

April Chapter Meeting: Panel on Pay Equity

BY NANCY NYLAND

Rachael Lyons, Director of Public Policy, Business and Professional Women's Foundation

The gender pay gap is 77 cents on the dollar as of 2008. For African-American women it is 66 cents, and for Latina women it is 56 cents on the dollar. A portion of it is not explainable by any factors other than discrimination.

The next step in closing the gender pay gap after the Lily Ledbetter Act is the Paycheck Fairness Act, which updates the Fair Labor Standards Act and the Equal Pay Act. It was first introduced in 1997, so BPW has been working on it for some time. It is a much-needed update to a 47-year old bill. Women have learned a lot since the Equal Pay Act. Over the years we have learned through the courts what works and what does not.

The Paycheck Fairness Act fixes some loopholes in the Equal Pay Act. It clarifies the definition of establishment. Under the EPA, the rule is equal pay for equal work. To make an equal pay claim, you have to find a comparative person: someone who is doing the exact same job, is being paid more, and is of the opposite gender. If the two employees are in two different jurisdictions, you cannot compare them.

It improves remedies so that if you do win your equal pay complaint, you will have the same remedies as those who file racial discrimination complaints. It provides funding to restore two federal surveys that track wages. It provides funding for people to do the enforcement and training of employers how to come into line with the law. There is also a model employer award to recognize employers who are doing well by their employees.

Both Maryland Senators are in favor of the bill. The lead sponsors in the Senate are Mikulski and Dodd, and Sen. Cardin is one of 36 co-sponsors. The bill passed in the House, but was tabled, and did not achieve closure.

One of the things that they hear on Capitol Hill is that the business community is opposed to it. Ms. Lyons responds that if you are not discriminating, you have nothing to fear from this bill. It is in line with Title VII, which businesses should already be following.

They also hear that "we couldn't possibly pay women more now," during a recession. If not now, when? Women are about to become 50% of the workforce. As more families rely on women's salaries, it behooves us to make sure that those salaries are what they should be.

(see March Panel, page 3)

Montgomery County Commission for Women Vacancies

Montgomery County is seeking applicants to fill five vacancies on the Commission for Women. Three of the vacancies are for applicants who have been nominated and recommended by organizations within the County whose interests relate to the status of women, and two of the vacancies are for individuals applying on their own behalf. Three of the current incumbents are eligible to seek re-appointment, and one has indicated an intention of doing so.

The primary responsibility of the 15-member Commission is to advise and counsel the County government on issues of concern to women. While the commissioners work to ensure that women attain legal and economic equity, the office also administers programs for women, including a counseling and career center.

Members of the Commission for Women serve three-year terms without compensation, but are eligible for reimbursement for travel and dependent care for meetings attended. Meetings are held the fourth Wednesday of each month. Since members are active on committees and projects, it is required that they must be available for meetings every Wednesday evening. County law specifies attendance requirements for members of officially appointed boards, committees, and commissions. A member of this commission may miss no more than three meetings in a 12-month period.

Members of County boards, committees and commissions may not serve on more than one such group at a time. Members of these boards are eligible for reimbursement for travel and dependent care for meetings attended. Members of the Commission for Women are nominated by County Executive Isiah Leggett, then confirmed by the County Council. Applications of those selected for appointment are made public as part of the confirmation process.

Applicants of diverse backgrounds, professions, gender, geography, disability and ethnicity are encouraged to apply. An application, consisting of a **brief cover letter and resume**, should be sent by mail to County Executive Isiah Leggett, 101 Monroe Street, 2nd Floor, Rockville, MD 20850, or by email to countyexecutive.boards@montgomerycountymd.gov. Home and employment addresses, as well as contact phone numbers and email addresses should be included. Applicants should indicate the position for which they are applying.

The deadline for application is April 30, 2010.

