

Summer 2001

Social, Political & Economic Equality

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*A Commission of the Department of
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Getting Your Seat At The Table.

One of the goals of MCW's Coalition for the Appointment of Women to State Boards and Commissions is to get more women a seat at the table on the more than 275 state boards and commissions. MCW representatives have met with the Appointments Secretary and ensured consideration of the applications forwarded from the Coalition for appointments.

Now, the Coalition needs applications from qualified women for the Women's Talent Bank to fill openings! In an effort to reach out and include women who are interested in such appointments, but are uncertain how to obtain them or what is involved, the Coalition is offering "Getting Your Seat at the Table" workshops.

These workshops are available to groups of 10-15 interested women, designed for presentation in an informal or professional setting. The workshops include comments from a Coalition member concerning the appointment process and tips from recent appointees about how they successfully navigated it. Additional information about various state boards and commissions is shared, as well as reviewing the Talent Bank application.

"Getting Your Seat at the Table" can be your first step towards moving into political office. It can be a way to increase your networking as a professional and/or give you a sense of fulfillment by contributing your time and talents for the benefit of the entire State. It can also help you obtain an appointment at the local level. Of course, everyone gains when women are involved in the political and decision-making process. For more information, please contact Floraine Applefeld, Chair of the Coalition, at (410) 433-3308.

Make a Difference

Equality's Rate of Return A University of Michigan business professor has demonstrated the profits of real equity. Professor Theresa Welbourne studied nearly 500 initial public offerings between 1993 and 2000 and found that the more women in top management, the better a company's bottom line. The stock price at companies with no VIP females averaged 65 cents a share less than those with 10 percent women. Start-ups where half the execs were women, meanwhile, made \$3.25 more per share than the all-male teams. When Welbourne started her IPO research back in 1988, she could not find any women at the top; by the year 2000, 45 percent of the companies going public had leading women. Not bad, even for a faltering market!

2001 LEGISLATIVE AGENDA FOR MARYLAND WOMEN - A SUCCESS

The final bill signing was May 1 and the 2001 LAMW Agenda has made an impressive showing. This year, the Agenda had four new initiatives; Hearing Aids for Kids, Kinship Care, Racial Profiling Prevention and Education and Job Training for Low Income Parents. All passed but Kinship Care, which was referred to interim study by the Senate Economic and Environmental Affairs Committee. This means that a task force will be set up, more research will be done and it is possible that this bill will be reintroduced next session.

Eight continuing initiatives were included this year. Continuing initiatives are LAMW initiatives, which did not achieve success in prior years and were reintroduced in the 2001 General Assembly session. The seven continuing initiatives for 2001 were: Enhanced Relief for Victims of Employment Discrimination, Sexual Harassment Workplace Training, Basic Banking Accounts, Child Support Guidelines, Livable Wage, Domestic Violence/Protective Order/Additional Relief and Repeal of Religious Exemptions in Juvenile Causes. Two of these passed, the Repeal of Religious Exemptions in Juvenile Causes and the Anti-Discrimination Act. As evidenced by the passing of the Anti-Discrimination bill this year, persistence does pay.

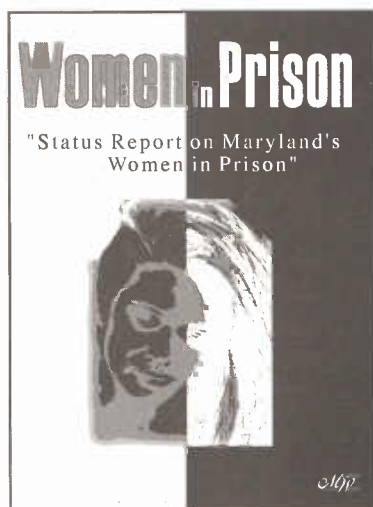
The Maryland Commission for Women supported or opposed additional legislative issue during this session. Those that were supported and passed: *Education-Public Schools-Firearms Safety and Accident Prevention Education Program, Crimes-Aggravated Cruelty to Animals, and Domestic Violence-Out of State Orders for Protection-Enforcement.*

The following bills were supported but did not pass: *Safe Havens for New-Borns Act, Maryland Commission for Women-Sexual Trafficking of Women, Maryland Office of Women's Health-Women's Health Care Grant Fund, Domestic Violence-Penalties, and Sexual Offenses-Polygraph Examination of Alleged Victims-Prohibited.*

For more detailed information, go to our website at mcw@thr.state.md.us and look under Legislation or call our office at 410-260-6048.

NEW! Women in Prison: Status Report on Maryland's Women in Prison

The report is an in-depth study of programs within the Maryland Correctional Institution for Women, as well as programs for those who have been released and their families. It points out significant challenges and outlines recommendations. For more information call 410-260-6047 or download a copy from our website www.thr.state.md.us/mcw



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Some of Maryland's most talented and dedicated young women were honored in a ceremony on April 29th, 2001. (left to right) Whytne Brooks, Rashaunda Dickens, Frances Hughes Glendening, Amanda Bory, Angela Brooks, Kimberlie Sage, Ellen Slattery.

