shifted dramatically as a result of more than a trillion dollars in tax cuts and in the wake of war and nation-building activities that incur ongoing costs of nearly $4 billion per month. The nation’s job losses now exceed 2 million since the business cycle peak, and unemployment and welfare caseloads continue to creep up. Set in this context, effective welfare policy is sorely past due.

Two recently released IWPR reports, *Survival at the Bottom: The Income Packages of Low-Income Families with Children,* and *Before and After Welfare Reform: The Work and Well-Being of Low-* (cont’d on p. 4)
IWPR is very fortunate to have had Meghan Salas as the Mariam K. Chamberlain Fellow at IWPR this past year. I’m pleased to share her remarks at IWPR’s recent 15th Anniversary Luncheon with you:

“When I graduated from college in May 2002, I felt lucky just to have secured a job. Little did I know that I was about to have the opportunity to work with some of the most intelligent and inspiring people I had ever met. The casual, academic environment at IWPR meant that each day I would be stimulated intellectually and motivated personally. Most importantly, I learned about the significant role research plays in the policymaking process.

“My experience at IWPR piqued my interest and curiosity in things that I rarely thought about before, but I should have been thinking about a long time ago. My generation, for the most part, has been fortunate to grow up in a time of economic prosperity. As young women, we have not confronted the same overt barriers that our mothers did before us. Rather, the obstacles have been more subtle, more insidious. Many people think that this privilege has led to apathy among members of my generation. Some say that young people today just don’t care about the political process. Perhaps this is true, but I think much of the so-called ‘apathy’ simply stems from a lack of information.

“If more young women and men were made aware of the fact that:

- one in every three women will be raped in her lifetime, and girls aged 16 to 19 are four times more likely than the general population to be victims of rape,
- just five weeks after Viagra became available it was covered by 47 percent of health insurance plans, roughly the same percentage of plans that cover the birth control pill which has been around in one form or another since the 1920s, and
- in their reproductive years, women pay 68 percent more in out-of-pocket medical expenses than men, largely due to the prohibitive costs of reproductive health care, then they would probably be a lot more interested in working for change. Issues such as these DO affect young women and men in their day-to-day lives.

“Protection from violence and access to reproductive services are key issues facing this generation. In addition, the issues of our mothers’ generation such as abortion rights, affirmative action, and Title IX, are being challenged once again.

“No matter how the issues and priorities change from generation to generation, information based on solid social science research can drive positive change.

“Working at IWPR has changed the way I view the world and given me new inspiration to achieve the most that I possibly can. It is infinitely important that we mentor young feminist social scientists. This is an undertaking IWPR considers fundamental to its mission and one that sets IWPR apart.”

Meghan Salas, Mariam K. Chamberlain Fellow, is originally from Cleveland, Ohio, and received her BA in economics from Kenyon College in May 2002.

Meghan is now working at the Urban Institute, while last year’s MKC fellow went on to the US Department of Labor. IWPR, with the Women’s Studies Program at George Washington University, also supports a GWU-IWPR fellowship for a graduate student to work at IWPR. And this past summer, we’ve had 10 interns at IWPR (see p. 9). It’s exciting, and gratifying, to help a new generation enter the world of feminist policy research.

Heidi Hartmann
Study Finds
Gender Disparity in Retirement Income
Sunkhwa Lee and Barbara Silk
IWPR’s new report, Gender and Economic Security in Retirement, shows that Social Security is the most common and largest source of income for both women and men 65 and older. The report also highlights that the economic well-being of the older population differs not only by gender but also by marital status and living arrangements, since women tend to live longer than men and are more likely to live alone at older ages. Using data from the U.S. Census Bureau’s 1999-2001 March Current Population Surveys, the report examines major sources of income for older Americans such as earnings, Social Security, pensions, assets, and government assistance programs.

Social Security provides benefits to nearly 90 percent of women and men 65 years and older, representing a nearly universal source of income during retirement. No other source of income comes close to the level of Social Security coverage. The majority of retired men and women do not have pension income, and women (30 percent) are significantly less likely than men to receive income from pensions (47 percent). About 60 percent of women and 65 percent of men receive some income from assets (interest, dividends, or rent), but this income is usually quite small for most people. Importantly, women’s income from all sources lags behind men’s: women’s median annual Social Security benefits are about two-thirds of men’s, and women’s median pension income is only half the amount for men.

