

## IWPR Launches New Study on Women and Immigration

By Cynthia Hess, Ph.D.

In November 2008, IWPR launched a two-year study on women, immigration, and religion, funded by the Ford Foundation. This project seeks to inform efforts to advance the rights, economic standing, and general well-being of immigrant women in three metropolitan areas commonly designated as U.S. "new destinations": Atlanta, Phoenix, and Northern Virginia. The research will explore how non-profit organizations, including religious congregations, work with and on behalf of immigrant communities, will document the economic status of immigrant women in these three areas, and will make recommendations for strengthening community networks to expand immigrant women's rights and resources.

New destinations have experienced dramatic growth in their immigrant populations over the last several decades, which generally has not been matched by the development of a civic and political infrastructure that can adequately serve immigrants. Many religious congregations and nonprofits, however, offer important and unique resources that help to

meet an array of immigrant needs. They provide much-needed services such as material and financial assistance, legal counsel, and access to medical care and housing. Some also participate in activism on behalf of immigrants.

IWPR's research focuses on the significance of this work for Latina immigrants in particular. Latina immigrants often experience many of the same challenges as their male counterparts, such as substantial economic hardship and inadequate access to public services. But they also face challenges and vulnerabilities that are more common to women. For example, some immigrant women

become trapped in domestic service jobs where they are largely invisible and lack the freedom to pursue employment opportunities with better pay and working conditions. In addition, many immigrant women experience reproductive health problems that stem from factors such as sexual violence, inadequate access to health care, language barriers, and institutionalized discrimination.

Several recent studies have explored the roles that religious organizations play in advancing the rights and well-being of immigrants, but none has examined how these organizations address the (Cont'd on p. 3)

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## New Report Examines the Lives of Black Girls in New York City

Panel members included Rev. Emma Jordan-Simpson, Isis Sapp-Grant, NYC high school student Cathy Williams, Mikki Taylor, and Dr. Monica Sweeney discussed the report's findings in a panel at the Schomburg Center for Research in Black Culture

By Lara Hinz

A comprehensive new report, *Black Girls in New York City: Untold Strength and Resilience*, was released on March 3, 2009, at a press conference in New York City. This report is the first of its kind, placing Black girls at the center of analysis, to examine the unique circumstances, challenges, and experiences that impact their lives. By pairing an analysis of

original data collected through written surveys and focus groups, with a review of existing literature, the report provides an in-depth examination into the lives of Black girls living within the city of New York. The report was authored by IWPR affiliated scholar Dr. Avis Jones-DeWeever, who also serves as Research Director at the National Council for Negro Women, and was commissioned by the (Cont'd on p. 3)

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## President's Message

Members of Congress are asking both for new policy ideas and the latest research results to help them make the case for legislation they already have in the hopper. Everyone wants the definitive comprehensive overview of just how women are faring in today's economy. "We hear a lot about men's job loss," said one Member to me recently, "and we know this must mean women are working even harder, but how can we prove it?" "Pay equity," said one Senator recently, "we've not heard enough about that lately but we still don't have it, what can we do?"

How and what indeed. This is the work of IWPR day in and day out, sorting through nitty-gritty data to come up with answers to pressing questions of how much, what, and when, and also keeping track of the latest research, including our own, that can answer the questions of what to do about the problems identified. One of our studies coming to completion soon will shed light on the effectiveness of consent decrees in employment discrimination cases and which remedies work best. We're tracking the employment and job loss of women in this recession monthly thanks to our leadership, and the support of friends in Congress, in a fight a few years ago to keep the "women worker" question in the Bureau of Labor Statistics' monthly survey of establishment payrolls.

We continue to conduct research that can illuminate the need for legislation at the federal and state levels and that will help countless women and men better combine work and family—the proposed federal Healthy Families Act and various state paid sick days bills that will make it possible for workers to get paid time off to take care of their own or family members' illnesses; the federal family leave insurance bill that will provide grants for states to begin paid family care leave programs, as well as various state-initiated efforts to expand such programs; and the expansion of the federal Family and Medical Leave Act to include leave for school meetings and regular medical appointments and to cover workers employed by smaller firms.

