



Montgomery County  
*Commission for Women*

**Annual Report**

**Fiscal Year 2013  
July 2012 – June 2013**

**Montgomery County Commission for Women  
21 Maryland Avenue, Suite 330  
Rockville, Maryland 20850**

[www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)

**July 2012 – Jun3 2013**

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Holloway  
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## **President's Message**

### **Chandra Walker Holloway, Esq.**



I have heard it said that there are two basic strategies organizations employ for achieving gender equity. One way is to diffuse the focus and declare gender equity a priority for every part of the organization. However, that often leaves no one accountable for ensuring progress. The second way is to identify and provide resources to a single entity that will work to develop strategies and maintain focus on this issue for the entire organization. Most research indicates that both strategies are necessary. Without an entity whose focus is a laser beam on equity, the energy often becomes dissipated and overshadowed by other priorities in even the most progressive organizations.

This past year has been one of rebuilding, refocusing and restructuring for the Commission for Women and it has arrived at a position of renewed strength, determination and focus.

At its annual planning meeting in September, 2012, the CFW identified and re-committed to seven policy priorities:

- Economic Empowerment for Women
- Fairness in Family Law
- Science, Technology, Engineering and Math (STEM) Education and Careers for Women and Girls
- Senior Women
- Single Mothers and Poverty
- Women's Health Disparities
- Work and Family, Including Paid Sick Leave

The Policy and Legislation Committee, which had, by necessity, been less active in FY 2012, rebuilt to its former level of advocacy, focusing on 13 bills on eight different issues in the Maryland General Assembly, and 16 bills on 11 issues in the U.S. Congress. The bills were selected using the above policy priorities as our guide, and the commissioners sent letters, action alerts and delivered testimony on behalf of the women of Montgomery County. Much thanks is due to the very hard work of this committee and especially its chair.

While the Policy and Legislation Committee focused on systemic issues affecting all women, the Program Planning and Design Committee was hard at work rebuilding counseling services and seminars for individual women experiencing serious life crises and transitions.

By the end of the fiscal year, a new counseling service had been designed, and three part time social workers had been hired to provide counseling - in five languages - three days per week at the Commission office.

In addition, in partnership with the Montgomery County Bar Association and the Montgomery County Divorce Roundtable, the Commission was able to offer seminars on the legal process of separation and divorce, and financial literacy to hundreds of women experiencing life-changing transitions. Our gratitude to our partner organizations in this effort cannot be measured, and the effort of the commissioners on this committee is to be commended.

Meanwhile, the 2013 Legislative Briefing Planning Committee, working with representatives of 88 co-sponsoring community and women's organizations, presented an important, informative and compelling conference to an audience of more than 600 women and men from across the state. Much thanks goes to our two commissioners who co-chaired this large committee and worked mightily to coordinate this extraordinary event.

None of this would have been possible without the hard work and unfailing dedication of our commissioners whose volunteered time and extensive expertise provided the leadership and the legwork for all of these accomplishments. And, we are so appreciative of the staff support provided by our Executive Director whose experience, wisdom and commitment to excellence contribute enormously to our work

The Commission for Women thanks the County Executive and the County Council for their continued their support of its work and for restoring some funding for counseling services. It is testimony to Montgomery County's commitment to equal opportunities for all its residents that the county has sustained its Commission for Women for 41 years. We hope it is also a recognition of the invaluable service the Commission for Women provides to county residents, and the informed and necessary advice is provides to policy makers, administrators and legislators.

Clearly, there is still much work to be done. Women remain overrepresented among the poor, among the disadvantaged, among the victims of crime, and among those in low-wage, no-future, no-benefit jobs. As a community, we can do better. We must do better. Maintaining a strong and effective voice inside government to focus on equity for women and girls is not only important but necessary to that process.

A handwritten signature in black ink, reading "Deborah Waller Hallyway". The signature is written in a cursive, flowing style.



## **Report of the Executive Director Judith Vaughan-Prather, MSW, LCSW**

### **Introduction:**

Established by county law in 1972, the mission of the Commission for Women is to advance women's equal and full participation in the benefits, responsibilities, and opportunities of society, and to enable women to participate as equals in the community through the acquisition of skills and competencies, information and resources. In achieving its mission, the Commission:

- examines laws, policies, practices and procedures;
- supports policies and programs that promote the well-being of women; and
- advises the County Executive, the County Council, the public, and the agencies of the county, state and federal governments on issues affecting women of Montgomery County.