With less income of all kinds, older women are at greater risk of poverty than men, and women who are unmarried (widowed, divorced, or never-married) and live alone are especially likely to be poor in old age. Nearly 40 percent of all women 65 and older are unmarried and live alone, compared with 16 percent of men 65 and older. The poverty rate among unmarried women living alone at ages 65 and over is approximately 20 percent, nearly four times greater than the rate among married women or married men. The poverty rate would have been even higher, at 68 percent, if these women had not received income from Social Security. Despite the gender gap in benefits, Social Security is crucial for women’s economic security during retirement. For two-thirds of all women 65 and older, Social Security constitutes more than half of their total personal income, and for nearly one-quarter of them Social Security is the only source of income.

Cost Model Informs Early Education Debate, Aids Preschool Program Development in States
Stacie Golin and Liz Goergen
IWPR is helping advocates and policymakers across the United States estimate the cost of proposals to introduce quality early childhood education initiatives. In spite of the current economic climate, stakeholders continue to debate how to provide early care and education, noting research on the benefits to children, their parents, and the wider community. As many state governments consider their commitments to early education, two new IWPR reports provide the hard data they need to make universal preschool a reality.

The Price of School Readiness: Estimating the Cost of Universal Preschool in the States is a practical guide that shows policymakers, educators, and activists how to determine the demand for preschool in their state over an extended period and the anticipated costs for safe facilities, qualified personnel, and well-trained teachers. The model presented in the report cases preschool into the state budget by assuming states would begin the comprehensive program with a pilot project and investments in infrastructure, opening the program to additional three- through five-year-olds each year. The model also offers suggestions to cut program costs in the short term without compromising the long-term quality of the preschool system.

The model already has affected policy in Illinois, where the governor adopted the tailored preschool model discussed in the IWPR report The Cost of Universal Access to Quality Preschool in Illinois, and the General Assembly approved funds for the first two years of the program phase-in period.

Stakeholders in additional states, including Massachusetts and California, as well as the District of Columbia, are also partnering with IWPR to utilize the model for their own universal preschool designs.

Dr. Amy Caiazza on War, Peace, and Mothers’ Organizing
Lauren McSwain
IWPR held a reception on June 6 at the Open Society Institute to mark the release of Study Director Amy Caiazza’s new book Mothers and Soldiers: Gender, Citizenship, and Civil Society in Contemporary Russia (Routledge 2002). The book examines how the shift from communism to democracy in that country has affected gender roles. At the event, Dr. Caiazza discussed how the concept of citizenship in Russia is translated into expectations for men to be soldiers and for women to be mothers, resulting in different obstacles and opportunities for each when trying to change policy. Dr. Caiazza also led a discussion of the parallels between her experiences with peace organizing in Russia and recent organizing in other countries.

30 academics, practitioners, and activists came together to celebrate the release of Dr. Caiazza’s book and to discuss feminist and progressive peace organizing.
Commentary: Working More Not the Answer

Avis Jones-DeWeever

A recent report by the Heritage Foundation, *The Role of Parental Work in Child Poverty*, makes the striking claim that child poverty could be reduced by 72 percent if only parents would work more. Robert Rector and Rea Hederman assert that the amount of work performed by the working poor is, in fact, over-reported in Current Population Survey (CPS) data and that public policies promoting work over “idleness” would substantially reduce child poverty. This analysis seems to buttress Congressional proposals for increased work-hour requirements for TANF recipients, but upon closer examination, it fails to address persistent realities calling into question the validity of a work-first/work more approach.

The analysis presented in this work utilizes what Rector and Hederman define as an “expanded measure of income” to account for the value of food stamps, the Earned Income Tax Credit, and school lunch subsidies while deducting FICA and Social Security taxes from the income of poor families. Through a statistical simulation, Rector and Hederman suggest that if those poor families who are currently engaged in less than full-time year-round employment would increase their work effort to include at least one full-time worker per family, using their expanded measure of income, some 3.17 million families would no longer be poor. Is their prescription—a full-time job with full federal benefits for every poor family—realistic?

**Problem 1: Where’s the Beef?**

…Or perhaps more accurately stated, where are the jobs? The nation’s extended economic slump has resulted in the loss of more than two million jobs over the past three years. Calling for increased work hours in a context where many, and particularly those on the lowest end of the economic ladder, find it difficult to acquire or maintain employment shows a severe disconnect from current reality.

