



CEW news



“Women and Economic Security: Changing Policy and Practice” Conference Researchers and Practitioners Jointly Address Policy Issues

Across the state and nation, women and families struggle to make ends meet, and what to do about this is the topic of many discussions. To add to this important conversation, CEW, along with Re:Gender (formerly known as the National Council for Research on Women), hosted the “Women and Economic Security: Changing Policy and Practice” conference from May 14-16. This conference was one of the Michigan Meetings, a series of annual interdisciplinary meetings on topics of national and international significance sponsored by the Rackham Graduate School.

The goals for this conference were to further discussions on how and why women are disproportionately living in or near poverty as compared to men, as well as to put forth policy recommendations aiming to increase women’s economic security in Michigan and beyond. Conference planners stressed this event was a working conference, and participants would actively contribute to a policy change agenda. Over 150 attendees took this charge seriously, engaging in conversation with national, regional and local experts on women and economic security.

Day 1 set the stage for conversation, focusing on women and the complexities of financial precarity. A research panel shared data illustrating women’s financial precarity. A policy panel provided valuable insight into how policy impacts women’s financial precarity and finally, a practice panel provided a nuanced understanding of women’s experience informed by direct service work.

One of the highlights of the conference was the Day 1 opening keynote by Sheryl WuDunn, co-author of “Half The Sky”. In an enlightening and narrative talk, WuDunn shared her insights about women’s poverty and insecurity from a global perspective, including how a culture of gender inequality helped maintain poverty among men, women and children.

Day 2 focused on economic security and its relationship to employment. The day began with a morning panel providing an overview of women’s status in the workplace from a data and advocacy perspective. Barbara Gault, Executive Director of the Institute for Women’s Policy Research, provided timely data on women’s participation and retention in the workforce. Anne Ladky, Director of Women Employed, a Chicago-based advocacy organization, and Saru Jayaraman, Director of the Restaurant Opportunities Center, a national advocacy organization, charged the audience to speak out against gender discrimination in organizational and public policy. The morning sessions also included an artistic performance on work

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You are invited

CEW Celebrates its 50th Anniversary with a Friends and Scholars Celebration Weekend and an Evening Anniversary Party with dinner and dancing! October 17 and 18, 2014

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“Read on. Learn more about speakers and programs. And most importantly, be in touch to engage with us. After the Anniversary Celebrations, there is still much work to be done.”

From the Director

One of the things we discovered as we reviewed materials for the writing of CEW’s history this past year, was that some of the issues that were top priorities for CEW in the past have returned as current agenda items of critical importance. In this case, women’s economic security is one of these issues. CEW’s 2006 Spring newsletter was focused on “gender (in)equality and women’s economic security,” with a lead article that shared data on the wage inequalities based on gender, the greater lack of security for women entering retirement without their own pensions; and the compounded impact these inequities have on women of color, who are more likely to be single head of households AND paid less than white women.

Since that 2006 publication, some progress has been made. In 2009, President Obama signed the Lilly Ledbetter Fair Pay Act; increasing numbers of women have established their own retirement savings accounts; and more women have cracked the glass ceiling. However, unfortunately, pay inequity based on gender, and the compounded impact for women who experience inequalities at the intersections of gender, race/ethnicity, and low socio-economic status is still quite harsh.

In this issue, we report on CEW’s success in convening a rich and robust conference on Women’s Economic Security in May. This conference was a part of the Center’s larger advocacy effort to address the issue of helping women here in Michigan exit the cycle of poverty, with a focus on promoting state and local policies that make a difference.

We also share news of a different type of “old and new” via who’s out and who’s in. Retiring from a long career as a huge contributor to the Center’s written presence in the University community and beyond is Jeanne Miller, Director of Information, who stepped down in May. She leaves with us a great legacy that she penned in

honor of CEW’s 50th anniversary—*A Matter of Fairness: A History of the Center for the Education of Women*. On the heels of her departure come two new Leadership Council members whom we are excited to welcome into our midst—Christine Green and Alicia Torres, whom you can read more about.

