



Women's Policy Research

IWPR Report Finds Women Suffering in Economic Recovery

By Jeff Hayes

IWPR recently released two reports on economic security based on original data collected in the 2010 IWPR/Rockefeller Survey of Economic Security. In addition to critical information on the economic status of Americans, the survey provided IWPR research-

ers the opportunity to explore new areas of worker's concerns: penalties for taking time off from work, discouragement or punishment for sharing establishment-specific wage information with co-workers, the trend of "doubling-up" or co-residing among adults to buffer against adverse economic events or

financial conditions, and the consequences of the unemployment of one or more household members in past the two years.

Women and Men Living on the Edge: Economic Insecurity After the Great Recession shows that hardship and feelings of economic insecurity are widespread in the weak recovery following the December 2007–June 2009 recession. In the year before the survey was taken, 50 million people had not gone to the doctor because of the cost and 16 million had been hungry because they could not afford food. Women and people with children in the household report greater hardship and anxiety about their financial situation. More than 40 percent of mothers were unable to buy their children something they needed in the previous year because of the cost. Many people in households hit hardest by job losses since the recession started have spent down their savings and see additional setbacks, such as job loss or pay cuts, in the next 12 months. Only 13 percent of women and 29 percent of men in households where two or more members have (Cont'd on p. 3)



Heidi Hartmann served as a panelist at the United Nations first annual International Widows Day organized by Michelle Bachelet (far right), Executive Director of UN Women, and Sylvia Bongo Ondimba (second from right), First Lady of the Gabonese Republic. Also pictured: Cherie Blair (far left), President of the Loomba Foundation and Ban Soon-taek, wife of the United Nations Secretary-General (third from left).

TABLE OF CONTENTS

President's Message	2
Update on the Student Parent Success Initiative	4
Become a Member	4
Spotlight: 2011 Summer Interns	5
Media Highlights	6
New Releases	6
Friend of IWPR: Jeff Cruz	7
Gifts of Tribute	7

IWPR Research Shows Access to Paid Sick Days Enhances Public Health

By Claudia Williams

There is a growing recognition that paid sick days are not only beneficial for sick employees recovering from illness, but also to their co-workers and families, for many reasons, but primarily because having access to paid sick days diminishes the spread of contagion. Halting contagion is by itself a very important measure to enhance public health. Many researchers and policymakers also believe that having time to get adequate preventive care might result in reduced visits to emergency departments and savings on health care spending.

Employees that are able to use paid sick days do not have to delay medical treatment until illness or injury becomes a medical emergency. Workers covered under paid sick days laws also may have more availability to schedule doctors' appointments during normal business hours for themselves and their families, instead of using emergency department services after business hours.

IWPR recently released a report that examines the effect of paid sick days coverage among private sector employees on self-reported health status, delays in medical care, and emergency department (Cont'd on p. 4)

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President's Message

erate the slow recovery we have been experiencing. Strong growth and higher incomes will generate higher revenues and bring our budget into better balance in the longer run. In August, IWPR worked with a group of women scholars to propose programs to the Obama administration that could disproportionately employ women, because women have not been getting their fair share of jobs in the recovery, as IWPR research shows. (See IWPR Briefing Paper #C384, *Recommendations for Improving Women's Employment in the Recovery*.)

Jobs, jobs, jobs. Simply put, we don't have enough of them and many of those we have are not paying enough. How to create jobs and good jobs at that? As my friend and colleague, economist Barbara Bergmann is fond of saying, "If politicians knew how to create good jobs, they would do it all the time."

As a matter of fact politicians can create jobs by spending money on programs that require hiring people, whether it's taking the decennial census, building roads, exploring space, teaching our children, or defending the nation, and many are good jobs, too. Many of the tasks (for example, road construction, defense equipment manufacturing) are often contracted out to the private sector. So public funding can be used to create good jobs in both the public and private sectors. I think what Dr. Bergmann suggests is that no one knows how to get the private sector to generate good jobs on its own though we all wish it would!