The Commission's enabling legislation provides that there are 15 commissioners - county residents appointed to three-year terms and serving without compensation. Commissioners are appointed by the County Executive with confirmation by the County Council. Nine of the commissioners must be endorsed by organizations concerned with women's issues and six must serve independently.

The Commissioner meets monthly, identifies priority areas of concern at an annual planning meeting, and forms committees to focus on each priority. For thirty-seven years, the department of the Commission for Women also sponsored counseling services for women and couples struggling with difficult life and career transitions. In June 2011, to meet the County's severe revenue challenges, the Counseling Center was abolished, along with all staff to the Commission except the Executive Director. The department was incorporated into the newly created Community Engagement Cluster – a single budgetary unit including the County's five Regional Government Service Centers, the Office of Community Partnerships and the Commission for Women. However, demand for services, in addition to the CFW's advocacy, remained strong.

In this past fiscal year, the CFW commemorated its 40<sup>th</sup> anniversary with a major event on July 11, 2012; renewed its strong focus on public policy and legislation; sponsored a very successful 2013 Women's Legislative Briefing; offered a series of seminars on the legal and financial process of separation and divorce; and re-established counseling services, on a very limited, but none-the-less needed basis.

Each of these programs is described in more detail in this report.

## **Program Planning & Design Committee: Counseling Services and Seminars**

Committee Co-chairs: Bobbe Mintz and Manar Morales

Commission Members: Montse Alvarado, Debra Bright Harris, Liz Callihan, Colleen Kelly, Larniece McCoy Moore, Chandra Walker Holloway

In FY 12, the CFW set as its top priority advocacy for funding to reestablish counseling services through its offices. For FY 13, the County Executive and the County Council appropriated funds to restore limited counseling services and a new program was established.

Staff and commissioners explored the feasibility of contracting out this service but concluded that the program would be more focused, efficient and effective operated by counselors in the CFW office. Working with the Office of Human Resources, three part-time, temporary social work positions were created, one to supervise and coordinate the services of the other two. The positions were first announced in late November, and the Social Worker IV (the services coordinator) and one Social Worker II were brought onboard in April. The Social Worker II left the position after six weeks and the two remaining positions were filled in early July 2013.

In this first year, considerable time and effort were devoted to the design and establishment of the service, including the development of policies, procedures, forms, etc. that must all comply with state licensing regulations governing social work services.

The new Commission for Women Counseling Services are designed to meet the diverse and changing needs of Montgomery County women by offering:

- collaborative solution-focused, short-term counseling in multiple languages, designed to help low and moderate income individuals effectively address important and difficult life transitions including: family crises such as separation, divorce and widowhood or other dramatic changes in the family, challenges balancing work and family, managing self-esteem issues, effective communication in the family or workplace, adjusting to women's roles in a new culture, and acute problems in relationships;
- seminars and workshops addressing separation, divorce and financial issues;
- legal information through the volunteer attorney call-back program;
- information and referral service linking clients to appropriate agencies, organizations and services.

In addition to its work to establish the counseling service, the office offered nine seminars on the Legal Process of Separation and Divorce, four of them in Spanish, and two seminars on financial literacy, one specifically focused on financial issues related to

divorce. The two financial literacy seminars were co-sponsored by the Delta Sigma Theta Sorority, Montgomery County Alumnae Chapter. Altogether, the eleven seminars generated an audience of 212 individuals, and revenues of more than \$2140. (A \$10 fee for each attendee was charged. The CFW used Eventbrite.com as the registration vehicle as there is no staff to handle fee processing. All revenues were deposited in the CFW Restricted Donations Account.)

In addition, at the request of the International Cultural Center, the Social Worker IV developed and conducted a seminar at the ICC, addressing how Muslim mothers may discuss with their children such traumatic events as the 2013 Boston Marathon bombings.

Counseling services are now available at the Commission for Women on Tuesdays, Wednesdays and Thursdays. In the final two months of FY 13 when counseling was available, a total of 25 individuals participated in the counseling services.

