



An organization for women and women's interest in the public policy arena, based at the University of Maryland School of Public Affairs

GWIPP – Graduate Women In Public Policy Newsletter *Volume 1, Number 6 – December 2002*

In this edition...Member's Corner, Call for Information, GWIPP Upcoming Events, In and around D.C., Items of Interest, Career Builder, In the News – Women in the Workplace

Life is change: growth is optional. – Karen Kaiser Clark

Member's Corner

Dear GWIPP Members,

The holiday season is almost upon us! As this is the last newsletter of the year, I wanted to wish everyone a Merry Christmas, Happy Hanukkah, and a Happy (and safe) New Year! We will return with the first newsletter of the New Year, 2003, the first week of February to accommodate the semester schedule. Until then, good luck, members, on all of your exams, and may your holidays be filled with laughter, love and peace!

Tonnye Conner-White, Alumnae Relations Coordinator

Call for Information

Calling all alums and students – if you have anything to place in the next newsletter, events, speakers, forums, conferences, or just something you've come across that you'd like to share, please email it and include your return contact information at: tconnerwhite@yahoo.com.

GWIPP Upcoming Events

A special thanks - GWIPP would like to thank Dean William Powers and Karen Logan, Program Coordinator, both of the Maryland School of Public Affairs for their personal contributions to the Graduate Women in Public Policy. Thank you for your generosity and continued support!

Major Public Policy Issues Affecting Women in 2003

Date: Wednesday, Dec. 11th
Time: Noon to 1:30 PM
Location: Dean's Conference Room

Description: To inform future policy makers, GWIPP is hosting an event on the major policy issue that will disproportionately affect women in the coming year. Our guest speaker, M.K. Tally is an outreach associate from the Institute for Women's Policy Research. Prior to joining IWPR, M.K. Tally worked at the South Carolina Governor's Commission on Women as their Program Information Coordinator. She received her bachelor's degree in Women's Studies from Barnard College in 1998, and wrote her thesis on the history of social welfare policies. She also served as a board member of a South Carolina training organization for welfare recipients, as an active member of Habitat for Humanity's "Women Build" committee, and as a research intern at South Carolina Retirement Systems, focusing on retirement and pension issues.

Maryland School of Public Affairs Winter Break Dec 22, 2002 – Jan 28, 2003

Out-to-Lunch Series visits with Maryland Delegate Tawanna P. Gaines

Date: Wednesday, January 29th
Time: 9:30 AM
Location: General Assembly; Annapolis, Maryland

Description: GWIPP will begin the Spring semester with another visit in the ***Out-to-Lunch*** series on Wednesday, January 29, 2003. We will begin the day at 9:30 a.m. by sitting in on a session of the General Assembly in Annapolis. Next, we will visit Delegate Tawanna P. Gaines (D-PG) in her office at 11:00 a.m. Delegate Gaines has been a Member of House of Delegates since December 21, 2001. Previously, Delegate Gaines was mayor of Berwyn Heights, just down the street from the University of Maryland in College Park (1998 - 2000). We hope you will join us for this exciting opportunity. Please RSVP to Merriam at merriam_lof@yahoo.com.

Careers for Women in Public Service with Ambassador Bloch

Date: Wednesday, February 12th
Time: Noon – 1:30 PM
Location: Dean's Conference Room, Second Floor

Description: Julia Chang Bloch is the Ambassador-in-Residence at the Institute for Global Chinese Affairs. She served as the U.S. Ambassador to Nepal from 1989 to 1993 and was the first Asian-American to become a U.S. Ambassador. She has spent 22 years in public service including time as a Peace Corps volunteer, two presidential appointments at the U.S. Agency for International Development, Chief Minority Counsel to a Senate Select Committee, Senate professional staff member, and Deputy Director of the Office of African Affairs at the U.S. Information Agency. She also spent three years as Group Executive Vice President at the Bank of America, and three years as President and CEO of the United States-Japan Foundation. Ambassador Bloch will be speaking to GWIPP about career paths for women in public service.

GWIPP Magazine Fundraiser - Reminder

Note to alums: please contact Tonnye at tconnerwhite@yahoo.com, by Monday, December 9th, if you are interested in obtaining magazine subscriptions through GWIPP. Remember, you can also renew current subscriptions through this program.