Given the severity of the recent recession and the tax cuts that originated under President George W. Bush, as well as our two unfunded wars, to create publicly-funded jobs these days requires that the federal government borrow money. Actually it's a great time for the U.S. government to borrow money because interest rates are low, and we certainly have a lot of infrastructure needs to be filled and a great many unemployed people who need work (14 million to 25 million in the United States depending on how many not fully employed workers and would be workers we count). Despite the misguided conventional wisdom that federal spending is out of control and must be cut to bring the U.S. deficit under control, it would be far better to fund programs that could put Americans back to work. Workers buy goods and services which in turn would help to accel-

Federal spending on unemployment insurance and food stamps (now SNAP, the Supplemental Nutrition Assistance Program) has increased substantially and has definitely helped many women, men, and children weather the storm of unemployment and reduced earnings. Interestingly, though, welfare payments (TANF since the 1996 welfare 'reform') have not increased in most states, despite the fact that unemployed mothers must be in greater need of such benefits.

Our social safety net, holes and all, has moved toward supporting work—subsidizing workers with low earnings, making it possible for a single mother with a minimum wage job to survive above the poverty level, once the value of her tax credits and food stamps are included. But this picture applies only when a job is there to anchor her income package. What happens when it isn't?

What happened when the recession hit and such moms lost jobs? Single mothers are still experiencing a double digit unemployment rate.

Not much research has yet been done to show how well or poorly the safety net worked for single mothers or low-wage workers in this recession and slow recovery. But stay tuned because in the next few months we'll be examining this very question.

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.

IWPR Study Director Jane Henrici presents findings from the report, Organizations Working with Latina Immigrants: Resources and Strategies for Change, at a forum hosted by the Atlanta Women's Foundation on September 27, 2011.



Recovery Not Reaching Women

(Cont'd from p. 1) been unemployed have the equivalent of two month's wages to live on in the event of job loss.

Retirement on the Edge: Women, Men, and Economic Insecurity After the Great Recession shows that men and women after the Great Recession experience uncertainty about the adequacy of their financial resources for the proverbial "golden years." Among all respondents surveyed, women (47 percent) are more likely than men (35 percent) to have little or no confidence that their assets will

last throughout their retirement. Fewer than half of women and just 50 percent of men surveyed report that they have at least \$20,000 in an IRA, 401(k), or similar retirement account.

Both reports discuss support for policies that might enhance economic security. A majority of people report they would support political candidates who propose policies to strengthen economic security, such as a higher minimum wage or maintaining Social Security benefits, and to improve the balance of work/family life, such as improving the quality and affordability of child care and providing paid leave for family care or child birth. Given the key role Social Security

plays in many people's lives, both women and men worry about proposed cuts to its benefits and show strong support for the program. Neither men nor women believe Social Security or Medicare should be cut to address the nation's deficit.

The IWPR/Rockefeller Survey of Economic Security was administered by telephone to 2,746 adults aged 18 and older between September and November 2010.

Senate HELP Committee Hearing on the Impact of Recession on Older Americans

Impact of the Recession on Older Americans



On October 18, 2011, IWPR President Heidi Hartmann gave testimony at a U.S. Senate Health, Education, Labor and Pensions (HELP) Committee hearing on the impact of the recession on older Americans.

Job Gap Between Men and Women

IWPR has been tracking the number of jobs added to payrolls going to women and men in the recovery relative to those lost since 2007. Our Quick Figures #008 on this topic, updated monthly, shows that men lost more jobs than women in the recession, but also regained jobs much more rapidly than women in the recovery. Since October 2009 when the number of nonfarm jobs held by women and men was equal, as of October 2011 men held 1.5 million more jobs than women. In October, women's job gain was significantly higher than men's. For more information, please see <http://www.iwpr.org/publications/pubs/is-the-recovery-starting-for-women-slow-job-growth-in-october-for-both-women-and-men>.

Doubling Up: IWPR Takes a Close Look at Behavioral Trends in the Recession

By Youngmin Yi

According to the Case-Shiller Home Price Index, housing values peaked in the first quarter of 2006 and the housing bubble in the United States began to burst in a big way. Price drops in 2007 and 2008 were large. The drop in home values and the ensuing recession led to the weakening of the economic security of individuals and communities across the country. This has manifested itself in a number of ways, including the transformation of household composition for some. In the face of the recession, some have turned to "doubling up" as a coping method, meaning taking in or moving in with new household members due to financial hardship.

