech world of internet, wireless, and fiber-optic communications. Through legislation, regulation, and judicial decisions all branches of the federal government have articulated the importance of this sector in strengthening our democracy by representing all members of our communities and the nation. One key to diversity of content and access is employment of a diverse group of workers.

Making the Right Call: Jobs and Diversity in the Communications and Media Sector (available on the web at http://www.iwpr.org/pdf/C364.pdf) evaluates the status of women and minorities in the seven largest industries in this sector. Analyzing data on job gains and losses by industry from the U.S. Bureau of Labor Statistics’ Current Employment Statistics survey, the report finds that women filled only one in four net new jobs created between 1990 and 2005. Women’s share of employment in the sector fell from 52.1 percent in 1990 to 48.6 percent in 2002, according to data collected by the Equal Employment Opportunities Commission (EEOC).

Of the seven key industries studied in the report, the only one in which the share of women is increasing is Newspaper Publishers, the lowest-paying industry and one that lost almost one-fifth of its jobs between 1990 and 2005. Minority representation, on the other hand, is at or above the share of minority workers in the overall workforce in Wired and Wireless Telecom combined, Cable TV, and Motion Pictures and Video industries; minorities are underrepresented in the Radio and TV Broadcasting and Newspaper Publishers industries, relative to their contribution to the workforce as a whole.

Women and minorities face a wage gap in all Communications and Media industries. While white men earn $769 weekly in the sector, minority men (including Hispanics) earn $630, white women earn $598, and minority women only $526 weekly. The gender wage gap is largest in the industries with the highest overall pay rates.

Despite the very visible growth of newer industries, employment in the Wired Telecom industry continues to dominate the Communications and Media sector, with nearly 420,000 workers (even though 2005 employment was down nearly 25 percent from 1990 levels). Expanding industries such as Wireless Telecom and Internet Service Providers lack the strong union protections of Wired Telecom: Forty-one percent of Wired Telecom employees belong to a union, and that industry has the highest pay in the sector, with median weekly earnings of $729 for all non-supervisory workers. Unions add 47.5 percent to full-time wages in Wired Telecom—$15,600 annually. Wireless Telecom, where employment grew by 433 percent over the 15-year period from 1990 to 2005, has a much lower rate of unionization (29 percent) and pays $619 per week.

IWPR President Dr. Heidi Hartmann released the report on July 24, 2006, to a standing-room-only audience on Capitol Hill. Also speaking at the event were Wade Henderson and Karen McGill Lawson of the Leadership Conference on Civil Rights, David Honig of the Minority Media and Telecommunications Council, Linda Foley of the Newspaper Guild, and Gloria Tristani of the Benton Foundation. Funded by BellSouth, the report is part of an on-going IWPR series that examines worker well-being in selected occupations and industries.

IWPR will use the group of leaders’ suggestions to guide our work on religion, politics, and women’s public vision, including a series of workshops we will hold across the country starting in 2007 and events at our June 2008 conference.


IWPR Addresses Congressional Staff at Take Care Net Briefing

Ashley English

In May 2006, Drs. Heidi Hartmann, Vicky Lovell, and Avis Jones-DeWeever served as panelists at Take Care Net’s Congressional Briefing. Held in the Capitol building, the briefing, co-hosted by Take Care Net, The Progressive Caucus, and the Democratic Women’s Working Group announced the release of The Work and Family Bill of Rights. The program also featured Congressional speakers - Representative Rosa DeLauro (D-CT), Representative Jan Schakowsky (D-IL) and Representative Lynn Woolsey (D-CA).

The Work and Family Bill of Rights serves as a call to action to create policies that support working families who are struggling to balance the demands of work, family, and career. It includes the rights to:
• annual paid family, medical, and personal leave for full and part-time workers
• negotiated flexibility over work hours and place
• quality, affordable child and elder care
• a minimum wage that is a living wage and that is indexed to inflation
• and adequate health insurance for all.

For more information on The Work and Family Bill of Rights, please visit www.takecarenet.org.
Attention all Federal Employees!

Select Institute for Women’s Policy Research for the Combined Federal Campaign #9282

IWPR is once again participating in the Combined Federal Campaign!

