



An organization for women and women's interest in the public policy arena, based at the University of Maryland School of Public Affairs

GWIPP – Graduate Women In Public Policy Newsletter *Volume 3, Number 4 – December, 2003*

www.puaf.umd.edu/students/GWIPPWEB/index.html

*In a world where there is so much to be done,
I felt strongly impressed that there must be something for me to do.*

Dorothea Dix

In this edition... Member's Corner, Alumnae Interview, GWIPP Events, On Campus, In and around D.C., Items of Interest, In the News

Member's Corner

Dear GWIPP Members:

November was an exciting month for us with so many of our plans coming to fruition: fundraising at Franklin's; attending the APPAM conference; holding our first "Out to Lunch" meeting; kicking off our student mentor program; and electing two new officers. It was great to see GWIPP members not only strengthening relationships with one another but building ties with the MSPA and greater public policy communities as well. I'm sorry to be leaving at such a thrilling time for GWIPP but will certainly follow your activities and hopefully have an opportunity to be supportive as an alumna.

The Franklin's fundraiser was certainly a success on many levels. It was an excellent opportunity to spend time with friends, get to know others from the MSPA community and increase awareness of GWIPP. We raised significant funds and are very grateful for the camaraderie and generosity of all those who participated.

Thanks to generous donations from MSPA and Tonnye Conner-White, GWIPP was able to advance our professional development objectives and send eight of its members to the Association for Public Policy Analysis and Management's (APPAM) annual conference in Washington, DC. The theme of this year's conference was "Taking a Special Look at the Capacity of Government to Implement Public Policies". It focused on strengthening the link between policy research and practice and seemed to offer something for everyone. There were numerous sessions covering environmental policy issues, child policy, health policy, gender and policy, non-profit management and public finance to name a few. I particularly

enjoyed the opportunity to learn more about issues I don't normally focus on such as performance management reform and the role of subsidies and incentives in low wage work.

Also this month, we continued to conduct activities that meet our members' needs- carrying on successful ones of the past and starting new ones. Last year's popular "Out to Lunch" series is back and off to great start this year. Mimi Brody, Director of Federal Legislation at The Humane Society of the United States gave us some interesting insights into the legislative process from her experience both on the Hill an "insider" and on the "outside" advancing issues close to her heart.

We launched our newest initiative, the student mentor program, with a pleasant evening of food and conversation at the home of Jocelyn Batko Richgels. In response to requests from our new members, continuing GWIPP members have been matched with incoming students to help them through the adjustment to life at MSPA. I think this will be of great benefit to us all and further reinforce ties among our members. I am also looking forward to the alumnae mentor program not only for the help students will get with "life after MSPA" but to strengthen our ties to alumnae and the greater public policy and public management community.

Lastly, I would like to thank you also for your participation in the election process. You nominated a number of very qualified candidates making for a rousing competition complete with a run off vote. In the end, Alicia Welch and Carolyn Chuhta were elected as Vice President and Secretary respectively. I wish them the best of luck and am confident they will have a fun and fulfilling experience working with you all as you strive to further GWIPP's goals.

It's been a great pleasure being a part of such a dynamic organization. GWIPP has come a long way in a short time thanks to past and present members alike. I will certainly miss it but I look forward to supporting GWIPP's efforts and activities as an alumna.

Best wishes for a happy holiday and a successful 2004,

Denise Wales
Member
MPM, ISEP, December 2003

Extra! Extra! Read all about it! Alumnae Interview

Interview with Kristin Terchek O'Keefe
MPM, May 1993

Concentration: Finance and Social Policy

Current Position: Special Assistant to the President, Montgomery College (part-time position)

1. How have you used your degree since graduating? What has been most useful/applicable in your work?

I have used elements of my degree in all the positions I have held since graduating. My first position after graduation was as a legislative analyst with the Maryland General Assembly. I staffed the Senate Budget and Taxation Committee, where I was (loosely speaking!) the expert on about 200 pieces of legislation. I also staffed the committee in its budget deliberations on issues that included higher education, K-12, health and welfare. My ability to write clear and concise policy memos was instrumental to my success in the position, and for that I credit Dr. Alan Schick, who demanded no more than a two-page summary on the most complicated of assignments! The quantitative and analytic skills that are emphasized throughout the graduate program also were useful in this position, as well as public speaking and team building exercises.

