



Widely acclaimed author Ellen Bravo to speak at UMass Dartmouth.

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Women still looking to 'get even'

Former lieutenant governor trains spotlight on wage inequity and how to address imbalance



Don't you find it hard to believe that full-time women get paid only 77 cents per dollar of what full-time men earn, for the same job? This is despite the fact that such inequity has been illegal since the 1964 Civil Rights Act, Title VII. What this amounts to during a lifetime is staggering: a high school graduate will earn \$700,000 less than her male counterpart; a college graduate \$1.2 million less; and a lawyer or other professional will make \$2 million less. Ouch!

The good news is that Evelyn Murphy, former Massachusetts lieutenant governor, has written a book, "GETTING EVEN, Why Women Don't Get Paid Like Men – and WHAT TO DO ABOUT IT." Her book demonstrates that many companies, despite repeated lawsuits, continue to discriminate against women by paying them less, and it offers strategies for women to stop this practice. Dr. Murphy is passionate on this subject and has mounted a nationwide campaign to inform us about what to do about it. She has visited New Bedford twice on this topic, and will be back again on Oct. 25 when University of Massachusetts Dartmouth Chancellor MacCormack, the Women's Fund, the YWCA and the Women's Resource Center at UMass co-host the second annual Women's Leadership Breakfast, from 8:30 to 10:30 a.m. at Woodland Commons on the Dartmouth campus.

Dr. Murphy will join a panel discussion aimed at students, business people, and anyone who is disturbed by the breadth of this problem. Two local business women – Mary Lynn Lenz, president and CEO of Slades Bank, and Maureen Sylvia Armstrong of the Sylvia Group – will join Liz Houlihan of the Mass Commission on the Status of Women and Dr. Jean Kim, UMass Dartmouth Dean of Student Affairs to talk about what to do, as individuals and as a community, to increase the chances that women receive fair and equitable pay.

The breakfast is free, and those who want to attend should email womensfundsvp@cfsema.org before Oct. 19, as seating is limited. Those who can't make the breakfast, can check out Dr. Murphy's Web site <http://www.wage-project.org>, to learn about how women's income measures up against others in their region.

And, note that Ellen Bravo, founder of 9 to 5, is also speaking at UMass Dartmouth on Oct. 17. Her most recent book is "Taking on The Big Boys: or Why Feminism is Good for Families, Business and the Nation." She has years of experience lobbying on work/life issues such as family leave, and is passionate and engaging speaker. Contact the Women's Resource Center directly at 508-999-4584 for more information.

24
Percentage of women who rated equal pay as the most important factor in how they vote.

57
Percentage of women who rated equal pay as very important.

From women interviewed in the February 2004 Women's Voices, Women's Votes Survey on how they rated the issue of equal pay.

Mission
*To support
programs that
develop and
protect the mind, body,
spirit and choices
of women and girls.*

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From Our Director

Kate Fentress

Executive Director

Council's Generosity Inspiring

I continue to be amazed and impressed with the accomplishments of an all-volunteer "staff," otherwise known as the Advisory Council. Because of their successful efforts, along with your generous support, we have increased capacity to fund projects and underwrite worthwhile programs for women and girls. We can now make a difference in a much more significant way, in our two areas of major interest – **educational attainment** and **career-track workforce training**. Both are necessary if women in Bristol County are to succeed and thrive.

Our Action Fund (formerly called the Program Fund) has just awarded **\$10,000** to the Keith Middle School After School Program to assist Paula Benedetti in providing programming and materials, as well as to help articulate and evaluate her work so that it may be considered for replication in the other New Bedford middle schools. We have also awarded **\$9,000** to Star Kids, for scholarship and mentoring for girls from at-risk families. In addition we continue to provide **\$5,000** in scholarship money for urban youth to attend the annual **Bioneers Conference**. There are other projects in the works, but I will save them for another time.