What did I do on my six-month sabbatical? I surprised myself by doing remarkably little, at least by my standards. I thank everyone at IWPR for helping me take that time off, especially Dr. Barbara Gault, who ably served as Acting President.

It's great to be back at IWPR, especially in this very busy season! Talk about hitting the ground running! The combination of a new administration and a congress with majorities of the same party means lots of legislative activity for us to be involved in through providing information. Plus the intense focus on the economy and domestic policy issues (where our strength and experience lie) mean our expertise is in great demand. Reporters call us even more frequently needing comment. The new administration is eager for our input—for one example, women leaders met with the Vice President's staff to discuss women and green jobs prior to the Task Force session in Philadelphia at the end of February. That meeting followed numerous opportunities during the transition to comment on all aspects of the stimulus package—not all our ideas bore fruit, but a few did!

I was fortunate to be invited to the White House for the Fiscal Responsibility Summit (also referred to as the entitlement summit); at the end of the day, the President called on me and I commented that the Social Security break-out group developed a strong consensus that benefits would have to be increased for vulnerable groups in order to avoid increases in poverty. I was pleased to be able to get that message out there and had actually leafleted all the summit participants as they filed into the confab with a few revealing facts about women. Quite a few of you saw this Q&A on C-SPAN.

A less hard-working, more celebratory event was the signing of the Lilly Ledbetter Fair Pay Restoration Act on January 29, a few weeks before the summit. I had an opportunity to meet the President and the First Lady, as well as Lilly Ledbetter. It was truly thrilling to be at the White House for that occasion. C-SPAN again shows me at the end of the signing in discussion with the President. Apparently quite a few IWPR supporters watch C-SPAN at all hours. Now that the White House has announced the formation of the Council on Women and Girls, we look forward to working with that entity as well.

## Immigration Study

(Cont'd from p. 1)

particular needs and circumstances of women immigrants. IWPR's gender-based assessment of the resources offered by congregations and other nonprofits begins to fill this research gap. To lay the groundwork for this assessment, IWPR will provide data analysis that examines the basic demographics and economic status of women in our research sites, such as immigrants' countries of origin, citizenship status, sex, median age, and economic standing (including earnings and poverty status by sex and family type). IWPR will also complete a literature review that explores the most pressing issues immigrant women face and the resources available to them.

A central goal of IWPR's project is to document and analyze the specific forms of assistance offered by 100 religious and other not-for-profit organizations in each of our three research sites. With the help of three consulting immigration specialists (Dr. Manuel Vásquez, The University of Florida; Dr. Cecilia Menjivar, Arizona State University; and Dr. Lois Lorentzen, The University of San Francisco), IWPR has begun to locate religious congregations and nonprofits in these areas that serve Latino/a immigrants. IWPR staff members will conduct phone interviews with these organizations that will elicit information about their work with, and on behalf of, immigrants; the results of these interviews will enable IWPR to select approximately 20 leaders of religious organizations in each study site with whom to conduct in-depth, in-person interviews. These in-person interviews will provide more detailed information about the nature and scope of their services, programs, advocacy, and collaborations with other religious and secular groups.

Based on our findings from the data analysis, literature review, and interviews, IWPR will produce a report that documents the work of religious congregations and faith-based nonprofits in each site individually and draws broader comparisons among the three regions. The report will also offer recommendations for policies, practices, and programs to improve the well-being of women immigrants in the United States. In doing so, we hope that the report will increase public awareness of the challenges that immigrant women face, help to build networks that will protect their rights and strengthen their resources, and contribute to current national, state, and policy debates about immigration.



*Above: Press conference presenters  
Dr. Barbara Gault, Executive Director and Vice President at IWPR; Dr. Avis Jones-DeWeever, Affiliated Scholar of IWPR; Cathy Williams, NYC high school student; Erica Hunt, President of the Twenty-First Century Foundation; and Kanyere Eaton, Executive Director of The Sister Fund*

## Black Girls in NYC

(Cont'd from p. 1)

Black Women for Black Girls Giving Circle of the Twenty-First Century Foundation.

