



## Encouraging Diversity in Leadership: Handbook Highlights Promising Practices for Mentoring in Unions

by Caroline Dobuzjnskis

Mentoring is an essential tool for moving organizations forward: young members learn new leadership skills and are given a lay of the land when it comes to their working environment. A handbook by the Institute for Women's Policy Research (IWPR), produced with funding and support from the Berger-Marks Foundation, provides valuable tools and information for developing and implementing mentoring programs for union members and staff.

The handbook, *The Next Generation: A Handbook for Mentoring Future Union Leaders*, defines and describes various types of mentoring, outlines strategies for addressing potential obstacles or roadblocks in the mentoring process, and includes methods for making mentoring programs sustainable. It also includes worksheets to help mentors and mentees get the most out of their mentoring relationship, and to enable union leaders to identify the strengths of their mentoring programs and possible areas for improvement. The guide can be used to begin a new mentoring program or

to shore up one that's already in place.

Mentoring can especially help women and people of color, who face specific challenges in advancing their careers. These programs can help women build professional networks and make connections—opportunities that are often otherwise not readily available. And mentoring programs can help unions cultivate more diverse leadership. Interviews with respondents who participated in union mentorship programs—as mentors or mentees—shed light

on the benefits that mentoring had for these respondents and others in their unions.

"[As a result of the mentoring,] I ended up being very successful...the program that I was running ended up being held up as a model," said one former union mentee. "And our international union has really recognized the work that I was doing. And that, I'm sure, would not have happened if I hadn't gotten the help that I needed to be really successful."

The handbook has already (*cont. on p. 3*)

*Linda Foley, President of the Berger-Marks Foundation, (left) presented the IWPR/Berger-Marks mentoring handbook. Liz Schuler, Secretary-Treasurer of the AFL-CIO (right), spoke on the importance of nurturing women leaders at the luncheon event.*



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## Green Economy Moving Forward: Efforts Needed to Incorporate Women

by Tonia Bui and Anlan Zhang

An upcoming IWPR study, titled *Green Jobs: Creating Access to Quality Employment for Women in the Green Economy*, shows that women can earn higher wages by pursuing non-traditional jobs in the growing green economy. Despite the chance for higher earnings, female workers remain underrepresented in the green sector.

The Bureau of Labor Statistics (BLS) has conducted two surveys to establish the number of people working in green jobs.

Its 2010 "Green Goods and Services" survey only counted jobs "that produce goods or provide services that benefit the environment or conserve natural resources" that are sold to other organizations or individuals (or provided for free by public sector or not-for-profit organizations), finding 3.1 million people work in such jobs. The 2011 BLS "Green Technologies and Practices" survey focused on "jobs in which workers' duties involve making their (*cont. on p. 3*)

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IWPR, an independent, non-profit,  
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The George Washington University.



## President's Message

My vision is for a society where people like my mom, every woman, every child, every man has basic economic security and the opportunity to go as far economically and politically as their talent can take them—as I was able to do because of a very dedicated mom.

Here's one thing we can do to help achieve that vision.

Work to strengthen our public sector at all levels—local, state, and national government. Women are the majority of government workers, especially at the state and local levels where services are delivered to our citizens and residents. When you see or hear attacks on public unions, those are attacks on our teachers, nurses, social workers, and home health aides. When you hear that government is too big and that the size of government needs to be limited, that is really an attack on food stamps, welfare, unemployment insurance, Pell grants and federal student loans, Social Security benefits, and Medicaid and Medicare. That is an attack on the services and income supports that women and children need, that women and children rely on. When you hear taxes are too high, respond by saying the rich can afford to pay the same rate as the rest of us do.

Women depend on government services everyday: our schools, our public transportation, our community colleges and state universities, our hospitals and healthcare, and our Social Security system. When you cast your vote in November, consider carefully which candidates will support the public services women need. Consider that your vote is an opportunity to stand with our teachers, nurses, social workers, and home health aides, and with their unions.

Thank you.

And Happy Birthday, Mom. My mother turns 95 on October 9.

Picture courtesy of NOW/NOW Foundation.

