

## How Progressive Women Activists Reframe American Democracy: New IWPR Report

### The Challenge to Act

How Progressive Women Activists Reframe American Democracy



Cynthia Hess

IWPR recently released the fourth report related to its series on feminism, activism, and religion. *The Challenge to Act* examines how the values-based public visions of progressive women activists can provide transformative approaches to U.S. policymaking. Based on over 120 in-depth interviews with women activists across the United States, the report identifies seven values in particular that shape progressive women's public visions and efforts for social change:

**Community:** allows people from all walks of life to gather to define and pursue the common good.

**Family:** offers life-giving relationships and shared care-giving.

**Equality:** gives us all the opportunity to pursue our own chosen goals and paths.

**Power:** ensures that public life includes and responds to diverse voices.

**Compassion:** sensitivity to the emotions and

experiences of others—requires us to eliminate injustice and respect the complexity of others' life choices.

**Balance:** allows us to negotiate the multifaceted nature of our lives without sacrificing our most cherished goals and ideals.

**Practice:** enables us to bring our values to life through action.

While these values are not exclusively "women's values," the women IWPR interviewed articulate them with remarkable consistency. The report summarizes their reflections and gives examples of multiple ways they embody the seven values in their activist work, as they pursue such challenges as building schools and houses, creating multicultural community centers, and securing non-traditional job training for women.

The study then explores how the values of progressive women activists can re-frame specific policies and practices such as affirmative action, early care and childhood education, decommodi-

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## IWPR Research Informs Voters on Successful Milwaukee Paid Sick Days Referendum

Claudia Williams

On November 4, voters in Milwaukee, Wisconsin, approved a ballot referendum calling for private employers in the city to provide paid sick leave to all their workers. Sixty-nine percent of voters supported the measure and 31 percent were opposed. Milwaukee now joins San Francisco and Washington, DC in a growing group of cities that ensure that all workers have paid sick days. Workers will earn one hour of paid sick time for each hour worked, with full-time employees of large businesses earning a maximum of nine days per year and those working in small businesses (fewer than 10 employees) accruing up to five days per year. Sick time may be used for workers' health needs, to care for their families' health needs, and to access services related to domestic violence.

IWPR research informed this victory. In September, IWPR released a cost/benefit analysis of the Milwaukee paid sick days referendum. Dr. Vicky Lovell, Acting Director of Research and author of the report, highlighted key findings of *Valuing Good Health in Milwaukee* at a press conference in front of the Legacy Bank in Milwaukee.

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Dr. Vicky Lovell, Acting Director of Research, presents key findings at the release of *Valuing Good Health in Milwaukee*.

# IWPR

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IWPR, an independent, non-profit, scientific research organization, works in affiliation with the graduate programs in public policy & women's studies at The George Washington University.



## PRESIDENT'S MESSAGE

Lately IWPR has seen ample evidence of the power that good data can have in illuminating under-recognized issues for women and in advancing policy change. For years now we've been crunching numbers on costs and benefits of state and local paid sick days initiatives and at times it has seemed a marginal or tedious task. Many times I noticed a quizzical, almost drowsy expression come over friends' faces when I mentioned paid sick days, one of my favorite topics. But the three local wins for paid sick days, in San Francisco, Washington DC, and now Milwaukee, qualify the passage of mandatory sick leave as something of a trend, and what we're seeing around the country might even be called a movement. A quote in today's Boston Globe from Amy Stear, the Director of Wisconsin 9-to-5, the National Association of Working Women, conveys the vibrance of the sick days campaigns. Speaking of Milwaukee win, she said, "It has been the most exhilarating experience of my years as an organizer. This issue connected the faith-based community, labor, healthcare workers, and educators. People decided the quality of life is not getting any better and we're not going to sit at tables begging. They went out and took democracy into their own hands." The article also references a recent IWPR fact sheet showing that businesses did not, in fact, flee San Francisco during the first year of the new law's implementation, and our ongoing evaluation is looking at the impact the law has had on employers and workers. Perhaps most promising of all, President elect Obama has embraced a national paid sick leave law as a part of his agenda to support working families, and the existing local laws can serve as a laboratory for broad implementation. It's a beautiful example of data being used for action—the kind that makes DC policy geeks get out of bed one more day—and turn back to their spreadsheets.