Finally, there is more old and new featured in this issue. In October, CEW plans to invite back to campus over 1,000 former CEW Scholars and Fellows who received financial support—and in some cases, counseling support—from the Center in years and decades past. They will all be welcomed back to help CEW celebrate our past achievements, our 50th Anniversary, as well as this year’s new group of Scholars and Fellows. All CEW Scholars and Fellows will also be invited into a new “CEW Community of Scholars Network.” This Scholars Network is being established with the goal of providing peer counseling and mentoring opportunities, periodic gatherings in Ann Arbor and around the country, and access to a database of talent, experience and collective wisdom.

New programs expand our focus on the career and life transitions of adult women, while some long-established programs continue to provide opportunities for women on the University campus. Read on. Learn more about speakers and programs we have held this past year. And most importantly, be in touch to engage with us.

After the anniversary celebrations, there is still much work to be done—for example, on economic security for ALL women, on continuing to prepare women for leadership roles, and on supporting women through all the transitions we undergo in our career life cycles. We invite you to participate; join us in this important work.

Gloria D. Thomas, Ph.D., Director, CEW

On Our Cover Anne Ladky, Director, Women Employed, and former CEW Twink Frey Visiting Social Activist, in conversation with Nancy Duff Campbell, founder and co-president of the National Women’s Law Center, and CEW Scholarship Sponsor, Sarah Winan Newman, at the CEW Economic Security Conference Evening Reception. Campbell will be the next Twink Frey Visiting Social Activist in residence at CEW in the Fall.
Photo by Austin Thomason

CEW's 50th Anniversary Weekend

CEW celebrates

1964-2014

Look for your Anniversary Celebration invitation in August!

All CEW Friends

CEW 50th Anniversary Celebration Evening—Saturday Night, October 18

Open to all old and new CEW friends, this highlight weekend will conclude with a party celebrating CEW's 50th Anniversary with dinner, desserts, dancing, and some very special anniversary moments. Participants will celebrate CEW's past accomplishments and look brightly toward the future. Come celebrate! (\$75 per person; some discounts available; watch for details in August invitations.)

CEW Scholars and Fellows

Former and current CEW Scholars and Fellows—from Michigan and all over the country—are warmly invited to a weekend of festivities on **October 17-18** in Ann Arbor. All former CEW Scholars and Fellows should receive a Save-the-Date postcard in July. If you did not, please email Mary Lynn Stevens at malyhe@umich.edu or call her at 734-764-7291.

A group of former Scholars, CEW staff and volunteers have planned a slate of events—for fun, for connecting in meaningful ways, and just for celebrating one another's lives and CEW's 50th anniversary. For each of the events, we ask you to **save the date now**, and watch for invitations in August!

CEW Scholars and Fellows Small Group Dinners—Friday Evening, October 17

The planning group observed that just bringing CEW Scholarship awardees together informally elicits a wonderful experience—energy, intellectual exchange, and personal connection. To maximize this experience, some special CEW friends and donors have volunteered to host small groups of former and current Scholars—8-12 people each—for dinners at their homes on **Friday, October 17**. Scattered throughout the Ann Arbor area, these intimate events will provide an opportunity for Scholars to connect with one another, share work and life experiences, and help initiate community among other Scholars with similar interests. Some CEW Scholarship donors will also attend. (Free)

Scholarship Awards Ceremony—Saturday, Late Morning, October 18

In addition to current Scholars and Scholarship Program Donors, former Scholars are invited to attend the Scholarship Awards Ceremony and share in the celebration. Space is limited, however; we expect to have room for about 40 former Scholars. (Free)

Community of Scholars Afternoon: Coffee, Conversation & Connection

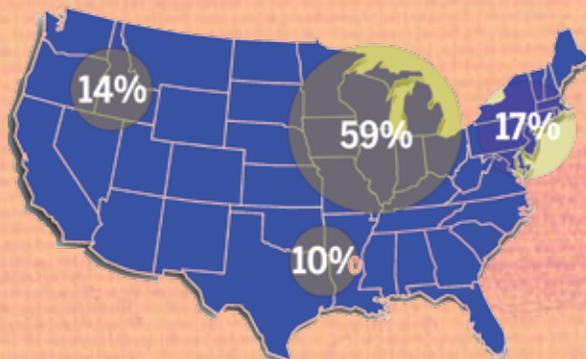
With the help of former CEW Scholars in Ann Arbor and around the country, CEW is creating a new element of the Scholarship and Fellowship program, tentatively called the **CEW Community of Scholars**. (See companion article below.) At a "soft launch" on Saturday afternoon, Scholars can participate in a lively session, during which the initial program design will be introduced and we will ask Scholars to respond, offer ideas, and contribute to the final design. (Free)