## Green Economy Moving Forward

*(cont. from p.1)*

establishment's production processes more environmentally friendly or use fewer natural resources," finding 855,000 workers are involved in such activities. Neither survey collected information about the gender of green workers.

IWPR's study includes detailed state-by-state estimates of the gender distribution of green jobs and finds that, while women make up nearly half of the U.S. workforce, women workers are roughly 30 percent of green employment (2008–2010). The report also indicates that gender imbalance in green sectors varies considerably between states: In Washington, D.C., green jobs are almost as likely to be held by women as they are by men, but in North Dakota, women are estimated to hold fewer than one in four green jobs.

IWPR found that women workers' median earnings are higher in the green economy than in the overall economy. Among 33 states, female workers gained a "green premium" of at least \$1,000 per year (among women with full-time year-round earnings in 2008–2010). Additionally, the gender wage gap in green jobs was smaller than in the economy overall in all but eight states. In the green sector, women made 82 cents instead of 77 cents to the dollar earned by men in the overall economy.

The green sector includes a higher proportion of workers with less than a four-year college degree earning family-sustaining incomes, compared with the overall

economy. Arguably, green jobs can serve as a viable career option for women workers with lower educational backgrounds by offering above-average wages and more secure career pathways.

Although women make up nearly three of ten workers in the green economy, their representation is much smaller within the occupations most likely to grow in numbers due to the greatest demand. Energy conservation investments in weatherization and building retrofits, for example, will significantly boost demand for occupations such as heating and air conditioning technicians, electricians, and carpenters. Currently, women are fewer than five percent of the workers within these occupations. Clearly, greater efforts are needed to recruit women to these jobs in order for more of the new jobs in these areas to go to women.

IWPR's findings suggest that more work is needed to promote the potential benefits of green jobs to women and to close the gender gap in employment in the sector. In fact, among 40 state-level reports on the green economy, the gender gap in green jobs is largely unacknowledged and unaddressed, with only two reports explicitly addressing gender inequality. The good news is that there are well-established practices to attract and support women in non-traditional jobs. If explicit attention is given to the gender imbalance in key green industries, green investment could benefit women significantly and help them move into nontraditional jobs.

## Encouraging Diversity in Leadership

*(cont. from p.1)*

proved to be a valuable resource. IWPR staff presented findings at events and conferences for the American Federation of Labor and Congress of Industrial Organizations, the Labor Council for Latin American Advancement, and the International Brotherhood of Electrical Workers.

*For more information or to download the mentoring toolkit, please visit: <http://www.iwpr.org/publications/pubs/the-next-generation-a-handbook-for-mentoring-future-union-leaders>. Information on Berger-Marks Foundation available at [www.bergermarks.org](http://www.bergermarks.org).*



*At a luncheon event for labor union members, Cynthia Hess, IWPR Study Director, presented findings and recommendations for mentoring from the IWPR report, produced with the Berger-Marks Foundation, The Next Generation: A Handbook for Mentoring Future Union Leaders.*



*IWPR President Heidi Hartmann (left) with MSNBC host Rachel Maddow at a luncheon honoring House Minority Leader Nancy Pelosi's 25 years of service.*

# Get to Know IWPR'S Outstanding 2012 Summer Interns

by Ann DeMeulenaere Weedon and Caroline Dobuzinskis

**Tonia Bui, Research Intern on women in green jobs in the U.S. labor market.** MPP student American University School of Public Affairs; BA in Mass Communications and Gender and Women's Studies from the University of California, Berkeley. Tonia is a graduate of the WeLEAD Women's Leadership Training program from the Women & Politics Institute at American University. "I believe IWPR plays a significant role in the political dialogue to help advance the status of women in the labor force. IWPR gives me the opportunity to see how research can shape legislation impacting America's women."

**Katherine Ditzler, Research Intern on the Student Parent Success Initiative.** MPP student, Gerald R. Ford School of Public Policy at the University of Michigan; BA in Social Relations and Policy, Michigan State University. "I chose IWPR because I wanted to contribute at an organization with such a reputation for getting the word out that women need to be considered in policy. I'm really happy with what I've learned about research and using information as a policy lever."