The Combined Federal Campaign (CFC) is a quick and easy way to support IWPR’s crucial and important research. Federal employees can make a difference by simply selecting IWPR on your CFC pledge card. This fall, look for us, number 9282 in the 2007 catalog. The amount you elect to contribute will be donated directly to IWPR. Don’t worry, if you are not a Federal Employee, you can help by spreading the great news about participating in this wonderful opportunity.

We appreciate everything you do to support IWPR! Without the generous contributions of our members, we would not have been able to produce relevant and timely research that makes a difference in women’s lives, as we have for nearly twenty years.

Don’t forget to look for IWPR (#9282) this fall in the Combined Federal Campaign catalog! Sign up and know that you will be promoting positive change for all women and their families.

NEW RELEASES

BRIEFING PAPER

The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part II. Gender, Race, and Class in the Labor Market

By Erica Williams, Olga Sorokina, Avis Jones-DeWeever, and Heidi Hartmann

This Briefing Paper is the second in a two-part series addressing the multiple disadvantages experienced, particularly by women of color, in the areas hit by Hurricanes Katrina and Rita and the areas in which many are now living. In Part 2, we present data from before and after the storms, examine women’s roles in the labor market in some detail prior to the hurricanes, and offer policy recommendations for reincorporating women into the workforce during and after the rebuilding period.

August 2006

IWPR No. D465, 32 pages, $5

REPORT

Making the Right Call: Jobs and Diversity in the Communications and Media Sector

By Vicky Lovell, Heidi Hartmann, and Jessica Koski

This report examines recent changes in overall employment levels in the seven largest Communication and Media industries, and then details earnings, unionization, and employment for all workers and for women and people of color in particular. Because employment in these industries, like employment in the U.S. economy as a whole, is characterized by high levels of occupational segregation by gender and race/ethnicity, the report also examines earnings, unionization, and job access for women and minorities for occupational groupings and key individual occupations.

July 2006

IWPR No. C364, 48 pages, $8

REPORT

Valuing Good Health in San Francisco: The Costs and Benefits of a Proposed Sick Days Policy

By Vicky Lovell

This report uses data collected by the U.S. Bureau of Labor Statistics, the U.S. Department of Health and Human Services, the California Employment Department, and the U.S. Census Bureau to estimate how much time workers in San Francisco would take under one paid sick leave proposal and how much they would be paid for that sick time. It also employs findings from medical research to estimate how much money this leave policy would save. The report builds on methodologies the Institute for Women’s Policy Research developed to evaluate the costs and benefits of the proposed national sick leave legislation, the Healthy Families Act.

July 2006

IWPR No. B252, 19 pages, $5

visit www.iwpr.org for IWPR’s latest press releases and publications

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IWPR Holds Younger Women’s Strategy Session on Religion and Feminism

Amy Caiazza

As part of our ongoing work on women’s values, religion, and politics, IWPR held a strategy session of younger women leaders to discuss issues of religion in movement building around feminist issues. During the July 28, 2006 session, a group of fourteen women under age 40 identified obstacles, resources, and potential benefits of building stronger alliances among progressive women who are active in religious and “secular” organizing, including both feminist and social justice movements. Participants also provided feedback and ideas for a statement on women’s public vision that is being developed by IWPR in partnership with our Working Group on Women’s Public Vision.

During the session, participants talked candidly about how younger women can build alliances across divides of race, ethnicity, class, and religion to achieve long-term social change on behalf of women and other disadvantaged groups. The participants pointed to the need for more opportunities for young women leaders to network and collaborate in a variety of movements for social justice.

IWPR will use the group of leaders’ suggestions to guide our work on religion, politics, and women’s public vision, including a series of workshops we will hold across the country starting in 2007 and events at our June 2008 conference.


Femstats.net

A new women’s data center on the web brought to you by IWPR

» Time series and cross sectional data on women and men
» All data on indicators from the 1996-2004 Status of Women in the States reports available as Excel spreadsheets
» 30 indicators, 5 years, 50 states plus the District of Columbia
» Perfect for student assignments and research on women

Spotlight on Mariam K. Chamberlain Fellows

Ashley English and Priyanka Ramamurthy

IWPR welcomes Anna Danziger and Tori Finkle – our newest Mariam K. Chamberlain Fellows. Anna, originally from Ann Arbor, Michigan, has a BA from Barnard College, where she majored in History and Human Rights. She received departmental honors for a thesis on the reasons for the British government’s reversal of the United Kingdom’s imperial/Commonwealth immigration policy during the decolonization period. Anna chose to work at IWPR to further develop her research skills and to continue learning about policy issues affecting women. She will do so while working with Amy Caiazza on the Politics, Religion, and Women’s Public Vision program and with Barbara Gault on the Institute’s early education research. After completing the fellowship, Anna will eventually pursue a graduate degree in public policy and history.