WoMen of ToMoRrOW



Many Notable Maryland Women came to honor the Women of Tomorrow. (left to right) Carol Graves, Denese Maker, Lisa Cid, Emelda Johnson, Frances Hughes Glendening, Donna Sebly, Kim Bright, Dr. Fran Tracy-Mumford, and Delegate Katherine Klausmeier.

Six Outstanding Girls Honored

The Governor's Council on the Status of Girls, the Maryland Commission for Women, the Girl Scouts of Central Maryland, and the American Association of University Women hosted the 5th Annual Women of Tomorrow Awards on April 29th, 2001 at the Holiday Inn, Timonium. The awards are to honor exceptional Maryland girls based on their community service, commitment and pursuit of academic excellence, leadership, life experience, and future goals. Secretary Emelda Johnson provided greetings and congratulations from DHR and heartfelt remarks about the value of honoring and supporting young women in their endeavors. An inspirational keynote speech was delivered by Frances Hughes Glendening, First Lady of Maryland. The honorees themselves each offered remarks that were truly the highlight of the event. It was a day of great pride for the honorees and their families and support systems. Nominations for the Awards were Statewide and these deserving young women were selected from among many outstanding candidates. This year's honorees are:

6th - 8th Grade

Amanda Bory, Pine Grove Middle School, Baltimore County, **Rashaunda Dickens**, Drew-Freeman Middle School, Prince George's County

9th & 10th Grade

Whytne Brooks, North Hagerstown High School, Washington County, **Kimberlie Sage**, McDonough High School, Charles County

11th & 12th Grade

Angela Brooks, Forest Park Senior High School, Baltimore City, **Ellen Slattery**, Arundel High School, Anne Arundel County

Message from the Chair - Fran Tracy-Mumford

As I was surfing the Net viewing sites developed by Commissions for Women (CFW's), the UK Commission captivated me. They published a Women's Future Report where they highlighted the needs of women to achieve equality. They listed women's visibility and voice, women's representation, self-determination for women, and women in enterprise. One quote from the report grabbed my attention. It stated that "equality for women can only be achieved if equality is achieved in key decision making positions". Public policy, the workplace, public and private Boards and Commissions, and elected representation are only a few areas where we in Maryland continue to strive for greater involvement of women.

In November of this year, MCW will sponsor a conference where we will have the opportunity to discuss the economic empowerment of women and girls. (see page 4) This conference will provide a forum to make recommendations and bring women's perspectives and the needs of women and girls to the heart of public policy and legislation. Economic trends and indicators will be identified and discussed.

You don't have to wait for the conference to take action! MCW is promoting women to be appointed to Boards and Commissions. While we are very interested in State Boards and Commissions, representation at the local level is equally powerful. It brings women's voices before the general public. MCW will conduct a workshop in your community upon request. (see page 1)

Local CFW's are another productive mechanism to bring women's voices to the forefront. Until each county in Maryland has a Commission for Women (funded or unfunded, official or unofficial), a vehicle to hear women's voices in that county will be missing. I will personally work with any county that is developing a Commission by providing guidance and assistance. There are also several shining examples of what a local CFW can do for women in their area who would likewise be willing to help in forming a Commission.

I urge you to take advantage of the myriad of opportunities to involve yourselves in the integration of women's issues into the public policy agenda at the State and local level so that we can achieve full equality for women in this decade.

CREATING THE FUTURE...ECONOMIC EMPOWERMENT FOR WOMEN AND GIRLS.

It is the year 2001 and women and girls are still faced with the ongoing challenge of economic self-sufficiency and the quest for financial opportunities. This quest is far from over as women seek to become economically strong and vigorous. Many women are denied the benefits that economic empowerment would bring: bargaining power, the chance to generate more economic opportunities, and participation in economic decision making. As a result of this denial, society as a whole fails to benefit.

In an effort to address these issues, an exciting and important conference entitled "Creating the Future...Economic Empowerment for Women and Girls", will be held Friday, November 16, 2001. It is sponsored by the Maryland Commission for Women (MCW) and the Friends of the Maryland Commission for Women.

Working within a framework of four key tracks, health, education, economic independence and politics, policy and advocacy, the conference will target both professionals in the field and consumers. The conference mission is to bring the diverse voices of women and girls into the conversation about the economic needs of Maryland's female population. The goal is to provide an opportunity for a dialogue that will give due consideration to practicality, theory and diversity.

Each of these tracks will be considered in the context of their impact upon the economic empowerment of women and girls. Topics covered will include, among others, Elder Care; Wellness and Women's Empowerment; Challenges for Women of Color; The Digital Divide; Opportunities for Low-income Women; and Involving Young Women in Political Issues.

**For more
Conference
information please
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