**Namalie Jayasinghe, Research Intern on women in politics** Ph.D. student, School of International Service, American University; MSc in Environment and Development, London School of Economics; BA in Economics and French, New York University. Namalie's previous experience includes volunteer work at a rural women's microfinance group in Uganda and work with the United Nations Development Programme in Sri Lanka. "Interning at IWPR has allowed me to have a close look at the scale and the quality of work that goes into producing high-caliber research. At IWPR, I learned how to juggle multiple tasks, conduct qualitative research, and to improve my writing. This experience has hopefully helped me to grow into a stronger researcher."

**Jacqui Logan, Research Intern on Social Security and unemployment.** MPP student, University of Southern California, also pursuing a graduate certificate in Gender

Studies. Jacqui previously interned with the Feminist Majority Foundation in their Los Angeles office. "Working at IWPR has given me the chance to combine my passion for feminist activism with the analytical skills garnered through my academic experiences. Seeing how rigorous academic research, particularly quantitative work, can be used to tell a story that can lead to social policy change has made this experience worthwhile!"

**Maureen Sarna, Research Intern on the Status of Women in the States project.** MPP, Georgetown University Public Policy Institute, with a focus on social and economic policy; BA in Government, Smith College. Maureen previously served as the Special Assistant to the Chief Membership & Workforce Officer at the National Community Reinvestment Coalition. "I joined IWPR because of the quality of its research and the multi-disciplinary background of the staff."

**David Song, Research Intern on the Student Parent Success Initiative.** MA student in Economic Policy Analysis, University of Maryland at Baltimore County; BA in Economic Policy, Washington University in St. Louis. Before interning at IWPR, David worked on projects for assisting transfer students to succeed in STEM fields. "As an economic policy student, I'm interested in finding a synthesis between my interest in gender- and education-related economic issues, and in developing skills in doing rigorous research and quantitative analysis. The Student Parent Success Initiative at IWPR has been a challenging and educating project, where I've applied my education as a student of economics and public policy while learning the policy landscape in Washington, D.C."

**Ami Wazlawik, Research Intern on Social Security asset-building (participating in the National Academy of Social Insurance's Washington Internship on Social Insurance program).** MPP, The Humphrey School of Public Affairs, University of Minnesota; BA in Psychology, University of Minnesota. Ami was previously a literacy

tutor with the Minnesota Reading Corps. "I wanted to intern with IWPR to learn more about policy issues affecting women and families while practicing skills that will be useful to me in my career. It's been an enlightening and exciting experience to be part of an organization that has a positive impact on public policy."

**Ann DeMeulenaere Weedon, Communications Intern.** Ph.D student in American Culture Studies, Bowling Green State University (BGSU); MA American Culture Studies, BGSU; BA in English, Indiana University South Bend. Ann worked for BGSU's Institute for the Study of Culture and Society and served as Assistant to the Deputy Editor of the journal *Gender & Society*. "Working for IWPR has given me the opportunity to draw on both my personal and academic experiences. There are misconceptions and there are realities about the lives of women and IWPR strives to bring to light the realities for the betterment of everyone. I couldn't be happier to have played a role in the important research being done here." Read Ann's personal story as a student parent on the next page.

**Anlan Zhang, returning Research Intern on women in green jobs in the U.S. labor market and the Status of Women in the States project.** MPP, Georgetown University Public Policy Institute; Bachelor's degree from Shanghai International Studies University, Shanghai, China. "I love working at IWPR because they are so open about giving interns opportunities to learn new things and to improve ourselves in many ways. Coming from a faraway country, I find these opportunities even more precious. I have benefitted immensely from my time here. I believe the impact of this experience will extend beyond this summer."