If only we had more data on women, though, to do even more good in the world (one of my favorite bumper stickers reads "informed and dangerous")! To obtain it, though, we need an improved data infrastructure that can begin to rival those seen in other developed nations, and mechanisms to ensure that gender becomes a consideration in all major policy decisions. IWPR has recently received a number of requests from state advocates and policy makers for data on women's poverty at the state level that is broken down by race/ethnicity and family type. While IWPR can certainly apply resources to conduct this analysis, wouldn't it be wonderful if the government made these basic data available to the general public?

With the change in administration it is a good time to consider government mechanisms and infrastructure that will make information on women more readily available and make gender a more central part of the policy making process. There is some debate about whether establishing government offices on gender makes a meaningful positive difference for women or whether, on the other hand, they end up marginalizing women's concerns. Should we form a U.S. government office on women's statistics, like the one that exists in Canada, and reinstate the White House Office of Women's Initiatives that was in place under Clinton? Should we focus on strengthening units on women within agencies such as the Departments of Labor and Health and Human Services, or are there farther-reaching mechanisms for mainstreaming gender throughout government? IWPR will be developing recommendations on these and other questions in the coming months and we welcome feedback as we debate the issues.

IWPR will lead a discussion of a range of policy approaches that the Obama administration can undertake to benefit women, at a day-long symposium that we are organizing in Washington, D.C., in collaboration with the Wellesley Centers for Women in April (see "Save the Date" within this issue). With some exciting speakers already lined up, the day will include sessions on women's leadership (which was so central in the presidential election process), older women's retirement security (a growing concern in the economic crisis), early care and education, and women's access to health care. We hope that you can join us for this discussion that we hope will have an impact on policy during the coming four years.

*Barbara Gault*



# Educational Strategies to Help Women Succeed in Engineering

Pedagogical Methods for Improving Women's Participation and Success in Engineering Education

A Review of Recent Literature



Institute for Women's Policy Research

Megan Campbell

IWPR recently released an overview of educational strategies that help women college students successfully complete engineering programs. *Pedagogical Methods for Improving Women's Participation and Success in Engineering Education*, by Dr. Lynette Osborne, Research Associate, Dr. Kevin Miller, Research Associate, and Robin Farabee-Siers, Research Fellow, reviews recent

interventions aimed at improving recruitment, retention, and success in undergraduate engineering education that have the potential to improve gender representation.

Three types of evaluations were identified through a search of recent engineering education literature: 1) evaluations of in-class pedagogical interventions; 2) evaluation of the effectiveness of external resources and supports; and 3) longitudinal analyses of factors affecting retention.

The in-class pedagogical interventions included in the review were novel, active-learning approaches to engineering education. They ranged from the use of challenge-based instruction instead of the traditional lecture style, and the use of differential pacing for problem-solving, to faculty development programs.

A second group of articles reported on the effects of external resources and support on the retention of women in engineering. These out-of-class programs included a living and learning program for undergraduate women, a summer research program, a peer mentoring workshop, and participation in professional groups on

campus. The results of this second group of studies suggest that participating in networking, mentoring, and community-building activities is associated with higher grades, better retention, and higher satisfaction.

Finally, the literature review includes discussion of several longitudinal analyses examining a range of factors affecting the retention of women in engineering education. These analyses suggest that programs that promote teamwork, reduce student/faculty ratios, and utilize mentoring and counseling are effective at increasing retention.