Forming a Community of CEW Scholars

Are you a former CEW Scholar? Have you ever wanted to connect with other accomplished people who, like you, have taken non-traditional routes to their futures? Have you ever thought about paying forward your knowledge and life experience to others on a similar path?

CEW has been reaching out to the more than 1,500 Scholarship and Fellowship awardees. In small group sessions, e-mail surveys, and individual conversations, we've listened to women representing wide expanses of life-stage, academic discipline, career, and geography. They told CEW they would like to interact meaningfully with women who, like them, had forged non-traditional paths to fulfill their professional and academic dreams.

CEW asked Shelley Strickland (PhD, School of Education, 2013; Margaret Dow Towsley Scholar 2008), to investigate the possibilities. This past January-June, Shelley conducted in-depth interviews with a diverse population of CEW Scholars. Their interests coalesced around three areas:



- 1) A database of talent, experience, and wisdom that CEW Scholars could access;
- 2) Peer mentoring opportunities involving both personal and professional lives (to maintain CEW's approach of embracing the whole person) and
- 3) Periodic gatherings of Scholars, both in Ann Arbor and in cities around the country.

During the 50th Anniversary Friends and Scholars Weekend October 17-18 (see article above), Scholars will have further opportunities to shape this emerging program and take steps to make it a reality. We hope you will consider coming to Ann Arbor in October for the full slate of 50th Anniversary activities, and that if you are in town, you will join us in these conversations. All Scholarship and Fellowship awardees should receive a Save-the-Date notice in July; email invitations will go out in August. If you'd like to participate but will not be able to attend the Friends and Scholars Weekend, please email Mary Lynn Stevens at malyhe@umich.edu or call her at 734-764-7291.

Scholars and Fellows by Region
Located in 47 states and 14 countries



Women and Economic Security Conference Recap

CONTINUED FROM PAGE 1

and the body, choreographed by Dr. Adesola Akinyele, Director of Dancing Strong. In the afternoon, participants attended one of six breakouts, in which practitioners and researchers engaged in informative conversations about women's employment-related issues, such as Re-Entry to the Workforce, Workforce Development and Child Care. Participants also developed preliminary policy recommendations addressing the barriers women face in becoming self-sufficient.

These recommendations formed the basis for **Day 3** activities. A panel of Michigan policy-makers, facilitated by Gilda Jacobs, President & CEO of the Michigan League for Public Policy, responded to recommendations and offered insight into the barriers groups face in achieving progressive policy change in Michigan. Conference participants proposed recommendations such as: increasing the Michigan minimum wage to \$10.10 for all workers, including tipped workers; creating a state paid family and medical leave policy that provides broad employer coverage and expansive worker eligibility; reducing licensure requirements and the number of occupational restrictions imposed on felons in order to support their employment options; incentivizing state workforce training programs for well-paying, high-demand jobs in which women are underrepresented; providing a refundable state tax credit for the full cost of childcare; developing more realistic housing need and eligibility requirements that incorporate local housing costs and self-sufficiency standards.

Another highlight was the rousing Day 3 closing keynote by Cindy Estrada, Vice President, UAW.

She implored attendees to take what they learned to be advocates in any capacity, whether through organizing or spreading awareness.

Participants walked away noting increased awareness about women's experiences of poverty and policy solutions to secure women's economic security. Additionally, participants look forward to continuing work to achieve economic security for all women. The breakout groups developed working drafts of policy recommendations. As a next step, through CEW's economic security initiative, the Michigan Partners Project, conference participants and other MPP members will refine recommendations for the Michigan context. Future MPP activities include a June webinar, July meetings and a Fall 2014 policy advocacy training.