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MC NOW President's Message

A VISIONARY LEADER HONORED



*Vanessa Ali
President, Montgomery
County Chapter, National
Organization for Women*

Dorothy Height kept her commitment to African Americans, women and children until her final days. The world over lost a tireless advocate for civil rights and African American women. She was a dynamic woman with a resilient spirit, who was a role model for women and men of all faiths, races and perspectives. For her, it wasn't about the many years of her life, but what she did with them. She was known as the "queen of the civil rights movement". Even in her last days, while some may have enjoyed retirement, Dr. Height continued her fight to make our nation a more open and inclusive place for people of every race, gender, background and faith. Her work in the civil rights movement called on all her training and experience. She made sure that we not only talked about civil rights, but that we also talked about women's rights. She provided a foundation for leadership for African American women. She never married or had any children, but dedicated herself to making the world a better place for everyone. She received some of the highest honors awarded in this nation, shining a light on her tireless work, which she saw as unfinished. She advocated against institutional racism, which some people still refuse to admit exists and which has an unfortunate consequence. She dreamed of a society of equality and freedom. I am inspired to dream more, learn more, do more, and become more because of her life and efforts. The most important lesson that I personally learned from Dr. Height is the importance of working with people from diverse backgrounds and ideologies to achieve a common goal. Throughout her life she wore many hats, literally and figuratively, with elegance and dignity, excellence and determination. Her life of dedication, sacrifice and service, coupled with her leadership roles in shaping strategies, continue to impact African American women's organizations here in the United States and abroad. If, as the saying goes, service is the rent we pay for living, then Dr. Height is paid in full, many times over, and she has paid the tab for many. All people of good conscience, all those interested in a world of equality and justice, should take up her mantle and fight to eradicate poverty and racism.

Pass It On, Act & Learn

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The Montgomery County Chapter is currently subsidizing the cost of printing and mailing the print version of *From NOW On*. Eventually we may be forced to end print subscriptions due to the cost. Get yourself on the e-mail list now.

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This is a bill that is not just good for women, it is good for the country.

Occupational segregation is a huge issue, and this bill is ready to go. If it does not pass now, it may be a long time. Call your representatives and ask them to co-sponsor the bill and vote for closure.

Bonnie Collison, Past President and officer, Montgomery County Education Association

When Bonnie was a 20-year-old college student, she got her first summer job at the Patuxent Naval Base in Lexington Park, Maryland. She worked with a group of engineers who were working on two different types of planes. They gave her data for her to put into computers.

This was 1974, and computers were as big as buildings. Computers had just come out in a way that said: this is going to be the wave of the future; people need to be able to use this technology in different ways. She was very interested in computing. As a college student she took several computer courses, thinking that it might be a career.

There was another employee who was hired at the same time, a young man. The two of them did exactly the same work, except that at lunchtime she was expected to cover for the secretary, and he was not. He was making twice what she was making. She went to her boss and said: I need to understand why the two of us are doing exactly the same job, except I'm covering for the secretary, and he's making twice as much money.

The boss was a little taken aback that she had the nerve to ask this. His explanation was, "Because he declared computer science as his major." She countered, "He hasn't started college yet, and I've taken three computer science courses." They raised her salary 50 cents an hour, which did not make up the difference. We've come a long way since 1974, but not far enough.

Ms. Collison is a trained speech pathologist, and has worked in schools for 32 years, 29 of them in Montgomery County. She realized early on in her career, in working with students, that she was looking for the place where decisions were being made. She was looking for where the authority was, where she would have some power over her work, and was not finding it anywhere. Finally, she was directed to the teachers' union. Being the daughter of a military man, "union" was not in her vocabulary. She learned that it was the power of the collective that gives us any power at all.

She felt that she could make a difference for students in the work that she was doing, but she couldn't make a difference for adults. So she sought to work through the union, not the administration, to find a way to break out of the bureaucracy.

The 11,000 members of the MCEA elected her president in 2003. Her platform was one of empowerment: to give frontline educators a voice in their everyday work, and to take ownership of the profession and the craft of teaching.

They created a professional growth system in which teachers are self-directed in their professional development. Teachers actually assess each other. If new teachers are struggling, they get support, or make the decision that teaching is not for them. They created budget structures in which there were union leaders sitting at the table with the School Board to create the budget.

She retired from MCPS in February 2010 so that she could go to work for the Institute for Local Innovation in Teaching and Learning. Her goal is to take the work that they have done in the Montgomery County Public Schools and expand it to a national program. The Institute has \$1.3 million in funding from The Gates Foundation and the GE Foundation to do this.