Calling all students and alumnae! GWIPP is conducting our first fundraising event and we need your help! We are selling the following selection of magazines from now until December 7th. Each subscription costs \$40 and will last for 2-2.5 years (exact # of issues listed with each magazine). For each magazine we sell we will raise \$10 – once we've sold 30 subscriptions that amount increases to \$20 per magazine!!! Help us reach our goal of making \$1000 by spreading the news to family and friends and remember – magazines make great holiday gifts!

Glamour # of issues - 28, Price per issue \$1.43
Electronic Gaming Monthly # of issues - 24, Price per issue \$1.67
Entertainment Weekly # of issues - 57, Price per issue \$.70
Business 2.0 # of issues - 30, Price per issue \$1.33
Essence # of issues - 24, Price per issue \$1.66
Field & Stream # of issues - 40, Price per issue \$1.00
Food & Wine # of issues - 16, Price per issue \$2.50
Fortune # of issues - 34, Price per issue \$1.18
Golf Magazine # of issues - 40, Price per issue \$1.00
House Beautiful # of issues - 40, Price per issue \$1.00
InStyle # of issues - 18, Price per issue \$2.22
Money # of issues - 26, Price per issue \$1.54
Mutual Funds # of issues - 24, Price per issue \$1.66
Parenting # of issues - 40, Price per issue \$1.00
PC Magazine # of issues - 32, Price per issue \$1.25
People Magazine # of issues - 17, Price per issue \$2.35
People en Espanol # of issues - 30, Price per issue \$1.33
Popular Science # of issues - 40, Price per issue \$1.00
Real Simple # of issues - 24, Price per issue \$1.60
Ski # of issues - 32, Price per issue \$1.25
Sports Illustrated for Kids # of issues - 20, Price per issue \$2.00
Sports Illustrated # of issues - 52, Price per issue \$.77
Teen People # of issues - 32, Price per issue \$1.25
Time # of issues - 56, Price per issue \$.71
Travel & Leisure # of issues - 14, Price per issue \$2.86
This Old House # of issues - 24, Price per issue \$1.66

In and Around D.C.

Realize Your Dreams

Date: Monday, December 9th
Time: 7:00 PM
Location: This is a tele-workshop! After purchasing your ticket you will be emailed a phone number to call into.
Sponsored by: DC Society of Young Professionals
Information: www.dcyoungpro.com/index.cfm?action=tickets or call 202-686-6085.

Description: This seminar will be a Tele-Workshop. It will take place over the telephone just like a conference call. This format allows you to make real connections and feel supported by the group without having to leave your home/office or take too much time out of your day. During this one-hour, interactive session we will be covering topics such as: Identifying and overcoming the obstacles that are preventing you from moving forward; how to effectively plan for success; and techniques for conquering procrastination. This workshop is facilitated by Career Coach, Maret McCoy. Price is \$15.

What's Talking Got to do With it?

Date: Tuesday, December 10th
Time: 7:30 PM
Location: Wyndham City Center Hotel; 1143 New Hampshire Avenue, N.W., Washington, DC (Corner of 22nd and M Streets; Closest Metros are Foggy Bottom and Dupont Circle)
Sponsored by: DC Society of Young Professionals
Information: www.dcyoungpro.com/index.cfm?action=tickets or call 202-686-6085

Description: Join Dr. Pamela Brewer, psychotherapist, lecturer, author and host of the popular live call-in program MyNDTALK "Making It Make Sense" for a look into a healthy relationship – what works? What doesn't! How do you know when your relationship is working? What are the signs you may be in big trouble? This is an interactive exploration of all that goes into a healthy relationship with yourself and others - for singles and couples alike. This class will offer you practical tips and guidance as you work to create and maintain your positive relationships. Price: \$25.00 if you purchase your tickets by 5 p.m. Friday, November 29

Human Rights Day Luncheon

Date: Tuesday, December 10th
Time: 12 – 2:00 PM
Location: Russell Senate Caucus Room
Sponsored by: United Nations Association of the North Capital Area (in conjunction with the office of the late Senator Paul Wellstone)

Description: To commemorate the adoption of the United Nations Universal Declaration of Human Rights. Our keynote address, "Seeking Peace with Justice in Colombia," will be given by The Honorable Robert E. White, President of the Center for International Policy. \$30 admission: pre-pay to reserve space at rsvp@unanca.org.