After three years, I went to Montgomery College as the Director of Government Relations. There I developed an advocacy plan to obtain the College's budgetary and legislative priorities. I used a great deal of data to justify our needs for increased funding – one example was an effort to obtain more scholarship funds for transfer students; another sought approval for a \$70 million expansion of our Takoma Park Campus. Both goals were achieved. Again, I think my SPA degree was helpful in giving me the skills to tell the story of Montgomery College and our wonderfully diverse and motivated student body. The reaching out to legislators and grassroots portion of my job – organizing students to testify, letter-writing campaigns, etc. was on-the-job training, based on watching other lobbyists in Annapolis.

After five years in that position, I had my first child. I came back on a part-time basis, and once I had that experience, I decided (with my spouse) that I did not want to go back to work full-time for a while. Lucky for me, my boss, the president of Montgomery College, created the special assistant job. I now work on priority projects for the president, including speech-writing and statewide or county policy initiatives (20 hours a week). Right now my major assignment has been on a report jointly written with the University System of Maryland. The report outlines the "capacity problem" facing Maryland higher education – that is, we expect demand for higher education in MD to increase by around 30% over the next 10 years. The report outlines the policy discussion that must take place to ensure access for all the new students who are coming – issues of affordability, space, necessary operating support from the State. I have been involved in editing the report, and now my job is to develop a plan (with several colleagues) to spread the word about it to the community – media, business, parents, etc... Again, my policy background is key to this job, though the grassroots element is something I have learned on the job, working closely with others at the College.

2. What do you most enjoy about your current position? What are the toughest challenges?

I feel lucky that I have a part-time job that reflects my President's top priorities and allows me to use my policy skills. The toughest challenge is as a part-timer, I sometimes feel "out of the loop." I chose this for myself because my husband works such long hours on Capitol Hill, and I (we) felt one of us needed to be around for the children (Anna is almost 3, Charlie is 4 months). We would have needed a live-in nanny if I stayed in a 60 hour a week job. Still, it can be hard sometimes to be on the slower track, and not as involved as some of my colleagues.

3. What is your ultimate career goal? How do plan to achieve it?

That's a very difficult question – as I've learned, one's personal life can have a major impact on one's career... I am trying to stay flexible, and will seize opportunities that make sense for me and my family. In my dream world, I would work in the White House, with a "West Wing" like career. I enjoy speechwriting and brainstorming with my colleagues, it would be fantastic to do on that level (for the right president – a woman would be nice!).

4. Have you faced any unique challenges as a woman in your work? If so, how have you dealt with them?

The biggest challenge is the one facing many women – the balancing of work and family (see below for more). I do not think I faced any gender bias in my positions. In fact, the president of Montgomery College is a woman and she is an incredible mentor for me.

5. How did you go about your job search? What advice can you give to recent or soon-to-be graduates?

The first job is the toughest – I think if you perform well and demonstrate strong analytic/policy skills in that first job, future opportunities will present themselves to you. I graduated from SPA in the early 90's, when the job market still wasn't great. One thing I did was go on several informational interviews. The best advice I received was from the head of a state budget association. He told me that the person you will work for is as important as the job. That you want someone who appreciates your talents, finds ways

for you to grow and develop and seeks professional development opportunities for you... I have found that advice to be very true. If possible, try to determine whether the person to whom you will report is interested in your professional development and job fulfillment. If you can, ask during the interview "what is your policy regarding professional development for employees?" Providing professional development opportunities, such as on-going training, is a win-win for both the employee and the employer.

What do you feel was the most important thing you did/learned during your graduate studies?

It's hard to pinpoint one thing – I think that my writing did improve dramatically, and that is an absolutely essential skill in the policy world. I also gained a great deal from my internships – one at GAO, one at the Center on Budget and Policy Priorities, and a special project with the Montgomery County Office of Budget. Those experiences can be useful in telling you what you don't want to do, as well as learning what interests you.