**Problem 2: Income Supplements are Not Fully Utilized and are Currently Under Attack**

The Heritage Foundation simulation fails to account for the General Accounting Office’s estimate that some 4.3 million families who are eligible for the Earned Income Tax Credit (EITC) fail to claim this benefit when filing their taxes. What’s more, recent activities by the IRS foretell an all-out assault on EITC participants. Plans are currently underway to force EITCfilers to pre-qualify for the program months before the tax-filing deadline by obtaining difficult-to-acquire documentation to prove their relationship to the child they are claiming and to show that the child has lived with them for at least six months out of the year. The new, stricter standards of proof would most hurt grandmothers, aunts, uncles, other relatives or caretakers, and even single fathers. To expect the EITC to be universally utilized and broadly accessible is a flawed assumption today and will perhaps be an impossibility tomorrow.

**Problem 3: Full-time, Year-Round Work is Simply Not Possible for Many of the Poor**

Despite their best efforts, many poor adults simply cannot work a full-time, year round schedule. Many of the rural poor, for instance, rely on seasonal work to make ends meet. Once crops are harvested, and work dries up, the struggle to survive until next season begins. Those living in urban areas experience an entirely different set of challenging circumstances. Minuscule job growth, poor job information networks, and struggling public school systems make obtaining and maintaining employment particularly difficult for many inner-city residents. And most of the jobs that are available offer low wages and little job security. Set within this context, the inability to acquire sustained employment is understandable, and is a particularly vexing challenge for job seekers of color. Research by Michael Stoll (1998), for example, suggests that Latinos and African American men are much more likely to experience bouts of unemployment during the year than similarly situated white men, and after losing a job, these groups have a more difficult time becoming re-employed than do their white counterparts. Calls for marriage would also do nothing to eliminate this problem.

Finally, single parents face perhaps the most daunting challenge in maintaining full-time, year-round employment; particularly single mothers who typically earn less than similarly qualified single fathers. With only one adult in the family who must balance the dual responsibilities of child-rearing and wage-earning, the costs of child care, time lost with sick children, and often inflexible workplace rules make it nearly impossible for this group—particularly those with limited informal networks to look to for assistance—to simultaneously balance the demands of full-time work and full time responsible parenthood.

While statistical simulations can be a valuable resource in stimulating data-driven informed discussion, when disconnected from reality, they do little to shed light on the complexities and challenges associated with the real lives of real people.

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**Reauthorizing Welfare: What’s Going On?**

*Income Single Parent Families,* highlight the struggles of impoverished families while illustrating the need for an anti-poverty approach to welfare reform. Nonetheless, legislation currently making its way through Congress fails to adhere to the day-to-day needs of poor families in general, and particularly low-income single mother families struggling to achieve economic security.

Passed in February 2003, the House welfare reauthorization bill incorporates the White House’s suggested 40-hour work week requirement, and in the process, doubles work requirements for single parents of very small children (under 6 years of age), without adequately providing for increased child care services for these impoverished families. According to a report by the Congressional Budget Office, the 40-hour requirement would cost states up to $11 billion to implement, along with an additional $5 billion over the next five years, just to keep pace with inflation. Given the current economic crisis in the states these added expenses are not likely to be met. In fact, 23 states have already cut child care funding as a part of their budget shortfall measures. In the end, poor and near poor families will suffer as they must face the unenviable choice between attempting to comply with work-hour requirements without safe and affordable child care, or failing to meet the work requirements and risking losing their welfare benefits.
The Senate’s proposed bill, introduced in July, represents a step back from the tripartisan bill passed by last year’s Senate Finance Committee. The current bill closely mirrors the Administration’s position on work-hour requirements by subjecting parents with children under 6 years old to the same hourly requirements as parents of school-aged children. While the Senate plan does provide a lower work-hour requirement of 34-37 hours per week, it still substantially increases the work-hour commitment for single parents of preschool-aged children and provides incentives for states to maximize work-hour commitments. As of this writing, the issue of child care funding has yet to be addressed by the Senate at all, despite the need for increased assistance. Other disappointments include the failure to continue transitional Medicaid coverage, expand education and training opportunities, and meet the needs of impoverished legal immigrants.

The bill does, however, include a special rule allowing single parents of disabled children to count caring for their child as an allowable work activity. While this is a move in the right direction, the devil is in the details. By limiting this provision to caregivers of “dependents,” the bill may not cover elder-care, or the care of other family members who receive disability payments.