While several of the articles included in this literature review did not focus centrally on gender, as a whole they illustrate the range and diversity of methods educators are exploring to understand and promote engineering education. Taken together with other research on women's educational experiences, the literature review supports the ongoing development and implementation of a range of in-class and supportive interventions to encourage women's success in engineering.

The report is available now at [www.iwpr.org](http://www.iwpr.org).

## Challenge to Act

(cont'd from p.1)

fying women's bodies, and developing political leadership programs. *The Challenge to Act* concludes by suggesting steps individuals and organizations can take to generate inspiring, values-based public visions that translate into action.

With the release of this analysis, IWPR hopes to raise public awareness of the sources of motivation that inspire women activists to seek social and political change. IWPR believes this information can assist social justice organizations that strive to increase their memberships and their grassroots appeal. In addition, IWPR hopes that this will help to revitalize progressive politics by contributing to the kind of progressive moral vision that many progressive leaders have sought in recent years. Taken as a whole, the values articulated by progressive women activists provide the basis for a new values-based approach to politics, one that can help us achieve the most noble—and yet unrealized—goal of American democracy: to empower us all to shape politics and policy for the shared well-being of ourselves and others.

The report is available now at [www.iwpr.org](http://www.iwpr.org).

## Milwaukee

(cont'd from p.1)

Several local business-owners also spoke at the event, including Margaret Henningsen, Vice President and co-founder of Legacy Bank, and Ed Senger, Director of Store Operations for

Outpost Natural Foods. They discussed the importance of paid sick days for the Milwaukee community and how this benefit improves their workers' quality of life and at the same time enhances their business. Senger noted that his company's 285 full- and part-time employees have had paid sick leave for 25 years, that workers appreciate the benefit, and that the policy helps reduce turnover.

IWPR's study found that an estimated 122,230 Milwaukeeans lack paid sick days—almost half of the private-sector workforce—and that 75,000 will benefit directly by getting new paid time off. It assesses the economic costs and benefits of the initiative using data from the U.S. Bureau of Labor Statistics, the U.S. Department of Health and Human Services, the Wisconsin Department of Workforce Development, and the U.S. Census Bureau. According to the report, benefits outweigh costs; savings to employers are estimated at \$38 million dollars per year, largely from reduced costs of turnover, decreased contagion at work, and lower health care expenditures, while costs for wages, payroll taxes, payroll-based employment benefits, and administrative expenses are expected to total \$23 million annually. Workers and their families will enjoy lower expenditures for health-care services totaling \$1 million annually. The full report is available on the Institute web site at <http://www.iwpr.org/pdf/Milwaukee.pdf>.

Leading up to November 4, IWPR also released three fact sheets to inform Milwaukee

voters about the referendum: *Paid Sick Days Initiative Would Support Milwaukee Victims of Domestic Violence*, *Job Growth Strong with Paid Sick Days*, and *A Prescription for Good Asthma Care for Children: Paid Sick Days for Milwaukee Parents*. The fact sheets and press releases can be found at [www.iwpr.org](http://www.iwpr.org). (See the New Releases section of this newsletter on page 5 for more information on the fact sheets.)

## SAVE THE DATE!

### Achieving Equity for Women: Policy Alternatives for the New Administration

April 2, 2009

IWPR is co-sponsoring a one-day symposium with the Wellesley Centers for Women at the Kaiser Family Foundation in Washington, DC. The program will bring together top thinkers and policy experts to discuss how the new administration can address key policy issues for women including:

- women's leadership and employment equity
- retirement and social security
- early child care and education
- health care

Stay tuned for more details!

## Making News on the Wage Gap and Women's Employment

- **Glamour Magazine** quoted Dr. Vicky Lovell on pay equity.
- **CNN** Correspondent Bill Tucker cited IWPR research on nursing wages on **Lou Dobbs Tonight**.
- **Workforce Management Magazine** quoted Ariane Hegewisch and cited *Statutory Routes to Workplace Flexibility in Cross-National Perspective*.
- The **Washington Business Journal** and **PR Newswire** ran a press release from the Office of the Speaker of the House, Nancy Pelosi (D-CA), citing IWPR wage gap statistics.