The three part time social workers hired will make it possible for the CFW to start the new fiscal year offering counseling in five languages: English, Spanish, French, Arabic and Portuguese.

#### FY 13 SEMINARS

Date	Time	Topic	Language	Attendance
November 15, 2012	7 p.m.	Separation & Divorce	English	46
November 15, 2012	7 p.m.	Separation & Divorce	Spanish	5
March 7, 2013	7 p.m.	Separation & Divorce	English	26
March 7, 2013	7 p.m.	Separation & Divorce	Spanish	3
April 11, 2013	9:30 a.m.	Separation & Divorce	English	24
April 11, 2013	9:30 a.m.	Separation & Divorce	Spanish	4
May 9, 2013	7 p.m.	Separation & Divorce	English	19
May 9, 2013	7 p.m.	Separation & Divorce	Spanish	10
May 16, 2013	7 p.m.	Money Matters	English	36
May 23, 2013	7 p.m.	Divorce, Money	English	22
June 3, 2013	10 a.m.	Muslim Moms	English	17

TOTAL ATTENDANCE: 212

The Commission for Women very much appreciates the partnership with the Montgomery County Bar Association Family Law Division, the Montgomery County Women’s Bar Association and the Montgomery County Divorce Roundtable. Attorneys from these three organizations volunteered to help and have been instrumental in the development and implementation of the seminars, providing the speakers for all of the legal seminars, lending expertise and considerable time to the development of the curriculum and agenda for the seminars and the revision of the CFW’s *Guidebook for Surviving the Legal Process of Separation and Divorce*.

# Policy and Legislation (PAL) Committee

Chair: Katie Smith

Committee Members: Jennifer Baldwin, Elizabeth Callihan, Lorna Forde, Catherine Hill, Colleen Kelly, Nick Martinez, Bobbe Mintz, Chandra Walker Holloway

For FY 13, the Commission for Women established a legislative platform that included seven subject areas: Economic Empowerment for Women; Fairness in Family Law; Science, Technology, Engineering and Math (STEM) Education and Careers for Women and Girls; Senior Women; Single Mothers and Poverty; Women’s Health Disparities; and Work and Family (including Paid Sick Leave).

Each goal was used to establish how the CFW could support a better future for all women and girls living in Montgomery County. The 2013 legislative platform serves as a snapshot of types of legislation the CFW supported in the Maryland State Legislature, and in the first session of the 113th Congress. Each piece of legislation supported or opposed is intended to serve as a plank in the platform of the CFW’s ongoing efforts on behalf of Montgomery County’s women and their families.

While the opinions expressed in the positions the CFW declared are not necessarily those of the County Executive or the County Council, issues ranging from paid leave and economic health for families to public safety and immigration reform reflect the CFW’s advocacy for better policies for Montgomery County’s women and girls.

State and Federal legislation supported and opposed by the CFW in FY 13 is described below:

<b>2013 STATE LEGISLATIVE PRIORITIES</b>
<p><b>Commission on the Commemoration of the 100th Anniversary of the Passage of the 19th Amendment to the United States Constitution (SB 1067) – Support</b></p> <p>A bill to establish a Commission on the Commemoration of the 100th Anniversary of the Passage of the 19th Amendment to the United States Constitution; requiring the Commission to take actions and make recommendations regarding commemoration of women's suffrage in Maryland; requiring the Commission to report its findings and recommendations to the Governor and the General Assembly on or before December 31, 2014, and annually thereafter for the next 5 years; terminating the Act after October 31, 2020; etc. <b>Last Major Action:</b> This bill officially passed both chambers with amendments but, was never reconciled before the end of session.</p>
<p><b>Correctional Services - Pregnant Detainees And Inmates - Restraint Restrictions and Reporting (HB 829) – Support</b></p> <p>A bill to require that the medical professional responsible for the care of an inmate determine when the inmate's health allows the inmate to be returned to a correctional facility after giving birth; providing that it is the policy of the State that restraint of pregnant inmates during labor and delivery should not be used unless determined necessary by an attending medical professional or specified others; requiring the security officer of a correctional facility to make and maintain specified written findings; etc. <b>Last Major Action:</b> this bill passed both chambers. However it was never reconciled before the end of session.</p>

**Crimes Committing a Crime of Violence In The Presence of a Minor – Penalties (SB 861) and (HB 478) – Support**

A bill to prohibit a person from committing a specified crime of violence when the person knows or reasonably should know that a minor is present in a residence; establishing specified circumstances under which a minor is present; establishing an enhanced penalty not exceeding 5 years for a violation of the Act; authorizing a court to impose an enhanced penalty if the State's Attorney provides a specified written notice to the defendant and if specified elements have been proven beyond a reasonable doubt; etc. **Last Major Action:** This bill received favorable reports in both the House and Senate committees where it resided. However, it was never fully agreed to by both chambers before the end of session.