IWPR analysis of the 2010 IWPR/Rockefeller Survey of Economic Security took a close look at the demographic characteristics and financial hardship of the households that did double up, finding that the communities that have historically been most vulnerable in economic downturns are most likely to have doubled up. Those same households that doubled up report disproportionately high rates of difficulty in other parts of daily life.

Seventeen percent of women and eleven percent of men report that they have doubled up since 2007. Black women (19 percent), Hispanic women (18 percent), adults aged 18-29 (30 percent for both women and men), and women with an educational attainment of a high school degree or less (19 percent) were among those most likely to have doubled up.

Those households with more pervasive levels of unemployment reported higher rates of doubling up, and women from households that doubled up were twice as likely to have reported having failed to pay a bill on time, not filling a medical prescription, borrowing money from a friend or relative, or skipping a doctor's visit during the past year as were men and women in households that did not experience doubling up.

“In times when our health care system is undergoing multiple changes to become more efficient and cost-effective, we can no longer ignore the public benefits of providing employees with paid time off to address their own and their families’ health needs.”

IWPR Research Shows Access to Paid Sick Days Enhances Public Health

(Cont’d from p. 1) visits, basing our analysis on the National Health Interview Survey and their sources.

The report, *Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits*, reveals that paid sick days are associated with better self-reported health, fewer delays in medical care, and fewer emergency department visits for adults and their children. Avoidable emergency department usage resulting from limited access to paid sick days translates roughly into costs of \$1 billion dollars per year. Half of these potential cost savings are currently paid for by taxpayers through public health insurance programs such as Medicaid, Medicare, SCHIP, and Veterans Affairs services.

In times when our health care system is undergoing multiple changes to become more efficient and cost-effective, we can no longer ignore the public benefits of providing employees with paid time off to address their own and their families’ health needs. IWPR continues to be the leading research organization in informing policymakers and the public about the costs and benefits of providing paid sick days.

SPSI Raises Visibility of Promising Programs for Advancing Student Parent Success

By Kevin Miller, Ph.D.

The Student Parent Success Initiative (SPSI) is one and a half years into its mission to conduct research, raise awareness, facilitate knowledge sharing, and improve public policies in order to help students with children successfully complete postsecondary credentials and degrees. Following the initiative’s first major report release event in March, the project staff has been working to reach audiences of increasing size and diversity with information regarding the success of the nearly four million student parents currently enrolled in postsecondary institutions.

In 2011, presentations about SPSI’s mission and research have been made in Washington, DC, and across the United States. Kevin Miller, IWPR Senior Research Associate, presented and discussed the work of SPSI at several locations around the country: Webster University in Saint Louis, Missouri, in April; in Columbus, Ohio, at the Student Parent Support Symposium in June; and at a meeting of the board of directors of the National Coalition for Campus Children’s Centers in New York City in June. Barbara Gault, IWPR Executive Director and Vice President, presented SPSI’s work at the New America Foundation, as well as while attending an Aspen Institute convening on two-generation education, both during October in Washington, DC.

This year also marked the beginning of a series of online webinars to be hosted by SPSI. In July, Tiffany Boiman, IWPR Senior Outreach and Policy Associate, organized and hosted SPSI’s first webinar, featuring

speakers from CLASP, Single Stop USA, and Central New Mexico Community College. Over 130 people attended remotely, the largest attendance at a single SPSI event so far. Webinar presenters discussed the importance of integrating multiple services—such as academic counseling, financial aid, and child care—in a single location or administrative unit in order to facilitate student parent acquisition of these services.

SPSI has also begun working with experts outside IWPR to expand the information and resources available to advocates, policymakers, campus administrators, and student parents. Policy Consultant Cindy Costello has authored a report on training and education programs specific to careers in science, technology, engineering, and math that work to facilitate student parent success. Mary Gatta, Senior Scholar at Wider Opportunities for Women (WOW), is expanding on her previous work on online learning by reviewing programs that accommodate the needs of student parents partially or completely with technology and online learning. Todd Boressoff, President of Early Childhood Consultancies, is working with SPSI staff to produce materials regarding campus child care services for student parents.