The report found that poverty has an acute effect on the lives of Black girls. Approximately three-quarters of girls in the study live in low-income communities and households, and these economic conditions create an environment that increases their exposure to violence, limits their educational opportunities, and frequently truncates their childhood experience.

Despite substantial challenges and hardships, these girls demonstrate incredible strength, resilience, and optimism. Faith, family, and racial identity were found to be protective factors in the lives of black girls in the city and provide models for how they can thrive. As a call to action, the report concludes with a number of policy and practice recommendations for improving the lives and life chances of Black girls within New York City and beyond.

The press conference was followed by a reception and panel discussion that attracted policymakers, researchers, practitioners, advocates and concerned citizens from across the city of New York. Panelists discussed the report findings within the context of their own work with Black girls in the city and nationally. Through this event, the Black Women for Black Girls Giving Circle asked for broad community engagement in lifting up the experiences and untold stories of Black girls in the city. The report received considerable local and national press, including coverage on National Public Radio.

## IWPR Researching Remedies for Sex and Race Discrimination in Employment

By Megan Campbell

The Institute for Women's Policy Research, along with the WAGE Project in Boston, Massachusetts, is studying the effectiveness of consent decrees in improving workplaces following Title VII sex or race discrimination claims. A consent decree is a voluntary agreement between two parties in a lawsuit that leads to an end in legal action without the defendant admitting guilt. In the case of employment discrimination litigation, the consent decrees often include individual relief in the form of monetary payment for the employee(s) who claim that they were discriminated against, and 'injunctive relief,' changes in employment policies and practices designed to prevent discrimination from recurring at that workplace. This might include supervisory training on sexual harassment, new recruitment policies, or changes in performance evaluations or overtime allocation. Consent decrees are monitored by the court for a specified period of time, which averages two years in employment cases. Funded by the Ford Foundation, the IWPR/WAGE study will catalogue and code several hundred consent decrees to analyze the type of organizational changes imposed in consent decrees and will include five qualitative case studies to provide a more detailed picture of the negotiation and implementation process and the effects of consent decrees once court supervision has expired.

The final report, scheduled for release this year, will present findings regarding how the interests and resources of employers, employee plaintiffs, the EEOC as a regulatory agency, and the legal environment, as well as the specifics of the case shape the remedies imposed in consent decrees and their success in creating systemic change.

## New IWPR Report Maps Links Between Feminist and Faith-Based Activism



*Justice—A Mapping Report*, a study conducted by IWPR and expanded by Emory University, maps and documents the intersection of faith and feminism in activism, academia, and popular culture.

The study finds that, across the nation, women in faith-based contexts are creating new space and infrastructure for women's movement-building. Some are working to make their academic discourse on religion and women more widely known to the general public while also developing a stronger relationship between women's studies and religious studies programs. Other women in faith settings are advocating on behalf of

By Courtney McGuire

In the United States, 75 percent of women who say that religion is an important part of their lives also say that they strongly support the idea of women's full equality. This strong dedication to gender equality on the part of religious women moved the Sister Fund to commission a mapping study of women who work for gender justice within a faith-based framework. *Healers of Our Time: Women, Faith, and*

women's rights both within their congregations and within their broader communities. *Healers of Our Time* calls for stronger links between religious and secular feminisms and draws key conclusions to support such connections. The report also includes an extensive guide to important faith and feminism-based organizations as well as popular TV shows, movies, and books that present this intersection.

## Pioneering Paid Sick Days Research: A Word of Appreciation for Dr. Vicky Lovell

By Claudia Williams and Kevin Miller, Ph.D.

Research on paid sick days is a newly emerging field. Despite its importance to policy-makers and families, only a handful of researchers examine the likely costs and benefits of providing employees with paid time off to properly address health and care needs.



Dr. Vicky Lovell, former Director of Employment and Work/Life Programs at the Institute for Women's Policy Research, was one of the few and a true pioneer in paid sick days research. Dr.