## Status of Women in the States

- **Newsday**, **The Associated Press**, **Reuters**, **MSN Money**, **Crain's New York Business**, and **WBAI Pacifica Radio (NY)** cited the *Economic Status of Women in New York State*.

## Women and the Economy

- **The Christian Science Monitor** and **Pink Magazine** quoted Dr. Heidi Hartmann.
- Dr. Heidi Hartmann was a guest on **Issue Number One (CNN)**.
- **To the Contrary (PBS)** aired an interview with Dr. Heidi Hartmann.
- **Minnesota Public Radio** interviewed Ariane Hegewisch.

## Work and Family

- **The Los Angeles Times**, **The Washington Post**, **The Chicago Tribune**, **The Hartford Courant**, **Newsday**, **The Denver Post**, and the **Baltimore Sun** quoted Dr. Vicky Lovell and cited IWPR paid sick leave statistics.

## Women and Leadership

- **Elle Magazine** featured Dr. Heidi Hartmann as "one of the most connected women in Washington."
- **The Situation Room** and **American Morning (CNN)** quoted Dr. Vicky Lovell.

Top from left: Courtney McGuire, Intern; Allison Helmuth, Research Fellow; Jane Henrici, Study Director; Barbara Gault, Acting President; Ashley English, Special Assistant to the President; and Ariane Hegewisch, Study Director. Bottom from left: Azundai Chatman, Communications and Development Fellow; Angela Carlberg, Research Assistant; Esther Lopez, UFCW; Bette Mercer, UFCW; Erica Williams, Study Director; and Heidi Hartmann, President.



# Second Annual IWPR Celel

Elisabeth Crum

On the evening of October 30, the Institute for Women's Policy Research held a reception and theater night in New York City. The reception was well attended and the room was abuzz with interesting conversation.

A brief program addressed the impacts of IWPR's work and the implications of the financial crisis and election for U.S. women. Erica Hunt, President of the 21<sup>st</sup> Century Foundation, discussed the impact IWPR's report *Black Girls in New York City: Untold Strength and Resilience* had on the foundation's decision to institutionalize its Giving Circle by creating a fund for Black girls.

Irasema Garza, IWPR Board Member and President of Legal Momentum, focused on implications of the economic downturn on the lives of women now and in the future. She called for organizations like IWPR to continue to



Erica Williams,  
IWPR Study Director.



Erica Hunt, President of the 21st Century  
Foundation.



Dr. Heidi Hartmann  
presentation  
September  
of Washington

## IWPR Receives Strategic Partnership Award from UFCW Women's Network

In August, the United Food and Commercial Workers International Union (UFCW) announced that IWPR would receive the UFCW Strategic Partnership Award at their 6th International Convention. The UFCW Women's Network awarded IWPR with \$5,000 in recognition of the Institute's dedication to working families and their communities.

On October 17, two UFCW representatives, Bette Mercer, Director of Union Administration and Human Resources, and Esther Lopez, Director of Civil Rights and Community Action, visited the IWPR offices to present the award. Since the release of the IWPR report *I Knew I Could Do This Work* in 2007, UFCW has distributed more than 375 copies of the report, including 150 copies to their international advisory board and executive council members to encourage diversity and women's leadership within the union.



produce research addressing women's economic needs.

Dr. Heidi Hartmann closed the reception by thanking the guests for attending and for their support. She reminded everyone that IWPR relies on the support of its members to continue to produce relevant, timely research. After the reception, guests were invited to see *The 39 Steps* at the Cort Theatre—a Broadway comedy adapted from the Alfred Hitchcock classic described as 'Hitchcock meets hilarious.'

The event was great fun and generated valuable income for IWPR. IWPR thanks all of the guests and contributors, especially our major sponsors: Avon, Bloomingdale's, Robert Cherry, and Covington and Burling LLP.