Feedback from audience members, webinar participants, and recipients of SPSI’s monthly newsletter has been strongly positive. College staff, advocates, and student parents have said that SPSI is meeting a previously unmet need for information and coordination that can address the needs of student parents across the United States.

Become a Member of IWPR

Support accurate, timely research on women by becoming a member of IWPR today! 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 from IWPR. Benefits vary by membership level and include IWPR’s newsletter, free research reports and other publications, access to IWPR’s Research News Reporter online, and more! Your contribution is important to us.

Membership benefits (across all levels):

- Support an organization with over 20 years of experience highlighting policy issues that impact 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 publications orders.



Spotlight: 2011 Summer Interns

By Amanda Lo and Caroline Hopper

A talented group of interns from colleges and universities around the United States worked at IWPR during the summer of 2011. Their contributions to the research and communications functions at IWPR provided valuable support in a variety of ways. The interns collaborated to plan the 22nd annual “Midsummer Mixer” on July 14, 2011, attracting a record-breaking crowd of over 200 young interns working in the Washington, DC region. Here is a brief introduction to the 2011 summer interns who made an invaluable contribution to IWPR:

Sarah Towne

Ph.D. Student in Public Administration, American University; M.A. in Public Administration & Women’s Studies, Appalachian State University; B.A. in Sociology & Business, University of Colorado at Boulder

Research Intern, Paid Sick Days

Why IWPR? “I was encouraged more so at IWPR than in my school program to seek out news and media sources, government agency reports, and other nonprofit think-tank research. Combining these researching skills and conversations in brown bag lunches has really opened me up to see opportunities that exist for scholars and researchers beyond working at universities and colleges.”

Minjon Tholen

M.A. in Gender and Women’s studies, University of Wisconsin-Madison (2010)

Research Intern

Why IWPR? “Interning at IWPR greatly enhanced my research, communication, organization and multitasking skills, and helped me develop my personal and professional network...Thank you to all the IWPR staff members and other interns for making this an incredible learning experience and an amazing summer!”

Carley Shinault

Ph.D. Candidate in Political Science, Howard University

Research Intern

Why IWPR? “This summer with IWPR has opened my eyes to so many new areas of interest for research and career aspirations... I am returning to my program with more confidence about what my future will hold. The new insights into the social and political status of women and the ways public policy shapes our condition will certainly benefit my writing and activism on campus.”

Breone Sanders

B.A. in Political Science & English, Marquette University (2011)

Research Intern

Why IWPR? “The summer here at IWPR has allowed me to grow on multiple levels. Whether it was a workshop with the [National Council of Women’s Organization’s] “New Faces, More Voices” series on women’s health advocacy or generating charts with demographic data for the Hurricane Katrina Project, I feel this experience has given me the confidence to pursue other avenues of policy research.”

Heidi Reynolds-Stenson

Ph.D. Student in Sociology, University of Arizona

Research Intern

Why IWPR? “I wanted to intern at IWPR to improve my research and writing skills and to help, in whatever small way I could, to further IWPR’s important research agenda. I will leave this internship not only with sharpened skills, as I had hoped, but also with new understandings.”

Leah Josephson

B.A. in Journalism & French, University of North Carolina at Chapel Hill (2011)

Communications Intern

Why IWPR? “I’ve had a great time at IWPR and in D.C. and have learned so many things I’ll bring home to North Carolina with me—not only about communications skills, but about the ways research, advocacy, and policymaking work together to make progressive change in this city.”

Jennifer Herard

M.A. in Education, Columbia University Teacher’s College (expected December 2011)

Research Intern

Why IWPR? “When I heard about IWPR’s Student Parent Success Initiative (SPSI) I thought it was a perfect project to work on because it deals directly with my interest in education from a family perspective and it would provide me with some of the research experience I had been looking for...I have acquired so much experience and many new skills from this internship!”