Dr. Vicky Lovell, former Director of Employment and Work/Life Programs at IWPR

Lovell recently relocated to Sacramento, California, and joined the California Budget Project. Using government-collected data and peer-reviewed research literature, Dr. Lovell showed that paid sick days policies offer substantial savings to employers by reducing turnover, minimizing absenteeism, and reducing the spread of disease in the workplace. These studies have been pivotal in securing support for paid sick days policies across the nation and raising the visibility of the issue, catapulting it into national and even last year's presidential debates. Her rigorous analyses contributed greatly to paid sick days advocacy and campaigns that led to paid sick days legislation in San Francisco, Washington, DC, and Milwaukee, advancing the lives of women and low-income workers in concrete ways.

During the last ten years, Dr. Lovell's research not only advanced understanding of and advocacy for paid sick days, but also women's employment and economic security more generally through her work on women's wages and job opportunities, pay equity, family and medical leave, and unemployment insurance. Her research has reached a wide range of people, from local, state, and federal policymakers to advocates, workers, families, and business owners. Although we were sad to see Dr. Lovell leave IWPR, we wish her the best in her coming endeavors, and will do our best to continue

## IWPR President, Dr. Heidi Hartmann, Participates in Events with the New Administration



(Left to right) Dr. Heidi Hartmann, President of IWPR speaks with Secretary of Labor, Hilda Solis after her swearing-in ceremony on March 13, 2009

her lasting legacy of employment and job quality research to advance new policies. We are sincerely grateful for her vision, enthusiasm, and tireless efforts during her time at IWPR.

## Low-Income Women and Health Coverage

By Jane Henrici, Ph.D.

“Women, Poverty and Health Coverage,” a new IWPR policy brief, provides a summary of findings and conclusions about health coverage and care among low-income families in the United States, primarily headed by women. The research summarized is from “Welfare, Children, and Families: A Three-City Study,” as examined in the book *Poor Families in America’s Health Care Crisis: How the Other Half Pays* by Ronald Angel, Laura Lein, and Jane Henrici (New York: Cambridge University Press, 2006). The IWPR brief describes the study’s methodologies and health coverage findings; key issues revealed by the data analysis; policy trends in medical coverage; and recommendations that appear in the book. The authors of the brief are IWPR Study Director Jane Henrici, Ph.D., with Ronald J. Angel, Ph.D., Laura Lein, Ph.D., with IWPR Mariam K. Chamberlain Fellow Robin Farabee-Siers and Research Assistant Angela Carlberg.

The Three-City Survey found that Mexican American women were worst off in terms of health care and coverage. In addition, families of Mexican origin were far less likely to have health care coverage than any other racial or ethnic group, including other Latino and Latin Americans. Almost half of the Mexican-origin families in the study had a family member who was not covered. The study showed that a number of administrative barriers often make it extremely difficult for women to maintain enrollment in public health care programs. In addition, the stigma within dominant U.S. culture against receiving public assistance prevents some families from accessing the help they need. According to the policy brief, guaranteed health care coverage is the most promising policy solution for low-income women and families who face substandard health care and its developmental, social, and medical consequences.



*Low-Income Families Empowerment Through Education (LIFETIME) parent leader, Tina Howerton, and her daughter Michaela*

## IWPR Research on Improving College Access and Success for Single Mothers

By Kevin Miller, Ph.D.

The Institute for Women’s Policy Research (IWPR) is conducting a study designed to illuminate policies and practices that help low-income, young-adult single mothers obtain post-secondary degrees. The project—consisting of a review of federal and state policies, an analysis of promising practices on college campuses, and an assessment of child care needs and programs serving student parents—

is funded by the Bill and Melinda Gates Foundation as part of their new initiative to improve postsecondary education access and success for low-income young adults. IWPR’s research and reports will inform the Gates Foundation’s campaign to double the number of low-income students in the United States who earn a post-secondary degree by age 26—a key strategy in helping single mothers and other low-income young adults obtain living wage jobs.