Tori, a native of Manchester, Connecticut, graduated this spring from Bates College as an economics major and philosophy minor. Her thesis focused on urban economics and the extent to which women in urban areas benefit from wage increases similar to those of their urban male counterparts. Tori will be working with Vicky Lovell on employment projects including cost/benefit analyses of proposed sick leave policies, and in doing so will have a chance to start a career in public policy. She is excited to be part of an organization that does research and also has close ties to the advocacy world. Following her time at IWPR, Tori plans to work at another public policy organization or enroll in a graduate school for public policy and economics.

Dr. Mariam K. Chamberlain has dedicated her career to economics and ending discrimination against women. The Mariam K. Chamberlain Fellowship in Women and Public Policy honors the vision of Dr. Chamberlain to secure a world of gender equality in which women reach the highest levels of achievement. In addition to joining the IWPR staff as research assistants for nine months, fellows participate in policy activities in Washington DC by attending briefings, Congressional hearings, and policy seminars.

We are glad to have Anna and Tori aboard, and look forward to working with them over the next nine months!
IWPR Investigates Wage Gaps for Maryland’s Women and Minorities

Vicky Lovell and Emma Kronick

In 2004, the Maryland state legislature created an equal pay commission to explore wage disparities in the state’s public and private sectors. The Commission is exploring pay disparities by both race/ethnicity and gender. IWPR’s Vicky Lovell and Olga Sorokina offered to provide the Commission with data analysis on a pro-bono basis. Their report, using the American Community Survey, was delivered to the Commission in July for use at the Commission’s discretion in its own report to Maryland’s Governor and legislature this fall.

When considering wage and salary workers, including those who work part-time or only part of the year, Maryland’s women earn 76 cents for every dollar that men in the state earn.

Earnings ratios between workers of color and white men vary enormously by race and ethnicity in Maryland. Hispanic men working full-time full-year face an earnings gap of nearly 50 percent, while African Americans earn 74 percent as much as white men and Asian Americans earn white men (with a pay ratio of 104 percent). Some of these differences are due to variations in educational achievement and the age distribution of workers in different demographic groups. A wage decomposition finds that between 3.2 and 7.8 percent of the wage gap between minority and white workers of both sexes is unexplained by human capital and job characteristics.

Occupational segregation by both gender and race is very high in the Maryland workforce. For example, looking at full-time full-year workers, 86 percent of Maryland’s Health Support and Technician workers are women, but only four percent of those employed in Precision Craft and Repair are women. African-Americans are over-represented in Clerical work, but hold only a small share of jobs as lawyers. Asian-Americans have an unusually strong presence among Health Diagnosis Professionals, and Hispanics among Laborers, but both groups are nearly absent from Protective Services personnel.

Women and minorities working in the public sector fare better in comparison to white men than those in the private sector, suggesting that civil-service employment continues to offer fairer employment opportunities. Public employees on average are older, better educated, and more concentrated in professional occupations than private-sector workers, and this difference is reflected in higher average pay in the public sector.

Dr. Cynthia Lloyd

Please welcome IWPR’s newest board member, Dr. Cynthia Lloyd! Dr. Lloyd was elected to serve on the Institute’s Board of Directors this past spring. She is currently the Director of Social Science Research in the Policy Research Division at the Population Council. Before joining the Population Council, she was Chief of the Fertility and Family Planning Studies Section at the United Nations Population Division. Dr. Lloyd has also been an assistant professor of Economics at Barnard College, Columbia University. IWPR is excited to have Dr. Lloyd’s expertise and experience on the board.

Since 1980, Dr. Lloyd’s work has been focused on international issues, particularly gender and population issues, household and family demography in developing countries, and transitions into adulthood. Dr. Lloyd has conducted extensive work in several countries on these topics, particularly in Ghana, Kenya, Pakistan, and Egypt. Recently, she has been conducting research on the relationship between school quality, school attendance, and transitions into adulthood in developing countries.