There is a feeling that teaching is natural because we all went to school, so we can teach – or that it is simply the conveyance of information. Think about the teacher who did the best job for you, who inspired you, who challenged you to learn. If you think about the things that teacher did (and 80 times out of 100 that was going to be a woman), she knew you, she knew what your strengths were and she built on them. You felt connected to her in a way that felt safe. She encouraged and inspired you to learn yourself, and not just hear information.

Teaching is a very complex job. Imagine doing that with 25 five-year-olds in a room, or 32 eighteen-year-olds in a room. The average salary of a teacher in Maryland is about \$47,000. When you look at comparative jobs with comparative requirements and responsibilities, you will see huge differences in what the annual salary is. It is not a coincidence that 80% of the workforce in education is female.

People will say that we can pay teachers more if we only pay the good ones; if we only pay based on test results. First of all, a school is a community. A school works best when it is not competitive, but collaborative and cooperative. A school works best when the teachers are working together for the benefit of all of the students in the building, and it doesn't become a silo of: I am only responsible for the 25 students in the room. Once you have set up a competitive pay scale, you have damaged the community.

Who makes the judgment of who are the best teachers? Kids are not widgets — we are not measuring by how many kids come out the door. Measuring learning is a whole lot different than measuring other kinds of outcomes. Accountability is a good thing, but we cannot be attaching salary to test scores.

What about paying teachers more to go to high-need schools? There is research out there that says: it is not salary that prevents teachers from staying in schools where children are affected by poverty. It is that the teachers need more resources. They need more time, and they need competent and collaborative leaders. The number one reason teachers will stay in a building is because they feel that they are successful and can work with their administrative leaders.

Paying folks simply to go to a building, what does it say to the students in those buildings? What it says to young

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teachers is that they are going into a battle zone. We need to give teachers the resources they need, and it is not simply about paying them more.

Ms. Collison's agenda is about empowerment, and more pay for more responsibility. When you empower people and you give them additional responsibility, that is when you pay them more. All of these areas can be addressed by making sure that we have elected officials who understand how important education is to our community: on our Board of Education, in our County Council and in our state legislature.

Meredith Curtis, Public Outreach Director, American Civil Liberties Union of Maryland

The ACLU of Maryland is supporting a bill that they anticipate passing and being signed by Governor O'Malley that would enable victims of domestic violence or abuse to break their leases without penalty when they provide proof, such as a protective order.

The ACLU has a new report that they put out on girls' rights issues. They have a program on girls and juvenile justice. They do empowerment training for girls who are held at the Waxter Center in Laurel. The Waxter Center has gotten a lot of press attention because it is in bad condition. The girls being held there get no education. Girls usually end up there due to family issues, as opposed to violent crime. The ACLU has a report that the girls wrote called "Caged Birds Sing."

The ACLU did an important women's pay issue on the state level last year. The national ACLU is very involved with this issue, legally and legislatively. In 2009, Maryland tried to pass a Lily Ledbetter Act as well. It did not pass the first year. Last year they went to the legislature again, and Maryland now is one of their partners. They were able to secure a state version of that bill so that there are protections in state law that mirror the federal law.

The state version insures that victims of wage discrimination will receive full restitution, restoring the alignment to federal law. It discourages employers from continuing to discriminate simply because the employee does not discover when the discrimination takes place. Maryland law now recognizes that wage discrimination does not begin and end with one decision to discriminate against somebody at the time that the employer decides on the employee's salary. Every time a woman gets a paycheck that is less, the crime happens. Each discriminatory paycheck represents an ongoing violation of the victim's civil rights.

Under the state law, victims can recover pay for up to two years prior to the filing of the complaint. Where employers succeed in hiding discrimination for many years, this will protect the employee's right to restitution. The name of the Maryland bill is the Lily Ledbetter Fair Pay Restoration Act of 2009. Getting this bill passed was a victory for women and the ACLU.

Thankfully, the Montgomery County chapter of NOW has a broad view of civil rights, and realizes that when the rights of anyone are abridged, ultimately it affects the rights of everyone.