For more information about the MPP, please email michiganpartnersproject@umich.edu.

Thank you!

This Conference was one of the Michigan Meetings, a series of annual interdisciplinary meetings on topics of national and international significance sponsored by the Rackham Graduate School.

*CEW thanks **TIAA-CREF**, our **Premier Anniversary Sponsor**, for their generous support of all of our Anniversary events.*

*We also thank our Event Contributing Sponsors **Morgan Stanley** and **Ford Motor Company Fund**, and the **Ford Foundation** for support of the Michigan Partners Project (MPP).*

*The keynote address by Sheryl WuDunn was fully supported by the **Christobel Kotelawela Weerasinghe Fund** of the Center for the Education of Women. CEW Leadership Council Member Emerita Menakka Bailey created the fund in honor of her mother, Christobel Kotelawela Weerasinghe, a lifelong advocate of cross-cultural dialogue and advancement for women.*



Photos

1. Assata Richards, Program Manager, Young Mothers Residential Program, Project Row Houses, Houston
2. Shareia Carter, Director, Women's Resource Center, U-M Dearborn; Doreen Murasky, Senior Manager of Student Programs, CEW
3. Saru Jayaraman, Co-Founder and Co-Director, Restaurant Opportunities Centers United (ROC-United)
4. CEW friends, Essel and Menakka Bailey, with keynote speaker Sheryl WuDunn of the Half the Sky Movement
5. Cindy Estrada, Vice President, UAW
6. (From right) State Rep. Rebekah Warren; Maura D. Corrigan, Director, MI Dept. of Human Services; Energy Policy Officer Valerie J.M. Brader, Michigan Economic Development Corporation; State Rep. Pam Faris, and State Senator Judy Emmons
7. Dance performance: Artistic Director: Adesola Akinleye

When the Professional is Also Personal: Self-Care and Compassion Fatigue



People involved in advocacy and social justice work know well the potential psychic toll of those jobs. “Burn-out” and “compassion fatigue” enter the cultural lexicon more often as we become increasingly attuned to the impact of working in helping professions. Even more complicated, it seems, is the result when the work one does is directly tied to a marginalized identity one personally occupies. If you are gay or lesbian and work in a role directly confronting issues of homophobia, if you are a person of color grappling each day with anti-racist efforts, or if you are a woman professionally involved in identifying and fighting gender discrimination, there may be compounded stress responses in addition to routine job pressures.

University of Michigan staff, students, and activists gathered in October and March to discuss these dynamics with an eye toward reducing compassion fatigue. “Out at Work: Navigating Multiple Identities and the Academy/Workplace” was co-sponsored by CEW, The U-M Spectrum Center, and the School of Social Work’s “TLG Matters” Initiative. Each session drew 50+ participants from a variety of career and lifespan perspectives, and the discussions were both heartening and galvanizing.

Panelists spoke about intertwined experiences of passion for one’s work, commitment to one’s community, and the personal toll such work can take. When you have lived through discrimination or identity-based suffering and have continued to realize your own goals, there is often an impulse to reach back and try to pull others along. When pressing social justice issues, sometimes described in theoretical or large scale ways, are evidenced in your own daily affairs, they often compel action in a more direct way.

Human compassion moves us to concern and action, but not without cost. The emotional residue of personal and professional involvement with issues such as racism, violence, hatred, and discrimination can manifest in emotional exhaustion, somatic disturbance, and traumatic response.

Additionally, it is the helpers, those who are providing care and advocacy on behalf of others, whose needs are most often forgotten.

For people who are both living the effects of one or more marginalized identities and immersing themselves in the daily work of social change, where is the restoration? Who or what will help the helpers? Activists involved in the panel discussions outlined various strategies and advice related to maintaining sanity and personal wellness while staying engaged in the work:

Build and maintain a support system. Seek and accept validation. Seek out people who are sources of help and assurance for YOU.

Cultivate self-awareness and compassion. Know how your body and spirit reveal exhaustion, and listen to those signals.