Although the nation continues to experience economic distress, now is not the time for “bargain basement” TANF policy. Instead, we need strong policy aimed at providing impoverished Americans the boost they need to achieve true economic well-being.
Women and War, Peace, and Terrorism

Allison Barrett

The 2003 Women Working to Make a Difference Conference kicked off at noon on Sunday with the well-attended opening plenary, “Women and War, Peace, and Terrorism.” Dr. Dieter Dettke, Executive Director of the Friedrich Ebert Foundation and Dr. Cynthia Deitch, Acting Director of The Women’s Studies Program of The George Washington University welcomed everyone to the conference. Moderated by IWPR’s own Amy Caiazza, keynote speakers focused upon the timely topic of September 11th and the subsequent United States response. Julianne Malveaux, editor of an anthology of African-American responses to the war on terrorism, spoke about the notable absence of non-white voices in the media during and after September 11th. Cynthia Enloe, who was residing in Japan during the war in Iraq, urged attendees to remember that U.S. policy decisions affect women not only domestically, but all over the world. The last speaker, Medea Benjamin of Code Pink, delivered a rallying speech encouraging women to exercise their political power in ending escalating military expenditures. The energy and enthusiasm of the opening plenary set the tone for a great conference.

Women, Politics and the Media

IWPR is particularly grateful to the Friedrich Ebert Foundation for co-sponsoring the biennial conference again this year. Their participation has increased the international participation throughout the conference. In addition, the Friederich Ebert Foundation sponsored a reception and special plenary session on Sunday evening highlighting issues related to the portrayal of women candidates and women’s issues in election and other political media coverage. Thought provoking comments were provided by Dr. Dieter Dettke; Executive Director of the Friedrich Ebert Foundation; IWPR President Dr. Heidi Hartmann; Sheilah Kast, a freelance journalist; Ann Lewis, Former White House Communications Director, Patricia Schlesinger, Washington Correspondent for ARD German TV; and Constanze Stelzenmuller, Defense and Security Editor of Die Zeit.

Making Policy as if Women Mattered

IWPR’s 15th Anniversary Luncheon

Rebecca Sager

Monday’s Luncheon Plenary at the conference was a special celebration of IWPR’s fifteen anniversary. On June 23, nearly 400 of our friends and supporters came together to toast IWPR’s accomplishments over the past 15 years. As luncheon well-wishers and conference participants filled the Presidential ballroom at the Capital Hilton Hotel, the room buzzed with stories about the Institute. People from all different backgrounds—advocates, scholars, activists, business and labor leaders, Congresswomen Diane E. Watson and Marcy Kaptur.

Women’s Leadership Making

Enacting Our Visions of Equity

Lauren McSwain

The conference closing plenary featured inspiration from President of Feminist Majority, Dr. Martha Burk, Chair (NCWO) and spokesperson for the campaign against Bhatt, the Conference Coordinator at IWPR, and IWPR’s moderate. US Congressional Representatives Diane E. Watson and Marcy Kaptur.

Women, Politics and the Media.

Speakers Medea Benjamin, Cynthia Enloe, and Julianne Malveaux.

Speakers Ann Lewis, Patricia Schlesinger, Sheilah Kast, and Constanze Stelzenmüller.

Women Working to Make a Difference — The 7th I
and students—filled the tables and spoke of the various ways each benefited from IWPR’s research.

Ellen Delany, Chair of IWPR’s Board, welcomed everyone and kicked off the event by introducing IWPR’s president and founder, Dr. Heidi Hartmann. Cheers erupted as Heidi thanked everyone for coming and reflected on IWPR’s past and looked ahead to the future. Meghan Salas, IWPR’s 2002-2003 Mariam K. Chamberlain Fellow, wrapped up the opening remarks with a powerful speech on her experiences at IWPR and the critical role IWPR’s work plays in bettering the lives of women and their families.

After an interval for eating and conversation with table mates, Helen Neuborne, Senior Program Officer at the Ford Foundation, began the luncheon program. She set the stage by congratulating IWPR and reflecting on her work with the Institute over the years. She then introduced Kathleen Kennedy Townsend, former Lt. Governor of Maryland, who gave a rousing speech on the importance of electing women into government offices. She discussed how she used IWPR’s research to make Maryland a better place for women during her service. Next, the audience heard from the Executive Vice-President of the AFL-CIO, Linda Chavez-Thompson, who is well-known for her commanding oratory. The benefits of unionization and activist organizing—particularly for women—were the focal points of her inspirational speech. Then, Geeta Rao Gupta, President of the International Center for Research on Women, finished up the program with a call to action on behalf of women around the world. She emphasized the need for increased research that not only reflects the concerns of women domestically, but women and their families abroad as well.