6. Did you have an internship? What was it? How did it help you?
See above.

7. What class(es) in your program specialization would you recommend and why? Did you take any classes outside of your specialization? How did they help?

I did dual tracks in finance and social policy, which I enjoyed. Because I was very interested in state and local policy (I am a native Marylander), I got a lot out of state and local budgeting courses. Jacqueline Rogers was my professor and very good, I hope she is still there. I also really enjoyed social policy classes with Doug Beshero (one on welfare reform) – not so much for the subject matter as the fact that he constantly challenged us and made us use data to back up our points – it's a good lesson for a policy analyst.

Even courses like economics that I found difficult at the time have proven useful. For example, supply/demand issues are very relevant in the "higher education capacity problem" I'm currently working on.

8. Looking back on your graduate studies, is there anything you would have done differently?
I might have taken a business course or two, but overall I very much enjoyed the experience. I would add that I made some incredible friends during graduate school, friends with whom I still talk regularly – often about this topic of balancing work and our families!

9. What recommendations do you have for balancing professional and personal lives? How did your desire (or lack thereof) to have a family affect your career planning? Did you plan in advance or have you "rolled with the punches"? How has having children affected your outlook on your career in the future?

This is such a hard one to address, because it is very personal for each woman – a complicated equation that involves finances, personal/career satisfaction, parent philosophy, your spouse's career as well as your own.... In the end, hopefully you find something that works for you and your family. I think what is key is that we women support each other in whatever we decide. For example, my boss has always worked full-time, including after she had her children, yet she has worked with me to develop a part-time job that is interesting for me and useful for the College. For that I will be eternally grateful, and I hope I can do the same one day for another woman. I do think women (and men, for that matter) should band together and push for things like on-site child care, flex time, job sharing – employers who provide them will earn tremendous loyalty from their employees! It also makes the balancing act more manageable.

I basically rolled with the punches, taking jobs that interested me, and will continue to do so. I think I would be in a different place today (career wise) if I did not have children, but I don't regret any of my decisions. I feel that when my children are a bit older, I will be more likely to take on full-time work. And I

am not standing still – I am doing professional development; for example, I'm attending a speech writing conference later this year, as I would like to strengthen that skill (preparing me for that West Wing job ☺)

10. How can women (and men) who take time off of work to raise their children remain "relevant" in their field?

Attending classes in your area of expertise, volunteering in organizations in your field and attending alumni events are all useful activities. Do whatever you can to keep up your networking contacts.

12. What triggered your interest in obtaining a degree in public policy?

I was a nanny for a British family in France after I graduated from my undergraduate institution. Both of my employers worked in fascinating public policy careers with international organizations. They included me in their policy discussions and gave me consulting opportunities for their organizations. My interest grew from there – and Maryland's program proved a perfect fit.

GWIPP Events

GWIPP Speakers Series

January

Date/Time: Scheduled for Last week, January 2004

Who: Delegate Tawana Gaines, Maryland House of Delegates. We are currently confirming with Delegate Gaines for an out-to-lunch in Annapolis followed by a session of the House of Delegates.

Topic: State Government and Politics

February

Date/Time: TBA

Who: Sherri Goodman, former Deputy Undersecretary of the Department of Defense for environmental security. Ms. Goodman is currently a senior fellow at the CNA Corporation. She holds a Master's from the Kennedy School at Harvard as well as a Harvard law degree. Ms. Goodman will speak at MSPA in February.

Topic: Environmental security issues

Date/Time: TBA

Who: Kirsten S. Moy is the director of the Economic Opportunities Program (EOP) at the Aspen Institute. She came to the Institute after serving as project director for the Community Development Innovation and Infrastructure Initiative, a national research project on the future of community development and community development finance. Previously, Ms. Moy served as the first director of the Community Development Financial Institutions (CDFI) Fund in the U.S. Department of the Treasury. Prior to joining the Treasury Department, she held a position as senior vice president and portfolio manager at Equitable Real Estate Investment Management in New York City. Ms. Moy has a M.S. in Operations Research from the Polytechnic Institute of Brooklyn and a B.S. in Mathematics from the University of Detroit. Ms. Moy will host a luncheon for GWIPP at the Aspen Institute in February.