Prioritize your own wellness. Take care of your own physical, spiritual and emotional needs, even if this means backing off from public engagement.

Set and keep boundaries. Spend energy wisely. Take time “off” from public struggle.

Seek professional assistance as needed. See yourself as worthy of the support and assistance you provide to others.

Panelists and audience alike agreed in the end that despite the personal toll, there is much work left to do in combatting barriers to equality. Similarly strong was the final message that for every look outward toward all that remains undone, we must also look inward toward our own wellness. In the words of poet-activist Audre Lorde, “Caring for myself is not self-indulgence. It is self-preservation, and that is an act of political warfare.” — Carrie Ross

Carrie Ross is a social worker and educator who joined CEW’s counseling and programs staff in 2013. Her background includes direct work with LGBTQ and other marginalized communities seeking personal wellness and civic advancement. Since joining our staff, Carrie has helped renew CEW’s commitment to collaboration with other campus units such as The Spectrum Center, highlighting the ways in which social identity shapes our ability to advance and flourish in career and educational environments.

Moving from Career Success to Retirement Success

You're anticipating your retirement—sometime in the next year or so. You've attended several sessions about the financial issues around retirement planning, have met with financial advisors, and decided that you're ready and you can afford it. All set!

Until you wake up one morning with questions like: What will I do each day when I'm no longer working? How will I introduce myself if I don't have a title? Who will carry on my research? Does this mean I'm old?!

Retirement used to be seen as a men's issue, and most of the research regarding retirement focused on men. But as women who entered the workforce in droves in the 1970s now began leaving, CEW recognized that this, too, represents a transition point in women's lives. So in the Spring of 2012, we designed a six-week retirement series to focus on the personal, emotional, identity and relationship aspects of moving into retirement. The sessions incorporate information about transitions and retirement "success" with group discussion, individual reflection on anticipated changes, between-session homework, and use of artistic media to explore possibilities for life after retirement.

The series, led by Senior Manager of Student Programs Doreen Murasky, has been a popular offering, with University staff and faculty comprising most of the participants. According to Murasky, "Each group brings a new dimension to the series. For example, one group spent time



This is an example of a collage created by a group member. A popular exercise, each person transforms their business card into a possible vision of post retirement, by collecting appealing images and gluing them on the card. The creative process is fun and often leads to new discoveries.

discussing how family members react to their retirement decisions. Another group focused more on developing new relationships and a non-institutional identity. "In one exercise, group members begin to explore new possibilities that will be available to them in retirement and to outline a "typical" week post-retirement. In another, they transform their business cards into collages filled with images of their retirement wishes. And in the final session, members write down 2-3 goals or next steps in retirement planning that are placed in a self-addressed, sealed envelope that is mailed to them six months later.

Exploring retirement with others in a supportive atmosphere is powerful. A recent member commented on an evaluation, "Excellent. We are a diverse group brought together by our common goal—to retire successfully. It's been enlightening."