**For more information on the IWPR internship program, please visit: <http://www.iwpr.org/about/internships>**



*IWPR's summer 2012 interns. Back (from left): Ann DeMeulenaere Weedon, Katherine Ditzler, Jacqui Logan, David Song, Maureen Sarna. Front (from left): Anlan Zhang, Namalie Jayasinghe, Ami Wazlawik, Tonia Bui.*



*IWPR staff members and interns enjoyed the festivities at the IWPR Summer Intern Party, hosted annually by IWPR and the National Council of Women's Organizations.*



*IWPR President Heidi Hartmann and Vice President Barbara Gault accepted a cake from the IWPR interns in honor of IWPR's 25th anniversary.*



*IWPR Research Intern Katherine Ditzler with her daughter.*

## Being a Student Parent: How Policy Is Improving for the Next Generation

by Ann DeMeulenaere Weedon

As part of my work as a summer intern at IWPR I have had the privilege of working with the Student Parent Success Initiative (SPSI). The SPSI report, *Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents* (2011), reflects my personal obstacles to higher education. Lack of access to childcare was the sole reason I did not attend college earlier and it is the reason many student parents struggle to complete their education. I am an IWPR intern, a single mom, and a graduate student at the age of 42 because I could not do these things when my children were young. I am sharing my story here as a thanks to the SPSI team at IWPR for research that

improves the lives of student parents. I hope this serves to add some personal context to the SPSI research.

Like many people, when I graduated high school I was unsure of the career I wanted to pursue. I decided some life and work experience would help me choose. For a year, I worked for a citizen lobby organization where I felt like the work I was doing was important and made a real difference. The job paid well (for a recent high school graduate) but there were no benefits as I was considered an independent contractor. Shortly after leaving that job, while working a part-time temp job, I discovered I was pregnant. I was 19 years old, had no secure, permanent job, and no

health insurance. If I could find a job while pregnant, at that time, any health insurance company could consider my pregnancy a pre-existing condition and deny coverage. In 1996, the Health Insurance and Portability Act made it illegal to treat pregnancy as a pre-existing condition. At the time of pregnancy, Medicaid and Aid to Families with Dependent Children (the AFDC program that was ended in 1996) were my only real options to provide for my child and pay for the costs of childbirth and my prenatal care. I reluctantly accepted the assistance but planned to move on as soon as possible.

After the birth of my child I intended to get my college degree. *(cont. on p. 6)*

# Being a Student Parent: How Policy Is Improving for the Next Generation

(con't from p. 5)



I qualified for grants to pay tuition but I would need assistance paying for childcare. I was told that childcare assistance was available if I was working but not while in school. If I got a job to pay for childcare for the hours I was in class I would lose most of my state benefits since I would now have an income. The state would assume I could use this income to pay for food and living expenses so they would cut my aid and I would not have money to pay for childcare. I felt trapped; there was no way for me to get the education I needed to improve my life and that of my child. Mine is a story shared by many mothers. Those on assistance are often discouraged from pursuing education over employment. This prompted Diana Spatz to found LIFETIME, an organization allied with SPSI that helps student parents successfully achieve higher education. You can read more about her story on the organization's website ([www.geds-to-phds.org](http://www.geds-to-phds.org)).

The birth of my first child was over 20 years ago and I am currently taking class-

es towards my Ph.D. It took much longer than it should have to get here. I had to wait to begin until my son was in school, attend part-time, and rely on the help of student loans. At the completion of my doctorate degree I will be facing the repayment of those loans. The SPSI project at IWPR has recently shed light on the debt burden of single student parents like myself in their fact sheet, "Single Student Parents Face Financial Difficulties, Debt, Without Adequate Aid (May 2012)." Among the research findings, single parents are much more likely to need financial aid to enroll in postsecondary education and are more likely than traditional students to say that financial difficulties are likely to result in their withdrawing from college. If they do it make it through, they often face staggering lingering debt: Single student parents have between 20 and 30 percent more student debt one year after graduation than other students. The figures are startling and I am glad that IWPR is making visible my lived experience.

In addition, IWPR released a fact sheet in July, "The Pregnancy Assistance Fund as a Support for Student Parents in Postsecondary Education (July 2012)," that details two programs funded by the Pregnan-

cy Assistance Fund (PAF) to offer support pregnant and parenting students. I could not be happier that programs are finally being created to help women in these circumstances. PAF is also part of legislation under the Affordable Care Act. We have a long way to go but this is encouraging progress.