Dr. Heidi Hartmann stands behind a special edition of her appearance in the 2008 issue of *Elle* magazine as one of the nation's most-connected women.



Irasema Garza, IWPR Board Member and President of Legal Momentum.

## Economic Status of Women in New York State

On June 26, IWPR released the *Economic Status of Women in New York State* at a press conference on the steps of City Hall in New York City with the New York Women's Foundation, the report's funder. Erica Williams, Study Director and author of the report, and Dr. Heidi Hartmann, President, presented key findings at the release.

The report examines how women in New York State fare on two sets of economic indicators: employment and earnings and social and economic autonomy. While the report finds substantial potential for women's economic progress it also depicts an alarming portrait of a society where great poverty and great wealth can coexist.

According to the report, women in New York are more likely to live in poverty than their national counterparts (15.2% versus 12.7% of women nationally), placing the state 40th in the nation on this indicator (down from 30th in 1989). The study also points to consistent disparities between white women and African American, Latina, and Native American women across a number of indicators, including educational attainment, earnings, and health insurance coverage, and outlines the particular economic vulnerabilities of foreign-born women in the state. The report concludes with a number of recommendations to improve the economic status of women in New York State.

The release of the *Economic Status of Women in New York State* sparked a flurry of both regional and national media coverage. The study was cited in over 30 newspaper, website, and radio outlets. The report and press release are available now at [www.iwpr.org](http://www.iwpr.org)

### Pedagogical Methods for Improving Women's Participation and Success in Engineering Education

(for details, see page 3)

November 2008, IWPR No. C367

Report, 16 pages, available at [iwpr.org](http://iwpr.org)

### The Challenge to Act: How Progressive Women Activists Reframe American Democracy

(for details, see page 1)

October 2008, IWPR No. I920

Report, 60 pages, \$10

### Job Growth Strong with Paid Sick Days

This fact sheet analyzes changes in employment before and after the implementation of San Francisco's paid sick day ordinance in February 2007 and finds that job growth in San Francisco was as strong as in other Bay Area counties that do not have paid sick days.

October 2008, IWPR No. B264

Fact Sheet, 2 pages, available at [iwpr.org](http://iwpr.org)

### Paid Sick Days Initiative Would Support Milwaukee Victims of Domestic Violence

This fact sheet discusses how Milwaukee's paid sick days referendum would affect victims of domestic violence by providing paid time off to access a variety of services, from protective orders to counseling and medical care.

October 2008, IWPR No. B265

Fact Sheet, 2 pages, available at [iwpr.org](http://iwpr.org)

### A Prescription for Good Asthma Care for Children: Paid Sick Days for Milwaukee Parents

This fact sheet explores how Milwaukee's paid sick days referendum would help parents care for children with asthma, improving health-care outcomes and reducing school absence.

October 2008, IWPR No. B266

Fact Sheet, 2 pages, available at [iwpr.org](http://iwpr.org)

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

(for details, see page 1)

September 2008, IWPR No. B261

Report, 26 pages, available at [iwpr.org](http://iwpr.org)

### The Gender Wage Gap: 2007

This fact sheet shows that the ratio of women's to men's earnings rose to 77.8 in 2007 (for full-time year-round workers). (This fact sheet is updated twice a year as new data become available.) The accompanying press release highlights rising unemployment and growing poverty for some groups of women.

August 2008, IWPR No. C350

Fact Sheet, 2 pages, available at [iwpr.org](http://iwpr.org)

## Board Member Profile: Ellen Delany



Ellen Delany is an IWPR board member, long-time IWPR supporter, and lifetime advocate against discrimination. She experienced gender discrimination herself early in her career. As a law school student, Ms. Delany says she encountered some fairly blatant sexism from both professors and classmates. At the time, less than 10 percent of

her law school class was women, she said. There were also fewer job opportunities for women coming out of law school. She even remembers once being told by a job interviewer that he was looking for a man for the position. She notes the past 35 years have wrought significant changes in law schools and the legal profession and women now have significant opportunities in both these arenas.