Topic: The Future of Community Development and Community Development Finance

In and Around D.C.

YOUNG SUFFRAGISTS: LEARN HOW WOMEN WON THE RIGHT TO VOTE

Sponsored By: Sewall-Belmont House and Museum

Date: Saturday, December 20, 2003

Time: 9:45 am-Noon

Location: Sewall-Belmont House and Museum, Washington, DC

Description: Learn how women won the right to vote, make your own protest banners and experience firsthand the story of women's heroism by seeing pictures, books, and newspapers from the time period. Third Saturday of every month, 9:45 – Noon, Refreshments provided. \$5.00 per child. Call (202) 546-1210 to reserve a space. For more information, contact Laura Nisbet at 202-546-1210 or email her at laura.nisbet@sewallbelmont.org. Also, visit <http://sewallbelmont.org>.

Items of Interest

Are you looking for a New Year's Resolution to make? Why not promise yourself to get more involved with your community, or with human rights or women's rights issues? Following is a list of several organizations that might be of interest to you (in upcoming issues, I will feature a different list of organizations each time, so if you don't see one that interests you now, be on the lookout in future GWIPP newsletter issues!)

Coalition on Human Needs

1000 Wisconsin Ave., N.W.
Washington, D.C. 20007
202/342-0726
Fax: 202/338-1856
e-mail: chn@chn.org
Contact: James E. Stover, Program Assistant

Description CHN is an alliance of over 170 national organizations working together to promote public policies that address the needs of low-income and other vulnerable populations. The Coalition's members include civil rights, religious, labor, and professional organizations and those concerned with the well-being of children, women, the elderly, and people with disabilities. It also serves as a clearinghouse of information on poverty and human needs issues for our members and the public. CHN convenes meetings, forums, and issue working groups to share information, forge consensus positions, and develop and implement cooperative strategies. It also sponsors educational seminars and briefings on issues of concern to the human needs community.

Alliance for Justice

2000 P Street, N.W., Suite 712
Washington, D.C. 20036
202/822-6070
Fax: 202/822-6068
www.afj.org
e-mail: alliance@afj.org
Contact: Alicia Holmes, Director of Administration

Description: The Alliance for Justice is a nationally based public interest association dedicated to ensuring equal access to the federal courts for disenfranchised groups and individuals. The Alliance, comprised of environmental, civil rights, and consumer public interest organizations, focuses its efforts in strengthening the public interest community, securing access to justice for all Americans, and fostering the next generation of advocates.

Association for Women in Development

666 11th Street, N.W., Suite 450
Washington, D.C. 20001

202/628-0440
Fax: 202/628-0442
www.awid.org
e-mail: awid@awid.org
Contact: Kimberly Shaffer, Membership Coordinator

Description AWID is a non-profit, professional membership organization of women in development and gender and development (WID/GAD) researchers, practitioners, and policymakers committed to the full participation of women in forming a gender-equitable, just, and sustainable development process. AWID works to redefine development based on women's perspectives. It promotes research, policy, and practice to fully engage women in building a just and sustainable development process.

National Women's Studies Association

University of Maryland

7100 Baltimore Blvd., Suite 501
College Park, MD 20742
301/403-0525
www.nwsa.org
e-mail: nwsa@umail.umd.edu
Contact: Loretta Young, Office Manager

Description The National Women's Studies Association actively supports and promotes feminist education and feminist educators at every educational level and in every educational setting, through conferences, publications, and a variety of member services.