Finally, IWPR Board Member Linda Chavez-Thompson led the audience in chants highlighting IWPR’s accomplishments and showed off her wonderful singing voice with a stirring rendition of good ol’ “Happy Birthday.” The Institute was delighted to mark this important milestone of 15 years of work to improve the lives of women and their families along with so many friends and longtime supporters. If you were able to attend the luncheon to celebrate with us, we thank you, but if you weren’t, we hope to see you at our next anniversary celebration!
7th International Women’s Policy Research Conference

IWPR’s Status of Women in the States Project: A Model for Research and Action

Jean Sinzdak

A mini-plenary at the Seventh International conference on IWPR’s Status of Women in the States project featured the latest findings from the 2002 Status of Women in the States report, as well as exciting examples of state-based organizations using research to further policy change on behalf of women in their states. Moderated by IWPR Board Member Marcia Worthing, the panel included IWPR’s States Study Director Dr. Amy Caiazzo; Betsy Nowland-Curry, Executive Director of the Kentucky Commission on Women; and Joan Browning, Co-Chair of the Coalition for West Virginia Women. The panelists explored the links between research and advocacy for public policy, and especially for elevating women’s status in the states and the country as a whole.

Presenting the latest findings of the report, Dr. Caiazzo noted that women’s status generally tends to be higher in the states of the Northeast and the West, and is lowest in many of the Southeastern and Midwestern states. As Dr. Caiazzo observed in her presentation, none of the research in the reports would affect policy if it were not for the work of our state-based project advisory committees. The work of Ms. Nowland-Curry and Ms. Browning exemplifies the importance of using research to drive policy campaigns.

Ms. Nowland-Curry presented A New Vision for Kentucky: Final Report of the Governor’s Task Force on the Economic Status of Kentucky’s Women, a project by the Kentucky Commission on Women. Citing IWPR’s Status of Women in Kentucky (1998) report and Kentucky’s low rankings (in the bottom five states overall for women) in that report as the impetus for the Task Force project, Ms. Nowland-Curry described their efforts to examine the obstacles to the economic progress of Kentucky women, identify solutions, and develop a plan of action. Ultimately, this project involved over 300 women and men from 55 Kentucky counties for over a year and racked up more than 51,000 hours of volunteer time on five different committees on the Task Force. This project culminated in the first-ever Summit on the Economic Status of Kentucky’s Women in June 2003 that championed a plan of action by decision leaders and policymakers.

Ms. Browning discussed West Virginia’s key results in the recently published Status of Women in West Virginia (2002). Citing the need for action to improve the status of West Virginia women, she and West Virginia Advisory Committee Co-Chair Barbara Howe formed the Coalition for West Virginia Women. In their first meeting in March of 2003, they focused on selecting their priority project using The Status of Women in West Virginia report as a guide. Over the next 18 months, they hope to get the state legislature to pass a resolution authorizing a transportation study in the state, implement a campaign to increase women’s voter registration and turnout, and design a long-term initiative to increase access to education and the educational levels of West Virginia’s women.

The resounding message from the panelists was that research can and should be used as the impetus for policy change. As Ms. Browning noted, “Armed with information, it is easy to make a convincing argument that we need new policies. After all, who can argue with solid data and statistics that clearly show our state is failing to meet women’s needs?”

“I thought this was a wonderful conference! The participants were friendly and supportive, I loved the making of connections between research and activism, the panel I was on was simply superb and inspired me to work even harder in my areas of interest—it was one of the best conferences I’ve ever been to! I was able to take lots of info home to my own field, which is American public education, pre-K through college.”—Angela Johnson, St. Mary’s College of Maryland

IWPR’s Biennial Conference Goes International

(Cont’d from p. 1)

the session touched on the importance and diversity of women’s roles in war and peace.

Other conference plenary topics included “Women in Politics and the Media,” an international plenary sponsored by the Friedrich Ebert Foundation, and “Making Policy as if Women Mattered,” the IWPR 15th anniversary luncheon plenary. (Please see related stories on page 6.)