Ms. Delany started her own consulting firm with two other women. Delany, Siegel, Zorn & Associates, Inc. has now been in business for 27 years and is one of the premier businesses working on employment discrimination for the U.S. Federal Government Agencies. However, starting it was one of Ms. Delany's biggest challenges. At the time of the firm's conception, banks were leery of lending to consulting firms, especially to firms opened by women. Luckily, a woman banker was willing to take the time

to understand their work, eventually allowing Ms. Delany and her partners to receive the financing that made launching the firm possible.

Over the years, Ms. Delany has worked extensively in the areas of disability rights, employment discrimination, and Title IX. She recognizes one of the best tools for advocating change is to have the best information.

"I particularly believe that, in the arena of women's issues, IWPR has an impressive record of providing the facts and the statistics on issues so important to women, from early childhood education to the wage gap to issues affecting older women. I am proud to be part of such an organization," Ms. Delany said.

She asserts that IWPR's research benefits both women and society by addressing all sides of issues. IWPR is grateful for Ms. Delany's work to fight employment discrimination and her support of its work.

*Elisabeth Crum*

## 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 Ms. Foundation, the Bill & Melinda Gates Foundation, and the Social Science Research Council for work on the status of women in the Gulf Coast; the Ford Foundation for work on sex and race discrimination in the workplace, paid family leave and job quality, interfaith activism, and older women's economic security; the Bill & Melinda Gates Foundation for work on women's postsecondary education access; the Annie E. Casey Foundation, the DC Employment Justice Center, the Rockefeller Family Fund, the Public Welfare Foundation, the Women's Fund of Greater Milwaukee, and the Kellogg Alternative Finance Cluster for IWPR's work on paid leave and job quality; the Sister Fund for IWPR's work on interfaith activism; the W.K. Kellogg Foundation for IWPR's work on early care and education; the Girl Scouts of the United States of America and the National Academy of Engineering for research on advancing of women and girls in science and engineering; The New York Women's Foundation and the Nathan Cummings Foundation for IWPR's work on the Status of Women in the States; the Sunrise Foundation for activities to publicize IWPR's research; and the Stewart R. Mott Charitable Trust for its general support.

### *Gifts of Tribute*

Our members often pay tribute to important people in their lives with special gift designations. This fall, Caren E. Glickson gave a donation to IWPR in honor of Dr. Heidi Hartmann.

If you would like to designate your next IWPR donation *In honor or In memory of someone special*, please contact **Elisabeth Crum** via email at [crum@iwpr.org](mailto:crum@iwpr.org) or **(202) 785-5100 x24**.



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### *★ ★ ★ Make a Difference in the Lives of Women this Holiday Season*

The contributions and commitment of IWPR members provide the Institute with the crucial support it needs to produce research on the issues that matter most to women and their families. This holiday season, we kindly ask that you continue to support IWPR by making a generous year-end contribution or by giving the gift of an IWPR membership. An IWPR gift membership is a marvelous present for those who believe in social, political, and economic equality for all women. And your contribution is fully tax-deductible! With your support, IWPR will continue to improve women's lives through research.



## Spotlight:

### 2008 Summer Interns

A talented group of interns from around the United States and Canada worked at IWPR during the summer of 2008. Their contributions to the research, communications, and development functions at IWPR provided valuable support in a variety of ways. The interns collaborated to plan and host the 18<sup>th</sup> Annual IWPR Intern Party, held on July 14. With nearly 150 attendees, the event proved to be a great success. A brief introduction to the 2008 summer interns:

#### **Megan Campbell, El Paso, TX**

M.A., Public Policy, Graduate Certificate in Women, Policy, and Political Leadership—American University (expected 2009); B.A. in Political Science, Concentration in Public Policy—Boston University (2005)

Research Intern, Sex Discrimination in Employment and Women in Science, Technology, Engineering, and Math (STEM)

**Why IWPR?** “As a feminist and a total policy nerd with an affinity for research, IWPR seemed to be the perfect fit for me. I feel very lucky to have had the opportunity to work on projects that can have a real impact on the lives of women (and men.)”