## IWPR General and Project Support

IWPR’s research, education, and outreach activities are funded and supported primarily by foundations, organizations, corporations, and individuals. The Institute is grateful for the support of the following foundations: the Ford Foundation for IWPR’s work on sex and race discrimination in the workplace, paid family leave and job quality, immigration and religion, and older women’s economic security; the Bill & Melinda Gates Foundation and the Social Science Research Council for work on the status of women and families in the Gulf Coast affected by Hurricanes Katrina and Rita; the Bill & Melinda Gates Foundation for IWPR’s work to promote higher education access for low-income single mothers; the Annie E. Casey Foundation for IWPR’s work on job quality; the DC Employment Justice Center, the Rockefeller Family Fund, the Public Welfare Foundation, Women Employed, and the Kellogg Foundation

for support of our paid leave and work/family research; the W.K. Kellogg Foundation and the Annie E. Casey Foundation for IWPR’s work on early care and education; the Black Women for Black Girls Giving Circle of the 21st Century Foundation for research on the challenges and resilience of black girls in New York City; the World Bank and the United Kingdom Equality and Human Rights Commission for our international work on flexible work and family friendly leave policies; the Canadian International Development Agency and IFES for IWPR’s work on the Status of Women in the Middle East and North Africa; the Sunrise Foundation for increasing IWPR’s visibility; and the Ford Foundation, the Stewart R. Mott Charitable Trust, the Spencer Foundation, New Directions Foundation, and the Fannie & Stephen Kahn Charitable Foundation for general support.

# Gulf Coast Women and Policy Research

By Jane Henrici, Ph.D.

In its research following Hurricanes Katrina, Rita, Gustav, and Ike, IWPR has found that many women along the Gulf Coast continue to encounter basic survival needs for their families and themselves. After Katrina and Rita, hurricanes continue to hit the region each year; and each year, the response and situation worsens for poorer families and their communities. There continues to be a need to improve the local, regional, and national approach to infrastructure planning and economic development to prevent such emergencies from

becoming catastrophes again for economically vulnerable women.

In 2008 IWPR began investigating the especially marginal conditions of women displaced from government-owned housing in New Orleans, with funding from the Bill & Melinda Gates Foundation, through the Social Science Research Council. In February, 2009, Study Director Jane Henrici, Ph.D., and Research Assistant Angela Carlberg completed the last of 185 in-depth, ethnographic interviews with women in New Orleans, Baton Rouge, and Houston. The final report,

based on analyses of these and follow-up interviews slated for 2010, will be released in 2011.

In the course of this project on the “Doubly Displaced,” many of the women interviewed say they feel ignored, want their stories heard, and are eager to see something done to improve their situations and the circumstances of others who might face similar situations. Advocates in the region have also spoken of the need to convene, connect, and strategize on women-centered collaborative approaches to rebuilding the region. IWPR hopes to partner with other organizations to hold such a convening in the future.

## Media Highlights

### Making News on Women and the Economy

- *The New York Times* quoted Dr. Heidi Hartmann on the recession and its impact on women.
- *CNN.com* quoted Dr. Barbara Gault on women, economic security, and stress.
- *Fox 5 News* aired an interview with Dr. Heidi Hartmann on the passage of the Lilly Ledbetter Fair Pay Act.
- *ABC's Good Morning America* cited IWPR's July 10, 2008, press release on pay equity, “Improving Pay Equity Would Mean Great Gains for Women.”
- *ABC News*, *Feministing.com*, and many local outlets cited IWPR's wage gap fact sheet.
- *The Washington Post* quoted Dr. Heidi Hartmann on the gender wage gap.
- *The Wall Street Journal* quoted Dr. Heidi Hartmann on a legal settlement to increase nurse wages.

### Status of Women in the States

- *Newsday*, *The Associate Press*, *Reuters*, *MSN Money*, *Crain's New York Business*, and *WBAI Pacifica Radio (NY)* cited the *Economic Status of Women in New York State*.
- *Tennessee.com* and *NewsChannel5.com* cited IWPR's 2003 report on the Status of Women in Tennessee as the inspiration for founding “All About Women,” which declared January 24 a day of ‘Free’dom for Middle Tennessee Women.
- *The Washington Post* cited IWPR's data tables on the economic status of women of color.