**Denial of Paternity, Custody, and Visitation (SB 620) and (HB 715) – Support**

A bill excluding as a father of a child a man who has committed a specified sexual crime against the child's mother for purposes of specified provisions relating to the paternity of a child in a guardianship or adoption proceeding under specified circumstances; requiring a court to consider a specified statement when making a specified finding; prohibiting a court from requiring publication of specified information under specified circumstances; etc. **Last Major Action:** This bill received a favorable report in the Senate committee where it resided. No action in the House.

**Earned Sick and Safe Days (SB 698) and (HB 735) – Support**

A bill to require specified employers to provide employees with specified earned sick and safe leave; providing for the manner in which earned sick and safe leave is accrued by the employee and treated by the employer; requiring an employer to allow an employee to use earned sick and safe leave for specified purposes; requiring an employee, under specified circumstances, to request leave, notify the employer of specified information, and comply with specified procedures; etc. **Last Major Action:** This bill received an unfavorable report in the House committee where it resided. No action in the Senate.

**Employment Discrimination - Reasonable Accommodations for Disabilities Due to Pregnancy (SB 784) and (HB 804) – Support**

A bill to require an employer to explore specified means of reasonably accommodating a disability caused or contributed to by pregnancy if an employee requests a reasonable accommodation; requiring an employer to transfer an employee to a less strenuous or less hazardous position for a specified period of time in specified circumstances; authorizing an employer to require an employee to provide a specified certification under specified conditions; requiring an employer to post specified information; etc. **Last Major Action:** This bill official passed both chambers but, was never reconciled before the end of session.

**Firearms Safety Act of 2013 (SB 281) and (HB 294) – Support**

A bill to alter the authorization for a person to wear, carry, or transport a handgun to be within specified limitations; designating specified firearms as assault weapons; prohibiting, with specified exceptions, a person from transporting an assault weapon into the State or possessing, selling, offering to sell, transferring, purchasing, or receiving an assault weapon; authorizing specified licensed firearms dealers to continue to possess, sell, offer for sale, or transfer specified assault weapons under specified circumstances; etc. **Last Major Action:** This bill officially passed both chambers, and became public law in Maryland on May 16, 2013.

**Parental Leave at Birth (HB 1331) – Support**

A bill to provide specified employees a total of six workweeks of parental leave in a 12-month period under specified circumstances; providing that the parental leave granted by an employer may be unpaid; providing that paid leave may be substituted for any part of the six workweeks of leave under specified circumstances; authorizing an employer to require an employee to provide written notice of the employee's intention to take parental leave under specified circumstances; etc. **Last Major Action:** This bill received an unfavorable report in the House committee where it resided. No action in the Senate.