#### **Laura Dean-Shapiro, New Orleans, LA**

M.A. in Sociology—The University New Orleans (expected 2009); B.A. in Sociology—St. Mary's University (2007)

Research Intern, Doubly Displaced: New Orleans Women and Public Housing after Katrina

**Why IWPR?** “I have relied on many of the briefs and reports produced at IWPR not only for academic work, but also for my own personal arsenal of information since my undergraduate days. When I was given the opportunity to work as a member of Dr. Henrici's team,



**IWPR interns with Dr. Heidi Hartmann, President, at the 18th Annual IWPR Intern Party: (top from left) Megan Campbell, Dr. Hartmann, Laura Dean-Shapiro, Elizabeth Matthey, Lara Ortiz-Luis, Stephanie Tioseco, (bottom from left) Sarah Williamson, and Molly Jung.**

I was not only excited, but grateful to combine my immense respect for IWPR and the love for my city, while honing invaluable research skills. Though the ten weeks I spent working for IWPR passed too quickly, I will value the lessons I have learned for years to come.”

#### **Molly Jung, Toronto, Canada**

B.A. in Economics and International Relations—University of Toronto (expected 2009)  
Research Intern, Paid Sick/Parental Leave

**Why IWPR?** “IWPR, through its unbiased and careful studies of many issues, correctly depicts the problems that need to be addressed for the well-being of our society. Not only is IWPR's dedication to studying women's role in the modern economy inspiring, it provides a different viewpoint in understanding and analyzing fundamental issues of our society.”

#### **Elizabeth Matthey, Bethesda, MD**

B.A. in Mass Communication Studies and English—Boston University (expected 2008)  
Communications Intern

**Why IWPR?** “As an aspiring writer, I want to

ignite real social and political change, which I believe IWPR's work strives to achieve. I want to transform the policies that shape women's lives today—especially those regarding gender-related violence—and the first step is to work here.”

#### **Lara Ortiz-Luis, Hillsborough, CA**

Undeclared—Stanford University (expected 2011)

Development Intern

**Why IWPR?** “In high school and university, I developed an interest in policy issues pertaining to healthcare and women's reproductive rights. I couldn't think of a better way to learn more about the inner workings of the government than to be interning at a think tank in Washington, DC.”

#### **Stephanie Tioseco, Washington, DC**

M.A. in Public Policy and Women's Studies—George Mason University (expected 2009); B.A. in Political Science and English—University of Western Ontario (2006)

Research Intern, Project on Sex/Race Employment Discrimination

**Why IWPR?** “I thoroughly enjoyed my research experience at IWPR. I was able to conduct research on complex and engaging issues pertaining to women's legal rights in the workplace. Specifically, I reviewed court documents for Federal employment discrimination cases.”

#### **Sarah Williamson, Lake Orion, MI**

M.A. in Public Policy—John Hopkin's University (expected 2009); B.A. in Sociology and Women's Studies—University of Michigan (2005)

Research Intern, Paid Sick/Parental Leave

**Why IWPR?** “I wanted to get a sense of what it would be like to do the kind of research that could help effect social change, which I always felt was missing from my undergraduate work. I wanted to make sure that I chose an internship that afforded me the opportunity to contribute to a movement that was making a lot of lives better.”

### IWPR Continues Research on Women of the Gulf Coast



**IWPR Researchers at Café Reconcile, a New Orleans Economic Development Program for At-Risk Youth: (from left) Ariana Curtis, Research Consultant, Dr. Jane Henrici, Study Director, Laura Dean-Shapiro, Summer Research Intern, and Angela Carlberg, Research Assistant.**

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