Federally Employed Women

1400 Eye Street, N.W., Suite 425
Washington, D.C. 20005
202/898-0994
Fax: 202/898-0998
www.few.org
e-mail: fewinc@few.org, execdir@few.org
Contact: Dorothy Nelms, President

Description FEW is a non-profit, non-partisan, membership organization representing over one million women employed by the Federal Government throughout the world. FEW has actively worked to eliminate sex discrimination and enhance career potential for civilian and military women working in the federal sector. On the national, state, and local levels, FEW actively lobbies on issues of interest to federally employed women.

In the News

Senate Committee Supports National Stalking Awareness Month

From "The Source" available at www.womenspolicy.org

On October 30, the Senate Judiciary Committee approved, by voice vote, a resolution (S. Con. Res. 58) to raise awareness and encourage the prevention of stalking in the United States.

Sponsored by Sen. Mike DeWine (R-OH), the resolution contains a number of findings, including: an estimated 1,006,970 women and 370,990 men are stalked annually in the United States and, in the

majority of cases, the person is stalked by someone who is not a stranger; and 81 percent of women who are stalked by an intimate partner also are physically assaulted by that partner, and 76 percent of women who are killed by an intimate partner also were stalked by that intimate partner. Prior to final approval, the committee adopted, by voice vote, a substitute amendment by Sen. DeWine that would specify the date of "National Stalking Month" as January 2004.

Birth Defects Bill Approved by Senate

From "The Source" available at www.womenspolicy.org

On November 11, the Senate approved, by unanimous consent, a bill (S. 286) to reauthorize and expand the Birth Defects Prevention Act (P.L. 105-168), which established the National Center on Birth Defects and Developmental Disabilities at the Centers for Disease Control and Prevention. The Senate Health, Education, Labor, and Pensions Committee approved S. 286 on February 12 (see *The Source*, 2/14/03).

Sponsored by Sen. Christopher Bond (R-MO), the measure would reauthorize the Act through FY2007 and would make a number of technical changes to current law. S. 286 also would require the Secretary of Health and Human Services to conduct research on the prevention of birth defects. Finally, the Secretary would be required to support a National Spina Bifida Program to prevent and reduce suffering of the nation's most common permanently disabling birth defect.

The House Energy and Commerce Committee approved comparable legislation (H.R. 398) on January 29 (see *The Source*, 1/31/03).

Slavery and Human Trafficking Subject of House Committee Hearing

From "The Source" available at www.womenspolicy.org

On October 29, the House Government Reform Subcommittee on Wellness and Human Rights heard testimony on international slavery and human trafficking.

Trafficking in persons, particularly women and children, has become one of the fastest growing areas of international criminal activity. The U.S. government estimates that as many as 800,000 people are trafficked each year for forced labor, domestic servitude, or sexual exploitation. Victims of trafficking are typically from less developed countries in Asia, the former Soviet Union, and Eastern Europe. As part of the Trafficking Victims Protection Act (TVPA) of 2000 (P.L. 106-386), Congress mandated an annual State Department report on the global trends in trafficking. The annual report rates countries according to whether they meet minimum standards for addressing the global problem. The 2003 Trafficking in Persons Report was released on June 11.

In his opening statement, Chair Dan Burton (R-IN) lamented, "Sadly, human slavery and trafficking are booming businesses in the 21st century. According to figures released by the United States Department of State, it is estimated that human slaves contribute over \$13 billion every year to the global economy, \$7 billion of which is a direct result of the illicit sex trade alone."

John Miller, Director of the Office to Monitor and Combat Trafficking in Persons at the State Department, testified on the importance of the 2003 report. "This third annual report carries special significance because for the first time, governments that are not making significant efforts to bring themselves into compliance with the Act's minimum standards could face consequences that include the loss of non-humanitarian, non-trade related assistance." He explained that, since June, the State Department has worked closely with the 15 countries listed on Tier 3. Mr. Miller stated, "Our goal was not the imposition of sanctions, but a recognition by governments that they must address the problem of trafficking in persons seriously, that they must develop strategies and programs to fight it effectively, that they must rescue the victims, and, most importantly, that they must take action."