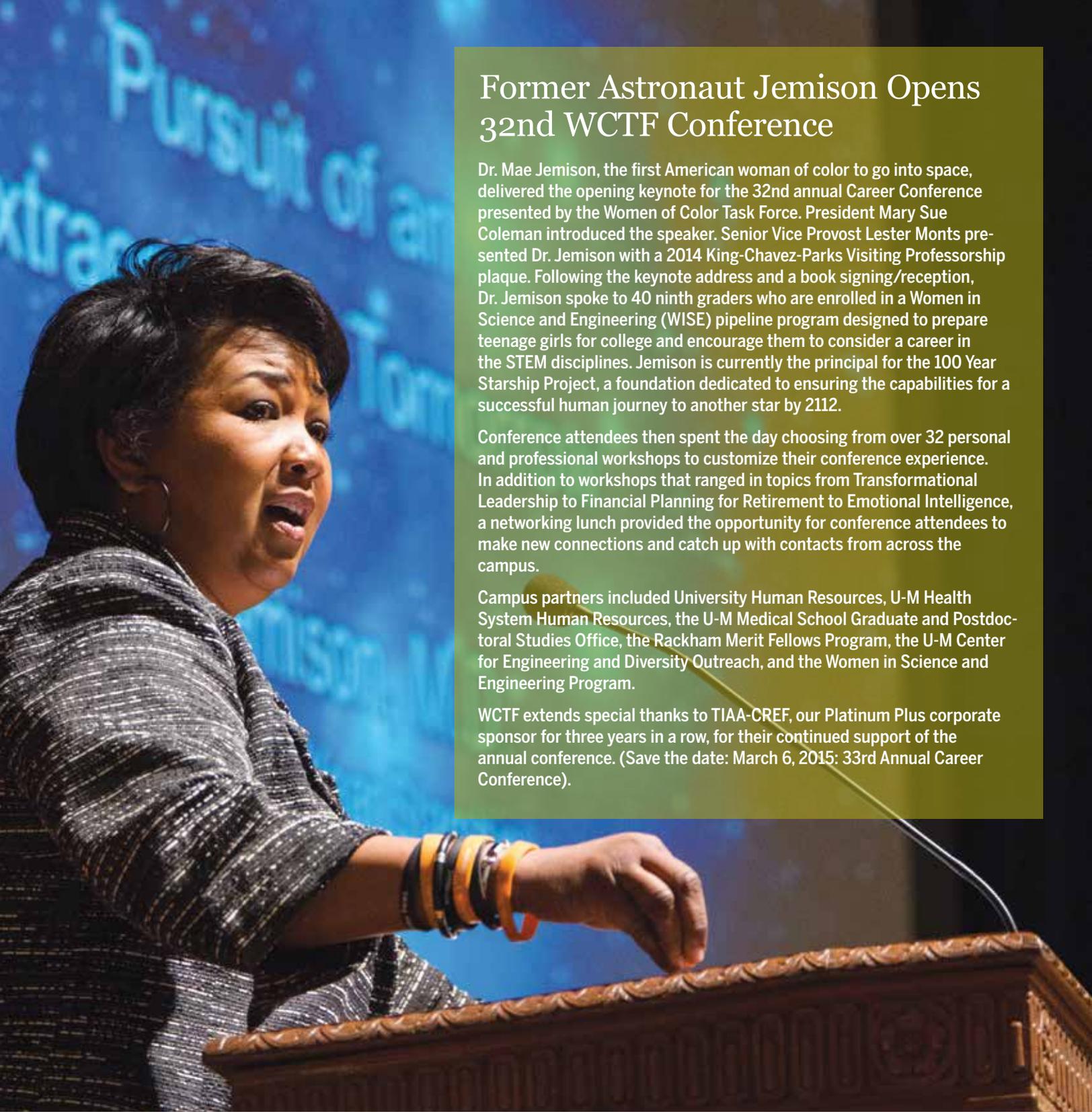
Miller Retires

If you've been reading the CEW Newsletter, have seen *A Matter of Fairness*—(the CEW 50-year history), have used the CEW library, or have followed CEW on Facebook or Twitter, you've encountered Jeanne Miller. After 15 years as CEW's librarian/information specialist/writer and nearly 35 years at the University, Jeanne retired at the end of May.

Jeanne notes her long history with CEW: "In my first U-M job, working as a librarian at the Institute of Gerontology, I used the CEW library for research on women and aging. I also was a CEW client in the late 1970s." After a stint at the Career Center, Jeanne joined CEW to manage the library, oversee IT and serve as a writer. "As a librarian, my biggest success was moving CEW from a card catalog to online systems; as a writer I'm most proud of being the lead on the Michigan Partners Project grant proposal that brought in a \$382,000 award from the Ford Foundation, and of the completion of the history of CEW in time for our 50th anniversary celebration," says Jeanne.

What's next for Jeanne (who co-created and co-led the pre-retirement planning workshop series for CEW, *see adjacent article*)? More gardening, more cooking, learning to make pasta and, in the long term, freelance writing projects similar to those she did here at CEW.

The CEW staff is going to miss Jeanne's wacky humor, insightful commentary, listening ear and commitment to the mission and values of the Center.