It is my hope that this information will make an impact on policies and programs at the national, state and local levels and help other parents attend college. I am grateful for the opportunity to work for such a wonderful organization dedicated to improving women's lives and to assist on a project to help students like myself. Thank you IWPR and the SPSI team!



*Ann DeMeulenaere Weedon interned with IWPR this summer. Read her full bio on page 4.*



*IWPR staff members attended a luncheon event with House Minority Leader Nancy Pelosi and MSNBC host Rachel Maddow: (from L to R) Rosalyn Ram, Jocelyn Fischer, Mallory Mpare, Rhiana Gunn-Wright, and Caroline Dobuzinskis.*

**For more information on SPSI, please visit:**  
**[www.iwpr.org/initiatives/student-parent-success-initiative/resources-publications](http://www.iwpr.org/initiatives/student-parent-success-initiative/resources-publications)**

# Addressing Policy Gaps for Women and Girls in New Haven: Latest Report in IWPR Series on Status of Women

by Anlan Zhang, Tonia Bui, and Cynthia Hess

Two years ago, a diverse group of women with extensive ties to the New Haven community came together and asked, “What is the status of women and girls in New Haven?” The answer became the impetus for IWPR’s recent report, *The Status of Women & Girls in New Haven, Connecticut*.

The report, part of IWPR’s series on the status of women, was commissioned by the City of New Haven and produced in collaboration with the Consortium for Women and Girls in New Haven. The Consortium provided ongoing guidance and review from individuals working in diverse fields, including law enforcement, women’s health, education, philanthropy, and employment services.

This latest report in IWPR’s status of women series points to both the remarkable advances women and girls have made in recent years in New Haven and to the work that remains to be done to address the needs of female residents in the city. For example, women in New Haven, as in the nation as a whole, are active in the workforce and have made great strides in closing the education gap with men. But men earn more than women with similar levels of education and more than one quarter of New Haven’s female residents live in poverty.

*The Status of Women & Girls in New Haven, Connecticut* has four main goals: to provide information on the status of women

and girls in the city, to inform policy and program priorities, to create a platform for advocacy, and to provide baseline information to measure the progress of public policies and program initiatives. The report’s findings and analyses touch on issues such as employment and earnings, economic security, education, health and well-being, political participation, and crime and safety.

Among the report’s key findings is that attending to the disparities between women and girls from different race, ethnic, and socio-economic groups is a key to implementing changes that further women’s

“An unprecedented effort to paint a clear and compelling picture of New Haven’s women and girls.”  
-Co-Chairs of Consortium for Women and Girls

and girl’s continued advancement in New Haven. Women and girls from low-income communities in New Haven, who are predominantly black and Hispanic, disproportionately bear the burden of unemployment, poverty, poor health, and crime.

Many of the issues addressed in the report are interconnected, and understand-

ing their combined effects on the lives of women and girls is crucial for creating public policies and developing program initiatives in the City of New Haven. Some of the public policy recommendations mentioned in the report include encouraging employers to be proactive agents in remedying gender wage inequities; supporting women-led, women-initiated businesses and female-specific programs in New Haven; implementing career and education counseling for girls beginning in elementary school; and creating a comprehensive health curriculum in the New Haven School District that addresses physical and mental health, including the prevention of dating violence and the advancement of reproductive health.

The report also shines a spotlight on the critical importance of having well-established local data sets and the means to collect reliable data that can be disaggregated by sex, race, and ethnicity. These resources can help track progress on key indicators for communities such as New Haven.

Co-chairs of the Consortium for Women and Girls, Chisara Asomugha and Carolyn Mazure, describe the report as “an unprecedented effort to paint a clear and compelling picture of New Haven’s women and girls.” A June convening to present the findings brought together more than 500 attendees, including advocates for women and families, demonstrating the enormous interest in this research.

As the United States moves away from the deepest economic downturn in many decades, policymakers need to understand and take into consideration the unique needs of women and girls. *The Status of Women & Girls in New Haven, Connecticut* is an invaluable tool for policymakers and advocates striving to improve the New Haven community and one that can serve as a model for other communities nationwide addressing similar policy issues.