GenTech for Nonprofit Managers with Shireen Mitchell

Date: Thursday, December 12th
Time: 6:45-8:45 PM \$30
Location: Institute for Policy Studies; 733 15th Street, NW. (Metro to MacPherson Sq or Metro Center - entrance is on 15th St., between New York and H)
Sponsored by: The Social Action & Leadership School for Activists (SALSA) of the Institute for Policy Studies (IPS)

Description: This class will teach women and men in management what they should know about transitioning current technology issues into comprehensive technology plans. Learn techniques that will motivate all staff and effectively utilize technology as a tool to get more out of the resources available to you. Shireen Mitchell will address the question "how do differences in the way men and women approach technology impact management issues?" Discuss methods on decreasing technology apprehensions in changing times. Learn how to encourage more women staff members to be proactive and assist in technology planning. Price is \$30.

Dynamics of Social Movements with Netfa Freeman

Date: Tuesday, December 17th
Time: 6:45 – 8:45 PM
Location: Institute for Policy Studies; 733 15th Street, NW. (Metro to MacPherson Sq or Metro Center - entrance is on 15th St., between New York and H)

Sponsored by: The Social Action & Leadership School for Activists (SALSA) of the Institute for Policy Studies (IPS)

Description: The dynamics of social movements are governed by objective and universal laws. Understanding these laws can make working for social change more strategically and tactically sound. Learn about the common threads that permeate every movement and how you can measure your success in building grassroots participation and movement momentum. Using the U.S. Civil Rights movement as a model, this interactive workshop will apply popular education methods to enhance your perception of any movement and the role you and your organization play within it.

Items of Interest

SALSA

The Social Action & Leadership School for Activists (SALSA) of the Institute for Policy Studies (IPS) offers affordable evening classes in the Washington, DC area to make you and your organization more effective. Topics covered include: nonprofit management, communications, fundraising, direct action, and career development.

SALSA is:

- a skills training program that strengthens community activism and fosters engaged citizenship.
- a forum for discussion and development of progressive issues and agendas.
- a unique networking opportunity for social change activists.

Some upcoming events are listed in this month's event section, but we encourage you to visit their website at www.hotsalsa.org for more information and a full list of classes.

Semester-long passes (with unlimited classes) are available for \$110. Students, Interns, and Seniors receive a 40% discount on most individual classes and off of the semester-long pass!

Report on: The Status of Women in the United States

This 2002 report is part of an ongoing research project conducted by the Institute for Women's Policy Research (IWPR) to establish baseline measures of the status of women in all 50 states and the District of Columbia. The report describes how measures of women's rights and equality vary among the states presenting data on each state by 30 indicators. It also ranks each state for women's overall status in five areas: political participation, women's employment and earnings, social and economic autonomy, reproductive rights, and health and well being. To download the full document (in pdf format) go to <http://www.iwpr.org/states2002/index.htm>.

FYI: Maryland ranks from a high of 2 in Employment and Earnings to a low ranking of 33 in Health and Well-Being.

New Website for those interested in working with a consulting firm, specializing in all aspects of the job search/interview process!

What: Free Class

When: December 8th, 2002 – learn how to research the job market, design a winning resume, and achieve interview success. The seminar is appropriate for any stage of career development, whether this is your first job, you are unemployed, or looking to transition into a new career.

Click on <http://www.candidateinterviewconsulting.com/> and then click on "schedule."

Three Steps to Finding the Right Job

by Ellen Alcorn (MSN News)

Anyone who has ever worked knows there's a lot more to job satisfaction than a paycheck. A workplace's physical and psychological environments of a workplace are also essential for a happy employment situation. This is even more true for those who are potential targets of discrimination: people of color, women, gays and lesbians, mature workers and the physically handicapped.

Before accepting a job, it is important to be at least reasonably certain you will be treated fairly and with respect. Although there are no guarantees, here are three steps you can take to get a reasonably good sense of a company's environment.