Seth Chase, American Association of University Women

His grandmother was widowed at a young age with four small children. She went back to work and got a job as a clerk in a store. She was paid less than the men doing the same job in the store because men are heads of households. His grandmother struggled and persevered for years without complaining.

Behind the Pay Gap is an AAUW report. The 77 cents on the dollar is an aggregate figure, and a lot of figures go into it. Detractors of further legislation on pay discrimination point out that women make different choices than men. They choose different career fields, or may not work as many hours. The pay gap is only partly explained by factors such as those.

The Department of Education does a study every year, a survey of college-educated people in the workforce. That gave their researchers access to information about college major and career field and gender. In every field, women are learning less. Over time, the gap only gets wider. One quarter of the gap can only be explained by sex discrimination, because it is not explained by any of the other factors.

Some of the other factors are also contributed to by sex discrimination. Women take time out of their careers or work fewer hours because they have primary care-giving responsibilities. If the man is already making more money, and someone has to stay home, it only makes sense that the person who makes less money will stay home.

Why So Few: Women in Science, Technology, Engineering, and Math is an AAUW report that says some of the wage gap is explained by the different careers that men and women go into. Science, technology, engineering and math (STEM) fields are very high paying. In the biological sciences women are fairly well represented. In medical sciences women are represented. In engineering there are very few women.

The STEM report is a summary of work by other researchers, such as an experiment where the researchers told one group of test takers that boys do better on this test, and the boys did do better. In the control group they told the kids that boys and girls normally do about the same, and they did — on the same test.

There are a lot of messages coming at boys and girls that STEM fields are for boys. We need to make sure that girls are being mentored to go into these high-wage fields.

The dropout rates of girls who go into STEM fields is very high. Women in their first STEM jobs have a very high dropout rate. One woman engineer said, "It's just a boys club." She would go to job sites, and they would ask her, "Are you looking for your boyfriend?" and she would say, "No, I'm here to tell you how to fix the problem you made."

AAUW has something called the "Tech Track" to encourage girls to go into STEM fields. The research itself is also very important in straightening out for people what the problem is when you have someone like Lawrence Summers, the President of Harvard saying that maybe it's just that women are not good at math.

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Sharon Cohany, Economist, Bureau of Labor Statistics (BLS)

The BLS is the fact-finding agency of the U.S. Dept. of Labor. They produce information related to the well being of the American worker. They are not a policy developer or a policy-evaluating agency, but their data is heavily used by others for those purposes.

She works with data from the current population survey (CPS), a monthly survey of 60,000 households. The CPS is the source of the unemployment rate, one of the most closely watched national economic indicators.

Earnings data have been collected in their current form since 1979, so there is a lengthy time series available to examine. The earnings data is collected from a quarter of the households each month. The coverage is for wage and salary workers, not the self-employed.

The CPS has tracked the size of the labor force since the 1940's. Women's participation in the labor force has risen dramatically over this period to the point where women's and men's participation rates are quite close. Since 1979, women's earnings have risen substantially relative to men.

The BLS has gender pay gap figures slightly different than 77 cents on the dollar. The earnings ratio started at 62.5 in 1979 and rose to 82.2 percent last year. The 77% is derived from annual figures of the Census Bureau that look at annual earnings rather than weekly earnings. Those annual figures show a lower percentage because women work fewer hours during the week, and fewer weeks during the year. When you look at the annual figure, the gap is going to be a little bit larger.

These figures are based on medians, so they are less influenced by the very high earners. The 62.5% and 82.2% are rough measures. They don't take into account important factors such as occupational distribution, the degree of responsibility and experience at the job, tenure with the employer, and discrimination. Some of these are measurable, at least hypothetically, and some are not really measurable. They are what is left over after the part that we can explain.

There are some factors, such as job performance and individual motivation, which are not measured in any survey. Discrimination, too, cannot be measured directly.

If we look at the earnings gap by race and ethnicity, African-American and Hispanic women have earnings that are relatively close to their male counterparts, while white and Asian women have more of a gap. This is at least partly due, in the case of black women, to their longstanding participation in the labor force. It is probably also a reflection of relatively low earnings for the men.