“Women Making a Difference Globally: Participation in United Nations Conferences” was one of the many exciting and informative sessions of an international theme. Participants discussed the series of United Nations (UN) Conferences over the past few decades and traced changes in women’s status and countries’ commitments to improving women’s lives. Panelists argued that the decision to adopt a vital new idea—that women’s rights are human rights—resulted from the active and persistent involvement of women’s nongovernmental organizations in these meetings. The session highlighted the importance of women’s organizing and activism in creating policy, even at the international level.

Finally, the conference closed on June 24 with a plenary addressing the theme, “Women’s Leadership Makes a Difference: Enacting Our Visions of Equity,” with Dr. Barbara Gault of IWPR serving as moderator. Eleanor Smeal of the Feminist Majority, Amy Bhatt, Conference Coordinator at IWPR, and Martha Burk of the National Council of Women’s Organizations, and Congresswomen Marcy Kaptur and Diane Watson were the featured speakers.

With more presenters, breakout sessions, plenaries, international panels, and attendees than ever before, IWPR’s International Women’s Policy Research Conference continues to be the source for timely women-oriented policy work and research.

The IWPR 2003 Conference By the Numbers: Some Interesting Statistics

1. 22: different countries with participants registered for conference
2. 169: colleges and universities represented worldwide
3. 7: elected federal and state representatives attending
4. 106: students registered
5. 30: exhibitors and advertisers
6. 654: registered participants
7. 41: men attending
8. 15: years IWPR has been working to improve the lives of women and their families

Compiled by Lauren McSwain
Lauren McSwain

This summer, things looked a little different around IWPR because of the unusually large number of summer interns. Ten talented young women worked on Research, Communications, Development and Administrative functions at the Institute. This was the largest group of summer interns IWPR has ever had. This year’s interns contributed to data analysis, charts and figures for research reports, prepared literature reviews, designed conference materials, and contributed significantly in countless other ways. In return, IWPR offers interns an opportunity to learn about feminist approaches to social science and policy research.

In addition to working at IWPR, summer interns are getting involved in DC in other exciting ways. They planned the tremendously successful IWPR 13th Annual Intern Wine and Cheese reception, held on July 7. With over 150 participants, it was the highest-attended IWPR summer intern party of any year. Most of the Institute’s interns have also been participating in “Hill drops,” helping to disseminate IWPR research to offices of US Congressional members to aid in policymaking. Many have attended other progressive organizations’ activities and events as well, like the Citizen Works’ Summer Rooftop Speaker Series, featuring prominent activists such as Ralph Nader.

Finally, four of the ten interns are participating in the National Council of Women’s Organizations (NCWO) summer feminist leadership training institute, New Faces, More Voices. This program develops skills like coalition building and public speaking, and culminates in a “Congressional Action Lobby Day” on Capitol Hill where interns advocate for issues important to them.

A brief introduction to IWPR’s cast of diverse and talented 2003 Summer Interns, who hail from across the USA:

**IWPR Summer Interns Make Invaluable Contributions**

**Lauren McSwain, Washington, DC**
**Course of Study:** Political Science, Spanish, and Child Development, Tufts University; Medford, MA (expected 2005)
**Job at IWPR:** Research Intern on Early Childhood Education and Child Care
**Why IWPR?** “This summer I’ve learned about policies affecting children and even met the prominent politicians, advocates, and researchers working on them. I really appreciate the breadth of information I’ve been exposed to, from research reports and Congressional briefings to motivational speeches from leaders of the women’s movement at IWPR’s own conference.”

**Lisa Pringle, Los Angeles, CA**
**Course of Study:** Public Policy, Occidental College; Los Angeles, CA (received 2001); Master’s of Public Policy, University of Southern California; Los Angeles, CA (expected 2004)
**Job at IWPR:** Development and IWPR Foundation Support Intern
**Why IWPR?** “I wanted the experience of working at a research nonprofit in DC. I like working here because of the people and the important work that they do.”

**Amy Lin, Lafayette, LA**
**Course of Study:** Economics, Business, and Women’s Studies, Tulane University; New Orleans, LA (expected 2004)
**Job at IWPR:** Development and IWPR Membership Support Intern
**Why IWPR?** “I enjoy working at IWPR because it combines two of my interests: economics and women and gives me the chance to work with people who are doing research that educates others about the status of women. I like working in Development because I learn about the methods nonprofit organizations use to stay afloat in an economic downturn, when the quality of what’s being published is especially important.”