If you haven't already, you soon will be hearing about another wonderful resource being launched in New Bedford. Our Sisters School, a New Bedford middle school for girls, is slated to open in September 2008. This school will signifi-

cantly contribute to raising expectations for all young women in New Bedford, not just the ones who will be students there. Initially our Action Fund will fund a scholarship for this program, and we are delighted that if all goes well, New Bedford will soon have **free, single-gender school for inner city girls**.

With greater ability to fund projects comes increased responsibility to run a tighter ship, to articulate clearly our rules and procedures, our Advisory Council and committee structures, functions, terms, and succession. As a funder, it is critical that our grant-making supports our mission and our core values. It must also fulfill our vision of a future for our community that ensures that women and girls are well-educated and prepared to be independent and self-sufficient. This fall, we will undertake our first long-term strategic planning process. We will look down the road and establish goals and indicators to enable us to let all of you know **where we plan to be in three to five years**, as well as how we plan to get there. We will speak with some of you as part of this process – it is only together that we can succeed in strengthening women's voices and being a catalyst for positive change in our region. Stay tuned!

Finally, don't miss the article in this issue about the September "Women as Change Agents" conference – It had all of the elements we stand for – inspiration, vision, transformation! **Powerful stuff!**

Widening Our Communication with

In addition to using this e-news format to keep our Advisory Council and committee members informed about the workings of the Women's Fund we are moving ahead to send an e-newsletter to a broader email list of supporters and interested folks that we have entitled **"WoMen Speak."** A trial version without a name was sent last

spring and was well received, ment our twice-a-year, hard-co **more timely news and even**

Our intention is to share m the Women's Fund as well as women's issues and resource "WoMen Speak" will be ser

“It isn’t anybody else. It’s us; it’s you.”
 — CONFERENCE FACILITATOR KATHY LEMAY

A New Reality for Women

Conference aimed to create culture for women and girls that allows them to celebrate differences, reach potentials

Creating a culture in which girls and women can succeed was the sweeping possibility offered to participants of the “Women as Change Agents” conference, held Sept. 14 at NATCO headquarters in the New Bedford Business Park.

The women – comprised of “established” leaders who were asked to invite their younger colleagues – took on the full challenge, arriving quickly at the realization that what comes naturally for most men is often a decidedly more difficult destination for women. And, as the day progressed, the nearly 60 participants suggested methods and hands-on

action items for smoothing that path. They devised systems, networks and supports to install collaboration and leadership as integral prerogatives for women and girls.

Facilitated by founder, president and CEO of Raising Change – which helps organizations raise capital to advance social change – the conference broke down around three general themes: Skill building around collaborations that go beyond traditional models; wage inequity; and mentoring younger women. Leadership and self-esteem emerged early as a fourth theme.

Among a wide variety of differences between the genders discussed in open session, the one perhaps most poignantly evident focused upon women’s leadership: Not all women in positions of authority necessarily consider themselves leaders. And, many women don’t promote themselves and struggle to make themselves heard.

“Men have never not had a system in place to succeed,” LeMay said, stressing the need to devise such a “Plan B” for today’s women and girls, and as a legacy, or succession plan, beyond the current crop of women leaders.



Photo by Kate Fentress

A diverse group of women participated in the conference.

“It isn’t anybody else. It’s us; it’s you,” LeMay said.

LeMay pointed to women’s ability toward non-judgmental assessment, and their ability to work with others of differing opinions as their

greatest assets, and those that would ensure their success in the tasks at hand.

“The power of convening is enormous,” LeMay said, reminding women to capitalize upon their ability to come together to build new paradigms that adhere to a new way of thinking.

“This is about transforming community,” she said.

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WOMEN CREATING CHANGE TOGETHER

Join an e-Newsletter: “WoMen Speak”

as it enabled us to supplement our mailed newsletter with timely information about building greater awareness of... to those who have given us

their email addresses or who subscribe to it via registration from our Web site. Recipients will also be able to forward it to their friends and colleagues who can opt to continue to subscribe to it if they so chose. So if you want to be more informed please be sure to check your email and **register on our Web site** to get this publication.