What is behind the relative rise in earnings for women? Education is a key predictor of earnings for women as well as men, and education has risen sharply. In 1970, 11% of women in the labor force had a college degree. Last year, 36% of women in the labor force had a college degree or higher. That is now slightly more than men in the labor force.

Education has allowed women to move into higher-paying occupations that had been the province of men, such as doctors, lawyers and accountants.

Earnings by occupation is an extremely significant factor, since women remain concentrated in relatively low-paying occupational categories. Women are more likely to work in administrative support operations where pay is relatively low, while men are more likely to be in craft and repair jobs where earnings are higher.

Women generally earn less than men within the same occupational group. This stems from women's concentration in lower-paying jobs within the group. The degree to which gender differences in occupations reflect individual choices, societal attitudes, barriers to job entry, or other factors cannot be determined from the data available, but these differences are reflected in the earnings gap.

For example, female accountants and auditors earn roughly three-quarters of what their male counterparts do. Women financial managers earn only two-thirds of men financial managers. Even among jobs traditionally held by women, men often earn more.

Age and experience also come into play. As one example, there is a large difference in physicians' earnings. Part of that could be that male physicians are older, they have been in the field longer, have had more experience, and are in different specialties in different proportions. Different medical specialties have big differences in earnings.

A similar caution can be made with respect to hours worked. Among full-time workers who work 35 hours a week or more, there are significant variations in work schedules, and these differences can directly affect earnings. Although women tend to work fewer hours than men, even when hours are held constant, men earn more, on average. Even at young ages, men earn more. Among people in their twenties, the wage gap is already 92%.

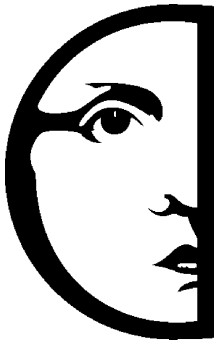
The BLS produces several reports that provide more information. They have a quarterly news release on earnings, as well as an annual report, *Highlights of Women's Earnings*, that usually comes out in the summer. There is also a data book on women workers that has information on earnings.

There is a vast literature on earnings. Daniel Weinberg of the Census Bureau used Census data to analyze factors that can account for the earnings gap. He found that there is still a substantial gap that is unexplained by measurable factors. The GAO reached a similar conclusion in a 2000 study of Census data.

The Current Population Survey provides valuable data and insight into differences in earnings. However, these differences may be the product of discriminatory constraints as well as personal choices. They also may reflect characteristics of workers or job characteristics that are difficult or impossible to measure. Reputable studies have found that between 10% and 25% of the earnings gap is unexplained by measurable differences.

The Watchful Eye (The Return)

BY MARY BAILEY



Remember “The Watchful Eye”? It ran in this newsletter from May 2000 through February 2009 and is now dusting off its keyboard. In March the first issue of *The Watchful Eye* landed in email boxes as a stand-alone newsletter covering issues for the Sexualization of Girls Task Force.

In some respects it was doing this all along. Here are a few snippets from past issues:

Nov-Dec 2000 – *Film critics didn't say it* in 1973, but critic Stephen Hunter finally states the obvious. In his review of the re-released “The Exorcist,” Hunter points to the real issue “simmering under the surface” of the film. Child abuse, he writes, underlies the movie “far more than any bogus notions of demonized evil. This creepy aspect of the movie went largely unremarked upon in its day. But to see the film now is to confront the disturbing truth that it drew most of its power from its central icon, which was a child’s body, mutilated, maimed, tortured, sexualized, profaned in ways never before depicted.”

Feb 2002 – *Barbie's decline in sales* is to be lauded, according to child psychiatrist Alfred Messer. In a letter to the editors of the Wall Street Journal, Messer writes, “I have watched stocky children with clunky shoes robe and disrobe Barbie (and Ken). Their faces are intense; their tongues are thrust against their upper teeth; their muscles are taut. It’s not a pleasurable activity. One can feel the impulse toward Magersucht, addiction to thinness, and toward the newly recognized Body Dysmorphic Disorder, preoccupation with defects in appearance.”

Jan. 2006 – *Bleagh*. In Gabriel Garcia Marquez’s latest novel, an old bachelor buys himself a young virgin for his 90th birthday present.