Despite the more recent international focus of her work, Dr. Lloyd has always maintained an interest in domestic women’s issues. She began her career by studying women’s economic roles in the United States. Over the years, Dr. Lloyd has published many articles and papers, as well as three books on women, gender, and the economics of sex differentials in the labor market in the United States.

Dr. Lloyd is interested in the work IWPR does regarding wage discrimination in certain sectors (such as nursing), women and Social Security, women and health, and the role of women in religion. IWPR is excited to have Dr. Lloyd’s global perspective and international expertise with women’s issues. Dr. Lloyd says she is honored Dr. Hartmann asked her to join the Board, and she looks forward to her involvement with IWPR. “I have always been impressed with the role of IWPR and Heidi Hartmann in speaking out on issues and identifying topical concerns which need continuing research and policy attention.”

Announcing IWPR’s 20th Anniversary in 2007

Pst...have you heard that IWPR is turning twenty next year? To commemorate this important milestone, the Institute is planning to celebrate two decades worth of women’s research with an array of events and publication releases throughout 2007. Twenty never looked so good…

Stay tuned for more details!

Board Member Profile

Dr. Cynthia Lloyd

Amy Lin

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Spotlight on IWPR’s Fall Interns and Work/Study Students

Ashley English

Abeer Amin, Karachi, Pakistan
B.A. in International Relations, Randolph-Macon Woman's College, 2004
Research Intern
Why IWPR?
"Coming from a developing country such as Pakistan, issues concerning the socioeconomic well being of women have always captured my attention. As a research intern, IWPR provides me the great opportunity of putting my passion of being involved in critical women’s issues into real life practice."

Casey Clevenger, Peshastin, Washington
B.A. in Comparative History of Ideas with Honors, University of Washington; Candidate, M.A. in Public Policy with a Concentration in Women's Studies, The George Washington University (Expected 2008)
Work/Study Development Assistant
Why IWPR?
"Since interning with women's political organizations in Northern Ireland and South Africa, and spending a year as a social worker, it has been my goal to address how women in poverty can overcome the social, economic, and cultural obstacles facing them through public policy research and advocacy. At IWPR, I look forward to gaining first-hand experience at an organization that addresses the needs of women and their families in collaboration with policymakers, scholars, and public interest groups."

Robin Halberstadt, Seattle, WA
B.A. in Political Science and Creative Writing, Western Washington University; Candidate, M.A. in Women's Studies, The George Washington University (Expected 2008)
Communications Intern
Why IWPR?
"I am interested in both women's studies and antipoverty research. I want to become a social policy analyst in both of these areas, and I felt that IWPR would give me the kind of hands-on experience I need to begin to understand the field."

Carina Luca, Southington, CT
B.A. in Economics and Biology, Kenyon College; Candidate M.P.P, American University (Expected 2006)
Research Intern
Why IWPR?
"IWPR is unique in its focus on quantitative research and women's issues."

Layla Yousefi Moughari, Tallahassee, Florida
B.S. with Honors in Psychology and B.A. with Honors in Women's Studies, University of Florida; Candidate, M.A. in Public Policy and Women's Studies, The George Washington University (Expected 2007)
Work/Study Research Assistant
Why IWPR?
"I have always been interested in women's issues and as a career I would love to work for a women's advocacy group/interest group. I feel like IWPR is a perfect place for me and I'm really looking forward to learning and contributing to this organization."

Chonti M. Valenzuela
B.A. Women's Studies and International Relations, Florida International University; Candidate, M.A. in Women's Studies, The George Washington University
Work/Study Research Assistant
Why IWPR?
"I have heard many excellent things about the institute, particularly from Dr. Dan Moshenberg, Director of George Washington University’s Women's Studies Department. I wanted to work somewhere that tries to improve the everyday lives of women and their families."