<b>2013 FEDERAL LEGISLATIVE PRIORITIES</b>
<p><b>Border Security, Economic Opportunity, and Immigration Modernization Act (S.744) – Support</b>  A bill to provide for comprehensive immigration reform and for other purposes. <b>Last Major Action:</b> On June 27, 2013, S.744 passed the Senate with an amendment by Yea-Nay Vote. 68 - 32. It was referred to the House Judiciary Committee where it awaits action.</p>
<p><b>Fair Minimum Wage Act of 2013 (S.460) and (H.R.1010) – Support</b>  A bill to provide for an increase in the Federal minimum wage. No major action to report.</p>
<p><b>Healthy Families Act (S.631) and (H.R.1286) – Support</b>  A bill to allow Americans to earn paid sick time so that they can address their own health needs and the health needs of their families. No major action to report.</p>
<p><b>Malala Yousafzai Scholarship Act (S.120) – Support</b>  A bill to expand the number of scholarships available to Pakistani women under the Merit and Needs-Based Scholarship Program. No major action to report.</p>
<p><b>Paycheck Fairness Act (S.84) and (H.R.377) – Support</b>  A bill to amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes. No major action to report.</p>
<p><b>Peace Corps Equity Act of 2013 (S.813) – Support</b>  A bill to amend the Peace Corps Act to subject abortion service coverage by the Peace Corps for volunteers to the same limitations that apply to Peace Corps employees regarding coverage of abortion services. States that such provision shall not be construed to limit medical evacuation coverage. No major action to report.</p>
<p><b>Pregnant and Parenting Students Access to Education Act (S.870) and (H.R.1845) – Support</b>  A bill to authorize the Secretary of Education to make formula grants to states and, through them, competitive subgrants to local educational agencies (LEAs) to establish or enhance educational programs and related services that enable pregnant and parenting students to enroll in, attend, and succeed in school. No major action to report.</p>
<p><b>Safe Communities, Safe Schools Act of 2013 (S.649) – Support</b>  A bill to ensure that all individuals who should be prohibited from buying a firearm are listed in the national instant criminal background check system and require a background check for every firearm sale, and for other purposes. No major action to report..</p>
<p><b>Violence Against Women Act (S.47) and (H.R.11) – Support</b>  A bill to reauthorize the Violence Against Women Act of 1994. <b>Last Major Action:</b> In February 2013 it passed the Senate with amendments by Yea-Nay Vote 78 – 22, and passed the House: by recorded vote: 286 – 138. On March 7, 2013, it became Public Law No: 113-4.</p>
<p><b>Women and Minorities in STEM Booster Act of 2013 (S.288) – Support</b>  A bill to increase the participation of historically underrepresented demographic groups in science, technology, engineering, and mathematics education and industry. No major action to report.</p>
<p><b>Working Families Flexibility Act (H.R. 1406) – Oppose</b>  A bill to amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector. No major action to report.</p>

**State Legislative Advocacy Highlights:** The CFW testified several times in Annapolis on bills related to its legislative priorities. On February 27, 2013, the CFW presented oral testimony before the House Economic Matters Committee to support House Bill 735 – the Earned Sick and Safe Days – and partnered with the Working Matters Campaign to push this bill through the legislative process. On February 28, 2013, the CFW presented oral testimony before the House Judiciary Committee in support of House Bill 715 – Denial of Paternity, Custody, and Visitation – which excludes a father of a child whose

birth is the result of rape of the child's mother from certain paternity rights. While many of the bills the CFW supported during this session gained tremendous traction in both chambers, it is important to note that Senate Bill 281/House Bill 294 – the Firearms Safety Act of 2013 – became public law in Maryland on May 16, 2013. The CFW not only sent support letters for this bill but members of the CFW attended the Montgomery County Public Safety event on February 6, 2013 with Lt. Governor Anthony Brown and County Executive Ike Leggett in support of the Firearms Safety Act.

**Federal Highlights:** Over the last year, the CFW attended briefings on Capitol Hill as well as met with Congressional staff from Representatives Delaney (Dist.6), Sarbanes (Dist.3), Edwards (Dist.4), Van Hollen (Dist.8), and Senators Cardin and Mikulski offices. With each office, the CFW discussed women’s issues in Montgomery County, and how the CFW can help support members of Congress on issues pertaining to our legislative platform. Several of the bills supported in the State Legislature complimented bills supported in Congress. For example, both the Healthy Families Act in the Congress and the Earned Sick and Safe Days in the Maryland General Assembly would allow workers to earn paid sick time to address their own health needs and those of their families. Another complimentary pair was the Safe Communities, Safe Schools Act in Congress, and the Firearms Safety Act in the General Assembly.. Finally, the Violence Against Women Act (VAWA), supported by the CFW, became public law on March 7, 2013. In addition to its local advocacy efforts, the CFW wrote a press release about VAWA that the National Association of Commissions for Women used on April 8, 2013 to create an issue alert to urge CFWs across the country to contact their representatives in Congress in support of this bill.

In addition to advocating its own legislative platform, the MC CFW was an active member of the Maryland Legislative Agenda for Women (MLAW) – a coalition of women’s organizations across the state. MC CFW was a “gold sponsor” of the annual fall conference where the groundwork for the legislative agenda is laid, on Saturday, October 20. MCCFW was represented at the conference by Commissioner Katie Smith, who serves as a member of the MLAW Board of Directors, and Commissioner Debra Bright Harris.