**Allison Barrett, Golden, CO**
**Course of Study:** Sociology and Mathematics, Grinnell College; Grinnell, IA (expected 2004)
**Job at IWPR:** Research Intern on Democracy and Society and Job Quality
**Why IWPR?** “I think I want to be a policy researcher when I ‘grow up,’ and it seemed like a good idea to intern at a think tank to see what it’s actually like.”

**Karen Escalante, Burbank, CA**
**Course of Study:** Psychology and Women’s Studies, University of California; Berkeley, CA (expected 2004)
**Job at IWPR:** Research Intern on Job Quality and the Work and Welfare Experiences of Low-Income Women
**Why IWPR?** “I was intrigued by the quantitative approach IWPR study directors use to gather hard data on the lives of women, as well as the research agenda’s central focus on women.”

**Barbara Silk, Ann Arbor, MI**
**Course of Study:** Economics and Hispanic Studies, Connecticut College; New London, CT (expected 2005)
**Job at IWPR:** Research Intern on Older Women’s Issues and Disability Issues
**Why IWPR?** “I wanted to work at IWPR due to my interest in the 1996 Welfare Reform. I have liked working here because I find out about current issues on Capitol Hill. Everything we do is very pertinent to what is actually going on in our government right now; and I love that!”

**Violette Davis, Brownsville, VT**
**Course of Study:** Studio Art and Health Care Studies, Beloit College; Beloit, WI (BA received 2003)
**Job at IWPR:** Special Assistant to the President
**Why IWPR?** “From my first day at IWPR, I could feel the energy and determination that runs through our organization. Although I always feel close to my co-workers, I am also involved with how we interact with people outside our walls, and I know that those interactions are what drive the individuals within IWPR.”

**Whitney Potter, Hope, NJ**
**Course of Study:** Economics and Women’s Studies, University of New Mexico; Albuquerque, NM (expected 2004)
**Job at IWPR:** Communications Intern in Media and Publications
**Why IWPR?** “I appreciate the opportunity to translate feminist thought from the classroom to a dynamic public policy forum. Putting theory into practice while developing my skills in communications is an experience I was eagerly seeking. Being able to work with the strong leadership of IWPR during this summer internship will no doubt shape my future academic and professional career.”
Brooke Shearer

Lisa Pringle

Former Board Chair and emerita Board Member Martha Blaxall first introduced Brooke L. Shearer to IWPR. According to Martha, “the number one reason [I recruited Brooke for the Board] relates to her uncanny ability to integrate the strategic importance of any issue—its policy relevance—with the right message for the appropriate target audience.”

Ms. Shearer has been involved in many different organizations and traveled with the Clintons on the 1992 campaign trail. From 1993 to 1997, Brooke was Director of the White House Fellows Program, which offers exceptional young people first-hand experience working at the highest levels of the federal government. Brooke also worked at the Interior Department as Special Assistant to the Deputy Secretary, initiating and conducting projects to help emerging nations develop cultural-heritage sites and national parks.

After leaving the White House Fellows Program, Brooke became the first Executive Director of the Yale World Fellows Program. The Yale program offers a group of emerging leaders from diverse countries and cultures the opportunity to broaden their knowledge, gain new perspectives, sharpen their skills, and build critical networks and relationships. Currently, Brooke works as a consultant with the International Partnership for Microbicides (IPM), which develops methods for women to protect themselves against contracting HIV and AIDS. She also serves on the board of the International Center for Research on Women (ICRW).

Brooke feels strongly about the importance of measurement, which is one of the reasons she became involved with IWPR. “If you don’t measure how women are doing in the workforce or education,” she says, “you can’t tell whether we are going backward or forward. Measuring the status of women has been slow in the United States as well as abroad, and that slows the development of policies to improve things.” She suggested the slogan “Women’s Figures Count” as a play on the use of women’s figures to shed light on the actual condition of women rather than their bodies.

For the future of IWPR, Brooke envisions securing an endowment—enabling the Institute to expand its current research while exploring new policy questions as they arise. She says that IWPR is vital to the present political situation. Brooke also feels that investment in women has a multiplier effect so that even a small investment can create large societal dividends. She notes that “women are at the center of the economy, and the global economy is at a pivotal time for women as countries are shifting away from agriculture and manufacturing to information services and new technologies. This shift means women can, do, and must play more of a role in society as a whole.”