Michelle Dovil

M.A. Candidate in Sociology, Howard University

Research Intern

Why IWPR? “I have always had a passion for women’s studies, specifically issues concerning women of color, and I wanted to be in an environment that not only catered to my passion, but that would also tailor my career path.”

Taressa Dalchand

M.P.A. Candidate, The City College of New York

Research and Development Intern

Why IWPR? “I wanted to work with an organization that was devoted to women’s issues and their advancement in society. I was so excited to start and, when I finally did, I was amazed to see the hands-on work, the influence, and the impact of the organization in policy all across the country.”



IWPR interns at the 22nd Annual Midsummer Mixer, from left: Michelle Dovil, Taressa Dalchand, Barbara Gault (IWPR Executive Director and Vice President), Carley Shinault, Jennifer Herard, Minjon Tholen, Heidi Reynolds-Stenson, and Sarah Towne.

Women and the Economy At the Forefront

The Wall Street Journal quoted Heidi Hartmann on the detrimental effect of state and local government job cuts on women (May 6, 2011).

The New York Times Economix blog post, “Unemployed Mother’s Day,” cited IWPR research on women’s historically lesser access to unemployment benefits than men (May 9, 2011).

CNN/Fortune quoted IWPR President Heidi Hartmann on women and unemployment during the recovery (July 15, 2011).

Crain’s New York Business quoted IWPR Senior Research Associate Jeffrey Hayes on the high unemployment rates among women—particularly black women—during the economic recovery (August 16, 2011).

Rep. Carolyn Maloney (U.S. Representative for New York’s 14th District) cited IWPR research on the job gap between men and women (August 26, 2011).

CNN cited IWPR findings from the IWPR/Rockefeller Survey of Economic Security on the job gap between women and men, particularly for young women (September 30, 2011).

Women in the Workplace

Bloomberg cited an IWPR study on workplace discrimination, *Sex and Race Discrimination in the Workplace: Legal Interventions That Push the Envelope* (June 2, 2011).

ABC News cited IWPR research linking pay secrecy in the workplace to pay discrimination (June 21, 2011).

USA Today quoted President Heidi Hartmann about the prevalence of women working in the public sector (July 7, 2011).

Fox Business News cited an IWPR finding on the persistent gender wage gap for women (July 27, 2011).

Work and Family Make Headlines

The *Los Angeles Times* cited IWPR research on paid sick leave in San Francisco that found two-thirds of local businesses in the city support the law (May 19, 2011).

The *UK Daily Mail* quoted IWPR Study Director Ariane Hegewisch on the effects of maternity leave on long-term wages (August 13, 2011).

Student Parents in the News

ABC News cited an IWPR report on the critical need for child care on college campuses, *Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents* (May 16, 2011).

“It’s a tale of two cities,” explains Heidi Hartmann, president of the Institute for Women’s Policy Research, which tracks the labor market. “Women and men tend to work in different sectors of the economy, and some of those sectors are recovering faster than others.”

— Heidi Hartmann in *CNN/Fortune* (July 15, 2011)

Reports

Women and Men Living on the Edge: Economic Insecurity After the Great Recession
October 2011, IWPR #C386, 102 Pages

Retirement on the Edge: Women, Men, and Economic Insecurity After the Great Recession
October 2011, IWPR #500, 68 Pages

Briefing Papers

Denver Paid Sick Days Would Promote Children’s School Success

October 2011, IWPR #B300, 12 pages

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

October 2011, IWPR #B298, 25 pages

Recommendations for Improving Women’s Employment in the Recovery

by the Women Scholars Forum, September 2011, IWPR #C384, 5 pages

Testimony

The Impact of the Great Recession on Older Women and Men
October 2011, IWPR #C387, 14 pages

Fact Sheets

Paid Sick Days in Denver Would Improve Health Outcomes, Reduce Racial/Ethnic Health Disparities, and Help Control Health Care Costs
October 2011, IWPR #B299

The Gender Wage Gap: 2010

September 2011, IWPR #C350 September 2011 (Update)

San Francisco Employment Growth Remains Stronger with Paid Sick Days Law Than Surrounding Counties