(Pictured left): At the national convention for the Labor Council for Latin American Advancement, IWPR Research Analyst Claudia Williams presented on mentoring in unions.

## Women and the Economy

**The Wall Street Journal** cited IWPR analysis of jobs numbers for men and women on their “Real Time Economics” blog (August 13 and August 21).

**Psychology Today** cited IWPR research on the economic recovery for women in an article on the impact of cuts to government jobs (July 16).

**Los Angeles Times** cited IWPR research on women in the recovery in a report on cuts to city jobs (May 14).

## Women on Capitol Hill

IWPR President Heidi Hartmann was quoted in an article in **The National Journal** about the challenges that women face in achieving high-ranking positions on Capitol Hill. The July 14 issue focused on women in Washington.

The **ABC News** blog *The Note* cited IWPR research on the wage gap and quoted IWPR Study Director Ariane Hegewisch for an article on the pay gap between women and men working on Capitol Hill at the highest salary grades (“Women Get Short Straw for Pay on Capitol Hill,” July 17)

## Gender Wage Gap

**The Washington Post’s Fact Checker** blog and *Wonkblog* both cited IWPR research on the gender wage gap in assessing President Barack Obama’s use of the 77 cents figure (June 5).

**Marketplace Radio (American Public Media)** quoted IWPR Study Director Ariane Hegewisch on the different wage gap measures (June 5).

**The Nation** (“How the Paycheck Fairness Act Can Help Democrats Win Elections for Years to Come,” June 4), **ABC News** (July 4), **Bloomberg Businessweek** (May 25), **Salon** (May 15 and May 17), and **U.S. News & World Report** (May 4) cited IWPR research on the wage gap and discrimination in their articles on the Senate vote on the Paycheck Fairness Act.

## Retirement and Social Security

**Forbes** quoted IWPR President Heidi Hartmann in an article on the possibility of adding a caregiving credit in Social Security to address the gender gap in retirement (“Family Care’ Could Fix Retiree Gap,” July 11).

**C-SPAN** aired the release event and congressional briefing for the joint report, *Breaking the Social Security Glass Ceiling: A Proposal to Modernize Women’s Benefits*, written with the National Committee to Preserve Social Security and the NOW Foundation (May 11).

## Women and the Environment

**Los Angeles Times** cited a September 2003 IWPR report, *Engaging Women in Environmental Activism: Recommendations for Rachel’s Network* (“Are Women Greener Than Men?” June 13).

## Paid Sick Days

**The Atlantic** cited IWPR research on the lack of paid sick leave available to workers (“In Bloomberg’s Healthy NYC, Still Afraid to Take (on) Sick Days,” July 26).

**Bloomberg Businessweek** cited IWPR’s report on the costs and benefits of paid sick days to employers in San Francisco (July 20).

## Reports

*The Status of Women and Girls in New Haven, Connecticut* (August 2012, IWPR #R355, 136 pages)

*How Increasing Breastfeeding Rates Will Affect WIC Expenditures: Saving Money While Meeting the Goals of Healthy People 2020* (August 2012, IWPR #B307, 35 pages)

*Breaking the Social Security Glass Ceiling: A Proposal to Modernize Women’s Benefits*, a joint report by the Institute for Women’s Policy Research, the NOW Foundation, and the National Council to Preserve Social Security and Medicare (May 2012, IWPR #D502, 20 pages)

## Briefing Papers

Recommendations for an Evaluation of the District of Columbia’s Paid Sick Days Law (September 2012, IWPR #B308)

Job Growth and Unemployment in Pennsylvania, 2007 to 2011 (September 2012, IWPR# R357)

Women and Men in the Recovery: Where the Jobs Are (August 2012, IWPR #C400)

Valuing Good Health in Massachusetts: The Costs and Benefits of Paid Sick Days (May 2012, IWPR #B305)

## Fact Sheets

The Gender Wage Gap: 2011 (September 2012, IWPR #C350)

Key Findings on the Economic Status of Women in North Carolina (August 2012, IWPR #R356)

A Clearer View of Poverty: How the Supplemental Poverty Measure Changes our Perceptions of Who Is Living in Poverty (July 2012, IWPR #C399)