9to5 director to speak at UMass

Ellen Bravo, widely acclaimed trainer, public speaker, and author, will be on hand at noon Oct. 17 at the UMass Dartmouth Library Browsing Area.

As National Director of 9to5, she is one of the nation's foremost experts on working women's issues. Ellen Bravo has written two books, *The 9to5 Guide to Combating Sexual Harassment* and *The Job Family Challenge: Not for Women Only*.



Ellen Bravo

Ellen Bravo is regularly quoted in publications as diverse as *The New York Times*, *The Wall Street Journal*, *Parenting Magazine* and *Glamour*, and has appeared on television programs from the *Donahue Show* to *CNN Crossfire*. Bravo helped found the Milwaukee chapter of 9to5 in 1982; she became head of the national organization in 1993.

Her talks are moving, funny, and full of examples practical applications of how to deploy feminism in the workplace.

SPECIAL THANKS!

FOR UNDERWRITING THE "WOMEN AS CHANGE AGENTS" SEMINAR: Sylvia Insurance Group

FOR PRINTING THIS NEWSLETTER: Peter M. DeWalt, President, Reynolds DeWalt Cross Media Specialists & Printing

C A L E N D A R O F E V E N T S

October 1

TREE-LIGHTING CEREMONY

New Bedford City Hall, 7 p.m.

Mayor Scott W. Lang will proclaim October 2007 Domestic Violence Awareness Month in New Bedford. FOR MORE INFORMATION:

WWW.THEWOMENSCENTERSC.COM

October 4

ART EXHIBIT BY DV SURVIVORS

Gallery X, William Street, New Bedford, 11 a.m. - 3 p.m. Thursdays through Sundays until October 14. FOR MORE INFORMATION: WWW.

THEWOMENSCENTERSC.COM

October 14

A DAY OF REMEMBRANCE

Sunday Church bells will ring for one minute at noon in honor of the victims of violence in our communities.

October 15

PROTECTING OUR CHILDREN

89 Merrimac St., New Bedford, 3 - 5 p.m.

Fingerprinting for kids with the New Bedford Police Department Community Policing Unit

October 17

CONFRONTING VIOLENCE AGAINST WOMEN

UMASS Dartmouth, Campus Center, 9 a.m. - 4:30 p.m.

October 18

FACING VIOLENCE AGAINST MEN

New Bedford Public Library, 613 Pleasant St. 6 - 8 p.m.

FOR MORE INFORMATION, 508-999-3255

October 19

ELIMINATING RACISM & HATE CRIME BREAKFAST

YWCA, Levi Standish House, 20 South Sixth Street, New Bedford 8 - 10 a.m.

BIONEERS BY THE BAY

UMass Dartmouth, through October 21

October 20

WALK A MILE IN HER SHOES

New Bedford City Hall, 10 a.m. FOR MORE INFORMATION, 508-999-3255

October 17

ELLEN BRAVO, NATIONAL DIRECTOR OF 9to5

UMass Dartmouth Library Browsing Area, Noon

INTERNATIONAL DAY FOR ERADICATING POVERTY

October 24

CANDLELIGHT VIGIL AGAINST VIOLENCE

New Bedford City Hall, 6 p.m.

Sponsored by The Women's Center, participants will walk to the Unitarian Church on 8th Street where a program honoring victims will begin at 6:30 p.m. FOR MORE INFORMATION:

WWW.THEWOMENSCENTERSC.COM

October 25

SECOND ANNUAL WOMEN'S LEADERSHIP BREAKFAST

UMass Dartmouth Woodlands Commons, 8:30 - 10:30 a.m.

FOR MORE INFORMATION: WOMENSFUNDERSVP@CFSEMA.ORG BEFORE OCT. 19.