### Work and Family

- *The Boston Globe*, *Business Week*, *The Chicago Tribune*, and *The Milwaukee Journal Sentinel*, cited IWPR paid sick leave statistics.
- *The New York Times* printed Dr. Kevin Miller's letter to the editor on the transportation needs of low-income women.

### Women and the Elections

- *The Detroit Free Press* quoted Erica Williams, Study Director, on the slow progress women are making toward winning more public offices.
- *Marketwatch (Wall Street Journal Blog)* and *The Associated Press* carried IWPR's press release announcing that 8 million more women than men voted for Barack Obama.

## New Releases

### Women, Poverty, and Health Coverage

April 2009, Research-in-Brief, available at [iwpr.org](http://iwpr.org)

### Black Girls in New York City: Untold Strength and Resilience

March 2009, IWPR No. R344 Report, 57 pages, available at [iwpr.org](http://iwpr.org)

### Valuing Good Health in Massachusetts: The Costs and Benefits of Paid Sick Days

February 2009, IWPR No. B268 Report, 25 pages, available at [iwpr.org](http://iwpr.org)

### Paid Sick Days in Massachusetts: Containing Health Care Costs Through Prevention and Timely Treatment

January 2009, IWPR No. B267 Briefing Paper, 6 pages, available at [iwpr.org](http://iwpr.org)

### Healers of Our Time: Women Faith and Justice, A Mapping Report

October 2008 Report, published by the Sister Fund, 92 pages, available at [iwpr.org](http://iwpr.org)

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## IWPR Member Spotlight: Dana Campbell Saylor



Dana Campbell-Saylor

By Amanda Huminski

Dana Campbell Saylor is a long-time supporter of the Institute for Women's Policy Research whose commitment to equality and public service developed at a young age. Her grandmother's feminist values and her father's sacrifices for his country left Ms. Campbell Saylor with a life-long dedication to serving her community.

Ms. Campbell Saylor worked for four Arizona Governors in the Governor's Division for Women and today serves as the CEO of the YWCA of Maricopa County in Phoenix, Arizona. While working with the Arizona Government, she not only had the opportu-

nity to influence policy and funding decisions on a state level, but also had the chance to fulfill her personal goal of helping women "develop influence and strength in government."

Ms. Campbell Saylor describes her transition from government to non-profit work as "extremely rewarding." Whereas the priorities of the Arizona Governor's office changed with each administration, Ms. Campbell Saylor now finds herself in a position to focus specifically on the goals and mission that guide the YWCA, including the commitment to "empowering women and eliminating discrimination."

Ms. Campbell Saylor believes that in the coming years, some of the most significant objectives of American women's organizations will be to attain wage equity, affordable education and healthcare, and high quality, affordable childcare. Ms. Campbell Saylor's support for IWPR stems from her conviction that "statistics, sound research, and careful assessments have a tremendous impact on women's lives." She believes that "IWPR's good research and statistical work, state by state, and distribution of such to all supporting organizations assists them to do their best work individually and collectively." We would like to thank Ms. Campbell Saylor for her encouraging words and continued support.

## Gifts of Tribute

IWPR supporters often pay tribute to important people in their lives with special gift designations.

**Over the last year, the following individuals gave a donation to IWPR in honor of Dr. Mariam K. Chamberlain:**

- Ellen Delany
- Mary Rubin
- Colette Shulman
- Katrina vanden Heuvel

**The following members donated to IWPR in honor of or in memory of a significant person:**

- Frederic and Nancy Brown donated in honor of Sophia Gault-Brown.
- Susan Martin donated in honor of Harriette Ehrlich.
- Rebecca Crum donated in honor of Elisabeth Crum.
- Dr. Cheryl Lehman donated in honor of Lillian Shoulson.
- Shyamala Raman donated in honor of Dr. Judith Perkins.
- Dr. Anne L. Draznin donated in memory of Maggie Kampelman.
- Dr. Martha T. Mednick donated in memory of Sandra Tangri.
- John Varick Wells donated in memory of Mary Brewster Wells.
- Sheila Wellington donated in memory of Ron Foster.

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Dr. Hartmann makes remarks at the White House Fiscal Responsibility Summit on February 23, 2009

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