# 2013 Women’s Legislative Briefing

Planning Committee Co-Chairs: Debra Bright Harris, Maliha Ilias

Senator Barbara Mikulski brought the crowd of more than 600 to its feet more than once during her rousing exhortation to those attending the 2013 Women’s Legislative Briefing on Sunday, January 27. The 33<sup>rd</sup> annual Briefing, held at the Universities at Shady Grove in Rockville, was designed to inform Marylanders about legislative proposals before the state General Assembly and the U.S. Congress that address issues of specific concern to women.



To the overwhelming enthusiasm of the audience, Senator Mikulski urged women to “suit up, put on your lipstick, square your shoulders” and take on the fight for equal rights and for legislation that will address domestic violence, pay equity, educational equity, and much more.



Eighty-eight women’s and community organizations helped organize the program with the Montgomery County Commission for Women, and funding from Kaiser Permanente as the Gold Sponsor and AARP as the Silver Sponsor. Forty-eight of these organizations provided exhibits lining the hallways.



A few of the many exhibitors at the 2013 Women's Legislative Briefing



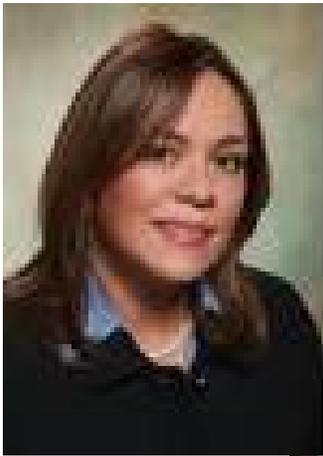
Montgomery County Executive Isiah Leggett and Prince George's County Executive Rushern Baker helped open the event.



Introduced by Dr. Susan Leggett-Johnson, Associate Medical Director of Human Resources, Chief Compliance Officer and Executive Diversity Leader for the Mid-Atlantic Permanente Medical Group. The highlight of the program was a keynote address by [Dr. Bernice Sandler](#), widely known as “the godmother of Title IX,”

Dr. Sandler described the history of her involvement in the ground-breaking gender equity legislation, while living right here in Montgomery County, more than forty years ago.

In recognition of her extraordinary achievement inspiring the language for Title IX and her persistence in working for its passage in 1972, as well as her continued research and advocacy for educational equity ever since, Dr. Sandler was inducted into the Montgomery County Women's History Archive at the Women's Legislative Briefing by CFW President Chandra Walker Holloway and WLB Planning Committee Co-chairs Dr. Debra Bright Harris and Dr. Maliha Ilias (not pictured). In this, the 41<sup>st</sup> anniversary year of both the passage of Title IX and the establishment of the Montgomery County Commission for Women, Dr. Sandler became the 41<sup>st</sup> woman to be awarded this honor.



County Council President Nancy Navarro then introduced Senator Benjamin Cardin, Congressmen John Sarbanes and John Delaney, and skillfully moderated their insightful and informative panel discussion on Women's Issues in Congress.



The opening plenary session was followed by eight seminars each featuring legislators and prominent advocates: Effective Legislative Advocacy; Advocating for Older Women's Issues; Health Equity: The Promise of Health Care Reform for Women; Women in the Public Realm; Women, Families and Poverty; Making the Workplace Work for Women; Safety, Justice and Human Rights; and a special presentation of *Miss Representation*, a compelling documentary on women's issues in the media.

The Briefing closed with a kick-off of the Maryland Earned Paid Sick and Safe Days Campaign. Maryland Delegates Heather Mizeur (District 20) and John Olszewski, Jr. (District 6), and Job Opportunities Task Force Senior Policy Advocate Melissa Broome urged support for a bill that will require all employers in Maryland to provide earned, paid sick leave to all employees, whether full time or part time, salaried or hourly wages.