Former Astronaut Jemison Opens 32nd WCTF Conference

Dr. Mae Jemison, the first American woman of color to go into space, delivered the opening keynote for the 32nd annual Career Conference presented by the Women of Color Task Force. President Mary Sue Coleman introduced the speaker. Senior Vice Provost Lester Monts presented Dr. Jemison with a 2014 King-Chavez-Parks Visiting Professorship plaque. Following the keynote address and a book signing/reception, Dr. Jemison spoke to 40 ninth graders who are enrolled in a Women in Science and Engineering (WISE) pipeline program designed to prepare teenage girls for college and encourage them to consider a career in the STEM disciplines. Jemison is currently the principal for the 100 Year Starship Project, a foundation dedicated to ensuring the capabilities for a successful human journey to another star by 2112.

Conference attendees then spent the day choosing from over 32 personal and professional workshops to customize their conference experience. In addition to workshops that ranged in topics from Transformational Leadership to Financial Planning for Retirement to Emotional Intelligence, a networking lunch provided the opportunity for conference attendees to make new connections and catch up with contacts from across the campus.

Campus partners included University Human Resources, U-M Health System Human Resources, the U-M Medical School Graduate and Postdoctoral Studies Office, the Rackham Merit Fellows Program, the U-M Center for Engineering and Diversity Outreach, and the Women in Science and Engineering Program.

WCTF extends special thanks to TIAA-CREF, our Platinum Plus corporate sponsor for three years in a row, for their continued support of the annual conference. (Save the date: March 6, 2015: 33rd Annual Career Conference).



Photo on left: WCTF Conference Sponsor TIAA-CREF, hosts informative workshops on women and retirement.



Photo on right: Aerobic hustle class conducted by Sherry Hawkins, owner of Dance With Elegance Health & Fitness Studio.

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CEW Welcomes New Leadership Council Members



Christine Green

New Leadership Council member Christine Green has practiced law in Washtenaw County for more than 25 years, specializing in civil rights, employment discrimination, wrongful termination and personal injury. Throughout her career, Ms. Green has also been very active in local politics. Prior to running for State Representative in Michigan's 52nd district in 2010, Ms. Green was elected to the Scio Township Board of Trustees where she still serves and is a member of the Scio Township Planning Commission.

Christine has a record of volunteering to protect the environment and to provide services to disadvantaged citizens. She chairs the board of the Michigan Environmental Council, serves on the board for the Ecology Center, and recently served as Director of Development for the Michigan League of Conservation Voters. After retiring from Michigan LCV in December, Christine is now serving in an interim capacity as Vice President of Development for Planned Parenthood.

Christine earned her bachelor's degree and law degree, with honors, from the University of Michigan. As a life-time lover of the Great Lakes, she and her husband Phil and their two dogs, Wilson and Hendrix, spend as much time as they can at their cabin on Torch Lake. Christine has just finished her first stint as a CEW Scholarship reader, and is more excited than ever at engaging with the Center. Welcome, Christine!

Alicia Torres



CEW welcomes new Leadership Council member Alicia Torres, who joins CEW with almost 30 years in the health care industry. As Senior Vice President CFO at the Altarum Institute, Ms. Torres oversees finance, accounting, legal, human resources, facilities, information technology, and manages the Institute's investment portfolio.

Prior to joining Altarum, Ms. Torres was a global practice leader in health care for Zebra Technologies, where she developed the global health care market strategy. As founder and CEO of Rosebud Solutions, a health care software firm, she grew it into a highly profitable and strategically attractive business, which led to McKesson, Inc. purchasing it in March 2008.

Alicia's experience outside of her professional biography is part of what brings her to CEW. She and her family emigrated from Mexico when she was a child, and they spent many summers as migrant farmers. She and her five sisters all earned college degrees—Alicia's from the University of Texas-Pan American. She internalized the importance of education, and this conviction inspires her involvement at CEW. She has served on the board of the Jean Ledwith King Women's Center, and as a Scholarship Reader at CEW.

Alicia lives in Ann Arbor with her husband, Frank Legacki, who is also a successful entrepreneur. He now works with Fletcher Spaght Ventures. Welcome, Alicia!