The Pregnancy Assistance Fund as a Support for Student Parents in Postsecondary Education (July 2012, IWPR #C398)

Community College Partnerships for Student and Career Success: Program Profile of Carreras en Salud (June 2012, IWPR #C397)

Gender Segregation in Fields of Study at Community Colleges and Implications for Future Earnings (May 2012, IWPR #C395)

Single Student Parents Face Financial Difficulties, Debt, Without Adequate Aid (May 2012, IWPR #C384)

Paid Sick Days in Massachusetts Would Lower Health Care Costs by Reducing Unnecessary Emergency Department Visits (May 2012, IWPR# B303)

## Quick Figures

103,000 New Jobs in the Private Sector: Women Continue to Lose Government Jobs (September 2012, IWPR #Q008)

# Revisiting the Poverty Rate: New Measure Shows Less Inequality

by Jacqui Logan

In July IWPR released a new fact sheet, “A Clearer View of Poverty: How the Supplemental Poverty Measure Changes Our Perceptions of Who is Living in Poverty” by Jocelyn Fischer, examining the recently developed Supplemental Poverty Measure. The new measure—created in response to concerns about the adequacy of the official federal poverty measure—uses both post-tax income and federal in-kind benefits to assess the resources of families and individuals. The most salient aspect of the new measure is a more accurate poverty threshold. Each year, the new measure will be released along with the official measure by the Census Bureau and the Bureau of Labor Statistics.

IWPR’s fact sheet compares the poverty situation in America as described by the new Supplemental Poverty Measure to that described by the official measure, which takes into account only cash resources when determining income. IWPR’s analysis found two quite different pictures of poverty according to the two measures.

The overall poverty rate is higher under the Supplemental Poverty Measure (15.9 percent poor) than it is under the official poverty measure (15.1 percent poor). Moreover, IWPR’s analysis shows there is less inequality in poverty between different demographic groups under the Supplemental Poverty Measure than under the official poverty measure.

While both men’s and women’s poverty rates are higher under the Supplemental Poverty Measure, men’s poverty rate (14.1 percent under the official poverty measure and 15.2 percent under the supplemental measure) rises numerically and proportionately much more than women’s poverty rate (16.3 percent under the official measure and 16.6 percent under the supplemental measure), thus decreasing inequality between men’s and women’s poverty rates.

Similarly, there is less inequality by race/ethnicity under the Supplemental Poverty Measure than under the official measure. Furthermore, when compared with the official measure, the supplemental measure indicates less inequality in poverty between persons of different age groups and between the married and the unmarried.

Overall, use of the Supplemental Poverty Measure reveals a higher rate of poverty in the United States and changes perceptions of whom we consider poor.

“A lot of opponents [of mandated sick day legislation] ... say that the business costs will be huge, that small businesses won’t be able to sustain them, that workers will abuse the leave—and we know from data from San Francisco that these things simply aren’t true.”

-Kevin Miller in *Bloomberg Businessweek*  
(July 20, 2012)

# Spotlight on IWPR Board Chair Esmeralda Lyn

by Caroline Dobuzjnskis



IWPR announces that Dr. Esmeralda Lyn, previously Vice-Chair of IWPR’s board of directors, was recently elected to serve as Chair. We would like to take this opportunity to highlight Dr. Lyn’s professional accomplishments, as well as offer a glimpse at Lyn’s busy life outside of work.

Lyn retired this year from Hofstra University as the C.V. Staff Distinguished Professor of Finance and International Financial Services and is now Professor Emerita. Previously, Lyn served as finance officer at the United Nations in New York City and also has experience at Integrated Resources and Smith Barney Shearson. Her areas of specialization include mergers and acquisitions, international finance, corporate governance, and gender issues in finance. She counts being recognized as a C.V. Staff Distinguished Professor as one of her proudest accomplishments. “It was a recognition of my contribution in the field of finance, both in research and in teaching,” she said.