The Montgomery County Commission for Women is grateful for the continuing cooperation and support it receives for the Women's Legislative Briefing. It is especially appreciative of the contributions of the eighty-eight women's and community co-sponsoring organizations and the dozens of volunteers and hundreds of hours they lend to this effort, and to Kaiser Permanente and AARP without whose financial support this event would not be possible. The Commission also greatly appreciates the time and expertise donated by the 48 legislators, public officials, advocates and subject experts who donated their time to serve as speakers, panelists and moderators in the program. Above all, the Commission appreciates the hundreds of women and men who believe these issues are so important that they will give up an entire Sunday afternoon on a cold day in January to participate.

## **Update of CFW Publications**

The Commission for Women was required to move its office twice in the past three years, and of course, the services it offers have changed dramatically. The CFW has long published four informational brochures on women's rights, and a guidebook on divorce:

- Sexual Harassment in the Workplace
- Violence in Relationships
- Employment Rights of Pregnant Workers
- Employment Guide for Domestic Workers
- Guidebook on Surviving the Legal Process of Separation and Divorce

Each of these publications is published in several languages and is available in hardcopy as well as on the CFW's website. All have outdated address and contact information and describe services no longer available through the CFW. Using a small amount of the funds appropriated for services this year, a contractor was hired to coordinate the update of the publications, including confirming and updating contact information for all the resources listed in each one, making the necessary updates, securing translation of all updates as needed, and coordinating with the Montgomery County Public Schools graphics office which designed the publications when they were first developed, to arrange for the graphic revisions and printing. The task was complicated because two of the brochures are published in six languages, one in five and one in three. The Divorce Guidebook is published in English and Spanish, and in addition to the contact changes, some aspects of family law have also changed in the several years since the books were printed. (For example, Separation as Grounds for Divorce in Maryland used to require the spouses to live separate and apart for two years, but that requirement has been reduced to one year.)

## **Advocacy and Outreach:**

Almost 200 people attended the July 11 celebration of the CFW's 40<sup>th</sup> Anniversary, where ten women were added to the MC CFW's Women's History Archives, and the new Women's History Quilt, created by fiber artist Anne Sanderoff-Walker, was unveiled. Former Congresswoman and Ambassador Connie Morella delivered the keynote address. County Executive Ike Leggett presented welcoming remarks, and Council members Navarro, Berliner and Andrews presented a proclamation, later joined by Councilman Leventhal.

MC CFW's Executive Director the commission at the July 22 – 25, 2012 conference of the National Association of Commissions for Women (NACW), on which she serves as a member of the Board of Directors.

President Walker Holloway and Executive Director Vaughan-Prather represented the CFW at the August 30 Women's Power Conference, for which the CFW was a "power sponsor" helping to publicize the event.

MC CFW was invited by County Councilman Leventhal to a meeting to discuss the implementation of county legislation enacted three years before that requires that all domestic workers be offered a contract by their employer, whether they choose to accept or not. The MCCFW was instrumental in the development of that legislation and published a brochure, available on the CFW website and in hard copy at the CFW office, that outlines the employment rights of domestic workers and their employers. CFW President Walker Holloway and the Executive Director attended the work session, along with the Director of the county's Office of Consumer Protection and staff of CASA de Maryland. It was partly as a result of this meeting that the CFW decided to review all its publications to be sure that they are up to date.

MCCFW signed on in support of a statement published by the Center for Women Policy Studies regarding education, poverty and women.

On September 12, the CFW Executive Director attended a Institute for Women's Policy Research briefing on Dual Approaches to Achieving Gender Equity and presented the information to the CFW at its October meeting. The briefing delineated two basic approaches to organizational efforts to achieve gender equity: "specific, focused measures," and "gender mainstreaming."

The CFW Executive Director attended the October 17 Women's Policy, Inc. briefing on kinship care and reported at the CFW's October meeting on the growing number of U.S. children being raised by family members other than their parents, and the implications for women and their families.

The CFW successfully nominated Dr. Bernice Sandler, the woman whose own struggle eventually led to the enactment of Title IX, and whose career ever since has focused on educational equity issues, for induction into the county's Human Rights Hall of Fame on October 28.



Also on Sunday, October 28<sup>th</sup>, five Commissioners and the Executive Director attended the Prince George's County Women's Legislative Conference.

CFW President Walker Holloway, the Executive Director and commissioners Bright Harris, Hill and Smith attended the Maryland CFW Leadership Conference in Easton on November 3, 2012. The CFW President and Executive Director presented a seminar on survival strategies for Commissions for Women.