On September 10, President Bush announced that ten countries had taken "significant steps to fight trafficking in persons" and would be moved to Tier 2, avoiding possible sanctions. Although they are still listed on Tier 3, Liberia and Sudan will not lose multilateral assistance because "the President has determined that certain multilateral assistance for these two countries would promote the purposes of the

[TVPA] or is otherwise in the national interest of the United States.” Three countries – Burma, Cuba, and North Korea – will be sanctioned by the United States.

Testifying on behalf of the U.S. Agency for International Development (USAID), Kent Hill explained that international conflict often results in conditions leading to trafficking. “As populations are displaced and community and legal structures break down in the turmoil, women and children become more vulnerable.

The presence of displaced male civilian populations among this chaos and violence, as well as combatants and sadly even international peacekeepers, increases and concentrates demand for women in prostitution. Women and children – both girls and boys – are swept up by fighting forces as they are abducted or coerced to serve either as direct combatants, child soldiers, ‘war wives’ or porters, and cooks,” he stated.

Mr. Hill also noted that trafficking is an international industry driven by supply and demand. He said, “People from impoverished countries most often are trafficked to areas that are relatively more wealthy or developed, and the supply of trafficked victims is fueled by political, economic, social, ethnic and/or religious upheaval. Violence against women and children, and women’s weaker economic position relative to men further contributes to their vulnerability to the deceptions and power of traffickers.” USAID released its anti-trafficking program statement in February 2003. Principles underlying the strategy include: emphasis on a targeted set of countries and/or regions; anti-trafficking activities focused on prevention of trafficking, protection of victims, reform, and implementation of anti-trafficking legislation; development efforts that support and reinforce direct anti-trafficking activities, e.g., girls’ education, reduction of violence against women and promotion of their rights, poverty reduction, administration of justice, and refugee assistance; partnerships with organizations such as nongovernmental organizations and faith-based institutions that are fighting trafficking and assisting victims of prostitution, child labor, and other forms of slavery; and coordination with other parts of the federal government and with local, regional, and international institutions.

Andrew Johnson of Save the Children noted that female trafficking victims “are subject to violence, rape, injury, sexually transmitted diseases, and unwanted pregnancies with little or no access to health care and contraception.” He explained that many children who are victims of trafficking will never get the assistance they need because “if detected by the legal authorities, [they] are frequently treated as offenders rather than victims and run the risk of arrest and deportation.”

Testifying on behalf of the Coalition Against Trafficking in Women, Janice Raymond focused on sex trafficking and the legalization of prostitution. “There is a fundamental connection between legal recognition of prostitution industries and the increase in victims of sex trafficking. Nowhere do we see this relationship more clearly than in countries advocating prostitution as an employment choice, or who foster the legalization of prostitution, or who support the decriminalization of the sex industry,” Dr. Raymond stated. Her recommendation is that no country legalizing prostitution should be on Tier 1. “Rather, it should be noted that these countries have legalized brothels and pimping that contribute to ‘significant numbers’ of women being trafficked into these countries for sexual exploitation,” she concluded. The House International Relations Committee (see The Source, 7/25/03) and the House Judiciary Committee (see The Source 9/26/03) both have approved a bill (H.R. 2620) to reauthorize the TVPA.

For more information and details about items of women’s interest taken up in the Congress, please visit www.womenspolicy.org. Women’s Policy, Inc. serves a unique role in the nonprofit community as the only organization that tracks federal legislation on a broad range of issues that affect women and their families. WPI is a nonprofit, nonpartisan organization whose mission is to provide nonpartisan public policy research, legislative analysis, and information services to policymakers, the press, and the public on issues important to women and families. Check them out!

More Older Women Staying In Paid Work Force

From Women’s E-News at <http://www.womensenews.org/article.cfm?aid=1595>.

Older women's participation in the work force has not only withstood the recession, it has expanded in recent years. But before celebrating the finding, economists point out that such women are often driven by profound financial pressures.

More and more women are staying in the paid work force after they reach the age of 55. For some, it's a choice. They want to pursue a career they feel is at its peak. For others it's a necessity. With healthcare costs on the rise and stock-market losses eating into retirement income, many women are earning less than men and they feel they simply cannot afford to retire.