September 2011, IWPR #C385

The Union Advantage in Wireline Telecommunications for African-Americans, Hispanics, and Women

August 2011, IWPR # C383

Paid Sick Days and Employer Penalties for Absence
July 2011, IWPR #D297

Six Key Facts on Women and Social Security

June 2011, IWPR #D499

Quick Figures

Slow Job Growth in September Points to Need for Federal Help With Job Creation

October 2011, IWPR #Q008 (Updated)

Women Underrepresented Among High Earners in Banking and Finance
September 2011, IWPR #Q010

Women and Men in the Public Sector

September 2011, IWPR #Q001 September 2011 Update

Job Gap Between Women and Men Persists in August

September 2011, IWPR #Q008 September 2011 Update

Most Americans Think the Growth of Social Security Spending Should Not Be Cut to Reduce the Deficit

September 2011, IWPR #Q009

Growing Job Gap Between Women and Men: Monthly Number of Women and Men on Payrolls (Seasonally Adjusted) January 2007 – July 2011

August 2011, IWPR #Q008 August 2011 Update

Friend of IWPR: Jeff Cruz

By Jocelyn Fischer

Jeff Cruz is the Executive Director of Latinos for a Secure Retirement, a coalition of ten organizations working to ensure that the interests and needs of Latina/Latino communities across the country are represented and protected in policy decisions involving Social Security, Medicare, and pensions. He is also currently studying at the Harvard Kennedy School of Government in a one-year, mid-career program towards a master's degree in public administration.

Cruz began working on retirement security issues when he returned to Washington, DC, after working on the 2004 presidential election and took a job with one of the few progressive organizations hiring at the time, Americans United to Protect Social Security. Since discovering this passion through this job, he has managed a coalition campaign to reform Medicare Part D at Campaign for America's Future, and served as Senior Policy Advisory to Senator Herb Kohl in retirement security issues and as an Associate Director at the White House Office of Public Engagement handling health care and seniors outreach.

Cruz has extensive experience in politics and public policy. Early in his career, he served in the House Leadership of Office of Senator Bob Menendez (then Chairman of the House Democratic Caucus) and as a Legislative Assistant for Congresswoman Grace Napolitano. In 2008, he was the Deputy Di-

rector for Senior Outreach in the Chicago headquarters, before heading up outreach efforts in Florida, for President Obama's successful election campaign. This was just one of a dozen different campaigns that Cruz has worked on.

Cruz started Latinos for a Secure Retirement (LSR) in 2011 because he felt Latinos were not being engaged in advocating on retirement security issues, despite the critical importance of programs like Social Security and Medicare to the Latino community. Referring to his particularly unusual background of working on both retirement security policy issues and with Latino leaders, Cruz explains, "I felt creating LSR would be the best way for me to contribute to the larger efforts to improve the retirement security system for all Americans."

Cruz believes that organizations focusing on retirement security for women, like IWPR, have a lot in common with those working in this area on behalf of Latinos. "Women and Latinos both get paid less, can frequently be in and out of the formal job sector, and yet both have longer life expectancies than other groups," said Cruz. "Latinos and women really share a lot of the same concerns and policy goals in strengthening our retirement system."

We at IWPR are grateful to have someone as committed and talented as Jeff Cruz as our colleague in these issues.

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National Education Association

Ohio Association of Child Caring Agencies, Inc.

United Auto Workers International Union

United Food and Commercial Workers International Union

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University of Louisville Women's & Gender Studies Department

University of Pennsylvania Women's Studies Program

West Virginia Women's Commission Women Employed

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IWPR's research, education, and outreach activities are funded and supported by foundations, organizations, corporations, and individuals.

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of Raymond W. Gault

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C386, September 2011, 94 pages \$15.00, Quantity: ____
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D500, September 2011, 56 pages \$10.00, Quantity: ____
- Pension Crediting for Caregivers*
D497, June 2011, 38 pages \$15.00, Quantity: ____
- Recommendations for Improving Women's Employment in the Recovery*
C384, September 2011, 5 pages \$5.00, Quantity: ____

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