1 - Ask Good Questions During the Interview

This doesn't mean you should come across like an undercover agent for the Equal Employment Opportunities Commission. Interviewers will almost certainly be put off by candidates who grill them mercilessly about issues surrounding diversity and discrimination. "The thing you don't ever want to do is give any reason for them to reject you," says Barbara Mitchell, principal at the Millennium Group. You're much better off asking more general questions, such as:

Why do you like working here?
How important a role does teamwork play in your company?
What opportunities for advancement exist in your company?
What makes people want to stay here?
How open are managers to differing viewpoints?

Obviously, different people have varying needs, and some of those needs should be addressed openly. "It is perfectly acceptable for applicants of color to ask how many minorities are in positions of authority," Mitchell says. She believes it is also acceptable to inquire about mentoring programs designed to acclimatize people of color to the company's culture.

If you are physically handicapped, you may need to discuss your accessibility requirements. Here again, tread carefully. Twenty different questions about the availability of ergonomic office equipment may raise red flags for the interviewer.

2 - Take the Tour

This will often answer at least as many questions as the interview does. Keep a mental checklist of the following:

Do the employees look happy?

Are the offices clean and well lit, or are they dim and sloppy? Often, the visual culture is a good indication of the healthiness of a workplace environment.

Does there appear to be some diversity among the employees? Bear in mind that a diverse pool of employees is by no means a failsafe guarantee of a good working environment. Mitchell suggests observing people to see if they appear to really want to be there. "Don't look for people who look just like you," she says.

If possible, show up a few minutes early and talk to the receptionist. "They're gold mines of information," says Mitchell. Pay careful attention to small details, such as whether or not you're offered something to drink while you wait or whether people smile and say hello as they walk by.

3 - Do Your Homework

Often, you can glean the information you need without asking pointed questions during the interview. For instance, if you're gay or lesbian and want to know whether the company offers partner benefits, look online, as company Web sites increasingly offer detailed descriptions of benefits packages.

Look carefully over the company's literature. For instance, employee photographs can give a good indication not only of a company's diversity, but also of its promotion practices. A company with several African-American employees but no managers might properly send off warning bells.

If possible, employ the "six degrees of separation" strategy. That is, see if you know someone who knows someone who knows someone who works for the company in question. Getting the inside scoop on company politics can often be enormously helpful, both during the interview and in your own decision-making process.

If you are very concerned about the possibility of harassment in the workplace, you may want to expand your research to include possible EEO lawsuits pending against the company. The best way to do this is to search a legal database, such as Lexis or Westlaw. Take what you find with a grain of salt, though. "Companies can have cases filed against them frivolously," says Mitchell. Obviously, if there are hundreds of cases, you'll want to look elsewhere.

In the News

Women and the Workplace

By Francesca Di Meglio

What has changed on the job for women and what hasn't.

As Catalyst, a nonprofit research group dedicated to advancing women in the workplace, celebrates its 40th anniversary, women are taking stock of their advances. And while more progress could be made, the gains are impressive: Between 1970 and 2000, the proportion of women ages 25 to 34 who completed four or more years of college increased from 12 to 30 percent. According to the Center for Women's Business Research, in Washington, D.C., sales generated by female-owned firms have increased by 40 percent since 1997 alone, reaching almost \$1.15 trillion today. And in another sign of the times, while the number of Fortune 500 companies without women on their boards was 155 just eight years ago, today that number is 66.

That doesn't mean that the sexes are on equal footing at work. In a recent Catalyst survey of women and men in their mid-20s to mid-30s, about 42 percent of women reported that they have to overcompensate to get the same rewards at work as men. In fact, women still earn about 76 cents for every dollar a man makes. But the office isn't the only battlefield for equality. Although

almost half of both men and women surveyed by Catalyst said they are preoccupied with work while away from the office, women reported feeling more pressure at home and consequently are more interested in child care and flexible hours than their male counterparts. And younger working women know the road ahead may be rocky. Jane Lannon, a 2001 MBA graduate of Dartmouth College's Tuck business school, observes: "As I look toward my future, my biggest challenge will be balancing family and career."