According to IWPR President Dr. Heidi Hartmann, “Brooke has strong convictions about issues affecting women and families and makes sure the human element is always included in policy change. She is creative is finding ways to present research so policy makers ‘get’ it and swallow the gender pill. It’s terrific for IWPR to have someone with her vision, political skills, and stature on our board.”

Maria Ferris

Amy Lin

Maria Ferris has served on the board of IWPR for one year now, but has 23 years with IBM under her belt. She has worked in Human Resources for the majority of her tenure with IBM, and since 1995, she has been with the Diversity Organization.

IBM has a longstanding history of focusing on women’s advancement. With women holding high positions of power such as the vice presidency as early as 1943, and offering a three-month leave of absence beginning as early as 1956, IBM has been unusual in its focus on women. IBM has been named one of Working Mother’s top ten companies for a 15th year due to its special programs targeted at working parents. Since 1997, IBM has carried out a global initiative for the advancement of women.

When asked how she came to work on women’s issues, Maria explained that IBM has different constituents, which include ethnic minorities, people with disabilities, and women. “Women make up the largest percentage of our eight constituent groups. There are about 100,000 women, who constitute about 33 percent of IBM’s diverse constituents,” Maria says. As the Manager of Work/Life and Women’s Initiatives, Maria works hard to apply strategies that target the advancement of IBM’s employees, particularly women. This includes more flexible schedules, telecommuting, and part-time options for working parents.

An important issue concerning women today and in the future is flexibility in the work environment. “The ability to advance and to still have a family is very important for women of today,” Maria says. Another issue Maria identifies as important is improving corporate culture, and she works actively to help the business world be an open culture for women. Maria says the global perspective afforded by her job on the status of women around the globe is very interesting. “It’s amazing how issues related to women’s advancement are so similar around the world.”

Maria works full-time from her home in North Carolina. She is the mother of two children, ages 8 and 11; her husband, whom she met at IBM, is now retired. By serving on the board, she brings a corporate perspective to IWPR. The work Maria accomplishes with IBM and IWPR ties in directly with what she sees as important for women in the future. “It’s such an honor to be invited to be a part of this board of directors because of the important work IWPR is doing.” Board Chair Ellen Delany notes: “It’s critical that IWPR have people like Maria on our Board—people who can take IWPR’s research and make sure it makes a difference in the world’s largest corporations.”
The Augusta National protests also generated national press interest, and IWPR President Dr. Heidi Hartmann (also the vice-chair of the National Council of Women’s Organizations) was frequently asked to comment on the controversy. Dr. Hartmann was featured on NPR’s Justice Talking, the CBS Early Show and CSPAN, and in the New York Times regarding Augusta National.

By investing in IWPR’s financial future, these members are affirming their commitment to improving the lives of women and their families. If you would like to become a special 15th Anniversary Fund contributor, please use the enclosed envelope to send in your donation or contact IWPR’s Development Department at 202/785-5100 for more information. Contributors include:

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MEDIA HIGHLIGHTS

Imogen Gunn

This summer, IWPR has received heavy press coverage spanning all forms of media—radio, TV, print, and Internet. Our researchers are routinely contacted for their expertise in a variety of areas affecting women. Dr. Amy Caiazzza continues to be tapped for her knowledge on female suicide bombers. She appeared on CNBC to discuss this trend among Palestinian women, and participate in a BBC Radio call-in show on the same topic.

Dr. Vicky Lovell’s analysis of the recent unemployment data and how the economic downturn has affected women has drawn the attention of many media outlets, and was the inspiration for a story in Ms. Magazine on this growing problem.

Dr. Avis Jones-DeWeever was featured in an Associated Press (AP) article picked up by the New York Times and Jet Magazine about black households, and recently spoke on CNN’s Lou Dobbs Moneyline about the so-called “resurgence of feminism.”

The perpetual issue of the wage gap also brought a wide range of media coverage: Dr. Hartmann was quoted by the New York Times and the Chicago Sun-Times; Dr. Barbara Gault was featured in the Washington Post as well as the New York Post; and the AP used Dr. Caiazzza as a source in a story about the number of women executives and their salaries.

IWPR’s 2002 The Status of Women in the States reports continue to be used as a source across the country. The Boston Globe’s lead editorial on April 21 relied on the Massachusetts report; Matt Lauer on NBC’s Today Show used the national report as a lead-in to a story on employment in the recession, as did Today’s Chicago Woman magazine.
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