March 2006 – *Judge Richard Posner* un-banned the sales of videos such as “Grand Auto Theft: San Andreas” to children. He wrote that these games deserve as much protection as the violent parts of “The Odyssey” and “The Divine Comedy.” He also said, “To shield children right up to the age of 18 from exposure to violent descriptions and images would not only be quixotic, but deforming; it would leave them unequipped to deal with the world as we know it.” OK, some rebuttals: 1) Few children read “The Odyssey” and “The Divine Comedy” – but you can’t say the same for video games. 2) Those two works of literature see violence through the eyes of a narrator, while Grand Theft Auto requires viewers to experience the violence and direct it first hand. 3) It is documented that the military wants children to learn aggressive video skills and that it advises certain video makers on what skills to emphasize. 4) Scientists are tracing the effect on the brain of what one *does*. If someone – especially a teenager experiencing an age-related brain spurt – repeatedly goes

through the motions of violence, or even *imagines* going through such motions, the area of the brain devoted to the activity grows larger and takes over adjacent areas. 5) Practicing the skills and emotions of aggression can indeed contribute to the world as we know it, including the domestic and sexual world that women and girls have to live in.

You get the idea. We hope you’ll enjoy The Watchful Eye. Each issue will be posted on the MCNOW Web site at www.mcnow.org. To be put on the mailing list, contact Mary Bailey at thewatchfuleye@rcn.com.

Loving Our Bodies, Changing The World National NOW Conference in Boston July 2-4, 2010

The national NOW conference will take place over Fourth of July weekend in Boston at the Boston Park Plaza Hotel & Towers. The national NOW conference includes a summit on health and body image issues. This year’s theme is “Loving Our Bodies, Changing the World.” Speakers include renowned author Susan Douglas and executive director of the National Latina Institute for Reproductive Health Silvia Henriquez; special recognition will also go to the Boston Women’s Health Book Collective. On Saturday night, singer/musician SONiA will perform.

If you are interested in contributing a workshop proposal, the submission form is available online at www.now.org/organization/conference/2010/workshop-proposal.html.

Special consideration will be given to proposals that fall under our health and body image theme, but NOW considers all proposals that address one of NOW’s priority issues: Abortion/Reproductive Rights; Promoting Diversity and Ending Racism; Lesbian (LGBT) Rights; Ending Violence Against Women; Economic Justice; Constitutional Equality/Ending Sex Discrimination.

A sliding scale registration is available to all NOW members. Non-member rates start at \$35 for interns and students. For those requesting childcare, accommodation assistance, and alternative housing, the deadline to register online is June 2. Regular online registration closes June 22.

More information is available on the conference Website at www.now.org/organization/conference/2010

Congresswoman Donna Edwards To Keynote MD NOW Conference

Women Of Color And Allies (WOCA) Summit At The Mid-Atlantic Regional Conference

May 1, 2010
Bowie State University
9:00 AM – 6:30 PM
Wiseman Student Center
14000 Jericho Park Road
Bowie, MD 20715-9465

Three exciting events are taking place: the Maryland NOW State Conference, the Mid-Atlantic Regional Conference, and a Women of Color and Allies Summit.

MD NOW CONFERENCE 9:00 AM

The day will begin with the Maryland NOW State Conference at 9:00 a.m. at Bowie State University. Maryland NOW will elect officers for 2010-2011, and talk about the challenges still facing Maryland women. The events are co-sponsored by the Bowie State Chapter of the National Council of Negro Women.

MID-ATLANTIC REGIONAL CONFERENCE 10:00 AM

At 10:00 a.m., MD NOW will be joined by feminist leaders and activists as we hear from candidates hoping to represent the Mid-Atlantic Region for the next two years. We will elect three individuals to represent us on the national NOW Board. Voting begins at 11:30 a.m. and ends at 4:30 p.m.

WOMEN OF COLOR AND ALLIES SUMMIT 12:00 PM

At 12:00 noon, the Women of Color and Allies Summit (WOCA) begins with a keynote address by Congresswoman Donna Edwards. Congresswoman Edwards represents Maryland's 4th Congressional District and has served in Congress since June 2008. Congresswoman Edwards will provide updates on the pending jobs bill and other economic issues of concern to women.