A colleague at Hofstra University first introduced Lyn to IWPR’s work and she was immediately intrigued. “Being an academic and researcher in finance, I was so impressed with the rigorous scientific research IWPR was doing, especially on the status of women in the states,” said Lyn. “In my mind then, and I still believe it strongly, the most effective way of influencing policymakers and different stakeholders regarding women’s issues is through high quality research.”

Among those closest to her, Lyn is known as a compassionate person who always has many projects on the go—as well as being a culinary expert. “I think family and close friends know me as a person who gets things done and is a problem-solver,” said Lyn. “I also think they believe that I am a high-energy person because nothing stops me from pursuing a lot of things I enjoy outside work, such as any culinary-related activity, my book club, and more importantly, my volunteer work.”

The new role for Lyn comes as IWPR enters its 25th year. In keeping with her character, Lyn’s vision for the next quarter-century of IWPR is very ambitious: “I hope that we will be able to solve all gender issues in the next 25 years and that there won’t be any more need for organizations such as IWPR,” she said. “That is of course wishful thinking! My dream is for IWPR to continue making a difference in the lives of women and their families. I hope that IWPR is the first organization people think about when talking of gender issues and are willing to support it financially and otherwise.”

Profile

# JOIN IWPR ON ITS 25TH ANNIVERSARY

This year marks IWPR's 25th anniversary. Join us in celebrating by becoming a member or donating \$25, \$50, \$75, \$125, or \$250 to support accurate, timely research on women! The Institute's membership program provides crucial support for IWPR's work and builds links among policymakers, advocates, researchers, and others concerned with policy issues that affect women. Members are part of the IWPR Information Network and stay up-to-date on news and research findings. Benefits vary by membership level and include IWPR's newsletter, complimentary research reports and other publications, access to IWPR's "Research News Reporter" online, and more! Your contribution gets our research findings in the hands of those who use the information for policy changes.

## Membership Benefits:

- Support an organization with 25 years of experience highlighting policy issues that affect women, families, and communities.
- Help link policymakers, advocates, and concerned citizens with IWPR's important research.
- Stay informed on policy issues that affect women.
- Receive regular updates through e-newsletters, our quarterly newsletter, free access to research reports and publications.
- Receive discounts on publication orders.

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### In Honor/Memorial

**Kevin Vukson in honor of the Wayne  
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# IWPR Experts Appear at Congressional Briefing on New Social Security Report



*(Above Left): Representative Eleanor Holmes Norton spoke about the importance of Social Security at a congressional briefing and release for the report, Breaking the Social Security Glass Ceiling: A Proposal to Modernize Women’s Benefits (a joint report with the NOW Foundation and the National Committee to Preserve Social Security and Medicare). (Above Center) IWPR President Heidi Hartmann (center) presented findings from the report along with report co-authors, National Organization for Women (NOW) President Terry O’Neill (left) and Dr. Carroll Estes, Chair of the Board of Directors of the National Committee to Preserve Social Security and Medicare.*

*(Above Right): Study Director Ariane Hegenwisch discussed work/life policies and the gender wage gap at the National Organization for Women’s (NOW) national conference held June 29–July 1, 2012. IWPR organized a series of sessions at the conference focusing on work and family issues.*

## The NOW Conference 2012: Organizing on Women’s Issues



*IWPR staff members and interns attended the National Organization for Women’s (NOW) 2012 Conference. From left, Ann DeMeulenaere Weedon (Communications Intern), Caroline Dobuzjnskis (Communications Manager), Kevin Miller (Senior Research Associate), Heidi Hartmann (President), Maureen Sarna (Research Intern), Anlan Zhang (Research Intern), Tonia Bui (Research Intern), Jeffrey Hayes (Senior Research Associate), Claudia Williams (Research Analyst).*



*From left: Bonnie Grabenhofer, Executive Vice President of NOW; Dr. Heidi Hartmann, President of IWPR; Dr. Vivian Pinn, the first full-time director of the Office of Research on Women’s Health at the National Institutes of Health; Terry O’Neill, President of NOW. Dr. Hartmann and Dr. Pinn were both honored at the NOW 2012 Conference. Picture courtesy of NOW/NOW Foundation.*

**If you would like more information about IWPR events and speaking engagements please visit:**  
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