Teresa Yeh, North Potomac, Maryland
B.A. in English and Political Science, University of Maryland, College Park; Enrolling in Cornell Law School (Fall 2007)
Research Intern
Why IWPR?
"IWPR's research-based approach is ideal because it allows me to apply my love for scholarly research to issues that I am passionate about. Through working at IWPR, I've been able to deepen and diversify my knowledge on various women's issues."
Support for IWPR’s research, education, and outreach activities is funded primarily by foundations, organizations, and individuals. The Institute is able to fulfill its 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:

- the Ford Foundation for a study examining the impact of consent decree remedies on sex and race discrimination in the workplace;
- the Black Women for Black Girls Giving Circle to study the status of black girls in New York City;
- the Ford Foundation for renewing its support for work on paid family leave and job quality;
- the W.K. Kellogg Foundation to work with several partners to enhance the understanding of economic development professionals on ways to meet the needs for early care and education in their communities;
- the Sunrise Foundation for increasing IWPR’s media outreach;
- AARP for a comprehensive book on women’s retirement;
- the Otto Bremer Foundation and the W.K. Kellogg Foundation for an evaluation of The Status of Women in the States project;
- the Ford Foundation and the Metro America Foundation for work on Social Security research and education efforts;
- the Ford Foundation 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, work supports, and family, friend, and neighbor care;
- the Sister Fund for work on developing forums for issues on faith and feminism;
- Soroptimist International of the Americas and the Ms. Foundation for continued work on the status of women in the Gulf Coast who were affected by Hurricanes Katrina and Rita;
- the New Prospect Foundation;
- the New Directions 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.

Dr. Linda Williams, In Memoriam

Aris A. Jones-DeWeever

On October 16th the world lost an amazing trailblazer, scholar, and activist, Dr. Linda Faye Williams. Dr. Williams was a longtime member of IWPR’s Program Advisory Committee and a Professor of Government and Politics at the University of Maryland, College Park. She was the author of two highly acclaimed books: From Exclusion to Inclusion: The Long Struggle for African American Political Power with her husband Dr. Ralph Gomes, and the groundbreaking work Constraint Of Race: Legacies Of White Skin Privilege In America which won the W.E.B. DuBois Best Book Award and the Michael Harrington Best Book Award, and was named the Best Book of 2004 on Public Policy and Race and Ethnicity by the American Political Science Association (APSA). Most recently, Dr. Williams received the APSA Women’s Caucus Outstanding Mentorship Award and the Lifetime Achievement Award from APSA’s Committee on the Status of Blacks in the Profession.

Dr. Williams was the first African American undergraduate to enroll and graduate from Rice University. She then went on to complete her doctoral work at the University of Chicago and served on the faculties of Howard, Cornell and Brandeis Universities. Prior to joining the faculty at Maryland, Dr. Williams held a Weiner Research Fellowship at Harvard University and served as Associate Director of Research at the Joint Center for Political and Economic Studies. At Maryland, she co-founded the Democracy Collaborative’s Diversity, Democracy, and Voice Initiative and worked tirelessly as a devoted mentor to the next generation of African-American scholar/activists. We will all miss her sharp intellect, indomitable spirit, keen wit, unwavering friendship, and passion for creating change through bold action.

IWPR General and Project Support

Support for IWPR’s research, education, and outreach activities is funded primarily by foundations, organizations, and individuals. The Institute is able to fulfill its 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:

- the Ford Foundation for a study examining the impact of consent decree remedies on sex and race discrimination in the workplace;
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- AARP for a comprehensive book on women’s retirement;
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- the Sister Fund for work on developing forums for issues on faith and feminism;
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Consider Joining IWPR or Giving an Honorary Gift

IWPR members provide the Institute with the support we need to continue to do the important work we do!

In addition to renewing your annual IWPR membership, In Honor Of contributions are another thoughtful way to celebrate special people or events in your life – and they’re tax-deductible! It’s an ideal graduation, birthday, holiday, or any day tax-deductible gift. What better way to mark an event while at the same time supporting the vital work of IWPR? When you make an In Honor Of gift, the recipient will be acknowledged in our upcoming newsletter and receive a card notifying them of your thoughtful gesture. It’s a wonderful tribute to significant people in your life that also supports IWPR’s important work.

IWPR Staff and Summer Interns at IWPR’s 16th annual Wine and Cheese Summer Soiree for Washington DC Interns, July 12, 2006. From left to right, Megan Neal, Anna Danziger, Emma Kronick, Anne Hedgepeth, Heidi Hartmann, Jessica Lewis, Kathleen Pagaelli, and Priyanka Ramamurthy.
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IWPR members get a 20% discount on all publication orders.