Following lunch are two workshops on Real Health Care Reform and Ending Violence Against Women. The Patient Protection and Affordable Care Act was a step forward on many health issues affecting women. But there is still work to be done to offer women a full range of affordable health care. The Violence Against Women Act provided additional resources to deal with the pervasive violence that women face.

Election results for the Mid-Atlantic Region will be announced around 5:30 p.m.

Volunteers are needed to help at staff registration and check-in tables, and to help facilitate the various events. If you are interested in helping please contact MD NOW President Beth Corbin at corbin104@comcast.net and put "volunteer" in the subject line.

www.marylandnow.org

Submissions to Newsletter Welcome

SUBMISSION DEADLINE FOR THE JUNE ISSUE:
MAY 10, 2010

From NOW On reserves the right to edit submissions. Ads are accepted for nominal fees.

Call 301-236-0069 or Email Nancy Nyland:
nancy.nyland@verizon.net

Write P.O. Box 2301, Rockville, MD 20847-2301

MCNOW NEW OR RENEW MEMBERSHIP APPLICATION

- Yes**, sign me up for _____ years of NOW membership @ \$35/1 yr, \$65/2 yrs, \$95/3 yrs
- I am a New Member
- I am a Renewing Member
- Member # _____
(Please fill in if you know your number. If not, MCNOW Membership Chair can find and fill in.)

- Yes**, I would like to join/renew, but have limited resources. I am enclosing \$ _____
(\$15-\$34/year sliding scale: what you can afford)

- Yes**, I would like to affiliate with MCNOW
(chapter # MD0200)

- I am enclosing an additional contribution to MCNOW in the amount of \$ _____

Name _____

Address _____

City _____

State _____ Zip _____

Phone _____

Email* _____

* By giving us your email address, you will receive a periodic MCNOW Feminist Calendar, keeping you up to date on local news and events of interest to women.

Please make your check payable to **Montgomery County NOW** and mail along with this application to: **MCNOW**, P.O. Box 2301, Rockville, MD 20847-2301 (To renew online with credit card, visit www.mcnow.org)



Montgomery County Chapter of the National Organization for Women

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MC NOW Calendar of Events

Chapter Meetings generally take place on the first or second Monday of each month. All members are welcome.

MAY

- 1 (Wed) 7:00 – 9 pm Maryland NOW State Conference, Women of Color and Allies Summit, and Mid-Atlantic Regional Conference, Bowie State University
- 10 (Mon) 7:00 – 9 pm MCNOW Chapter Meeting Location: Wheaton Public Library, 11701 Georgia Ave., Wheaton. For more information: info@mcmdnow.org
- 15 (Sat) 6:30 – 8:30 Social Networking 101: How to Use LinkedIn, FaceBook, Twitter for Career Advancement, Commission for Women 401 N. Washington St., Suite 100, Rockville. (240) 777-8300, full schedule of classes at www.montgomerycountymd.gov/cfw.
- 19 (Wed) 12 – 1:00 pm Reproductive Health Care: Planned Parenthood of Metropolitan Washington Brown Bag Lunch, 1110 Vermont Avenue, N.W., Suite 300, Washington, D.C. Call (202) 347-8500 x6300 or e-mail events@ppmw.org to RSVP.
- 25 (Tue) 12 – 1:30 pm Clearinghouse on Women's Issues monthly meeting, American Council on Education 8th floor conference room, One Dupont Circle, N.W., Washington, D.C. Free and open to the public. No reservations required. For more information: www.womensclearinghouse.org

SAVE THE DATE

- June 11 (Fri)
Mid-Atlantic Women's Studies Annual Conference, Montgomery College-Takoma Park/Silver Spring Campus
- June 16 (Wed)
12 – 1:00 DC and HIV/AIDS, Planned Parenthood of Metropolitan Washington Brown Bag Lunch
- July 2-4 (Fri – Sun)
Loving our Bodies, Changing the World, 2010 National NOW Conference, Boston, MA
- July 21 (Wed)
12 – 1:00 Panel on Youth, Planned Parenthood of Metropolitan Washington