Commissioner Smith and the Executive Director represented the MC CFW at the January 22 Maryland Legislative Agenda for Women (MLAW) annual Legislative Reception in Annapolis. The MC CFW co-sponsored the MLAW legislative reception and also signed on in support of the agenda.

On February 5, 2013, representing both the MC CFW and the National Association of Commissions for Women (NACW), the Executive Director attended a briefing sponsored by Women United for Gun Violence Prevention on Capitol Hill.

In March, the CFW created an exhibit in the lobby of the Rockville Memorial Library in keeping with the theme for 2013 National Women's History Month: *Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics.*

Included in the MC CFW's display were: Sally Ride, Astronaut; Rachel Carson, Biologist and Mother of the Modern Environmental Movement; Patricia Era Bath, Medical Doctor, inventor; Marie Curry, Physicist; Susan Love, Surgeon, Grace Hopper, Developer of the Computer Language COBAL; Olga Gonzalez Sanabria, Scientist and Inventor; and Melanie Hennigan, Chief Architect of the Rockville Memorial Library where the CFW offices now reside.



MC CFW successfully nominated the late Senator Jean Cryor for the Maryland Women's Hall of Fame. She was inducted at a ceremony at the State House March 21, where the MC CFW President, Executive Director and commissioners joined a crowd of over 200. Senator Cryor's daughter, Commissioner Jennifer Cryor Baldwin, delivered the presentation with a compelling speech recalling her mother's many accomplishments.



MC CFW Executive Director assisted the staff of the U.S. Vice President's office in locating a facility for a March 13 press conference. Speakers included U.S. Vice President Joe Biden, U.S. Attorney General Eric Holder, and Maryland Governor Martin O'Malley announcing the Justice Department's award of 12 grants around the country to establish Domestic Violence Lethality Assessment Programs.

On March 10 Commissioner Wilma Holmes was honored by Montgomery Women with its Shining Star Award for a lifetime of advocacy and leadership on behalf of the women of Montgomery County. CFW President and Executive Director and three Commissioners attended the ceremony.

Commissioner Alvarado participated in a March 22 event convened by County Council President Nancy Navarro focusing on the needs of the county's Hispanic women and children.

On March 27, the CFW Executive Director represented the CFW at the Montgomery College Women's and Gender Studies Scholarship and Awards event.

Commissioners and staff met with the County Executive on April 4 to discuss the CFW's agenda for action for this year.

Commissioner President Walker Holloway, Commissioner Forde and the Executive Director met with County Council members Navarro, Floreen, Elrich, Andrews, Berliner and Leventhal, and with Councilwoman Ervin's staff to brief them on the CFW's activities and urge them to support the FY 14 budget appropriation.

Commissioner Mintz presentation a speech to a senior women's group at the Randolph Village residential complex.

The Commission sent letters supporting the Malala Yousafzai Scholarship Act to both of Maryland's U.S. Senators.

Commissioner Bright Harris served on the selection committee for the Maryland CFW's Women of Tomorrow awards program and attended the awards ceremony on June 20<sup>th</sup>. She helped to select the three winners and three more who were recognized with honorable mentions.

On May 22, the CFW received a briefing from Melissa Yao, Executive Director of Maryland Rescue and Restore Coalition on the anti-trafficking initiative of Samaritan Women. Human trafficking has become a very profitable business and is considered the second fastest growing criminal business in the world, surpassed only by illicit drugs, with women and girls as its primary victims.

The CFW Executive Director attended the Governor's Conference on Human Sex Trafficking in May, and a training offered in June by the University of Maryland School of Social Work on the relationship between foster care and human trafficking, and briefed the CFW on the content of those programs.

Commissioner Smith represented the CFW at the June 7 Women's Studies Summer Colloquium on Women's Leadership at Montgomery College's Germantown Campus.

Commissioner Alvarado represented the CFW at the June 27<sup>th</sup> Latin American Advisory Group Event re: BCC Participation, providing information on the role and activities of the MC CFW.

## **Looking Forward**

At its June 26 meeting, the MC CFW elected Chandra Walker Holloway, Esq, to a second term as CFW president. As always, some commissioners' terms are complete and new commissioners were appointed in July. Commissioners Debra Bright Harris and Maliha Ilias were elected first and second vice president, respectively, at the August 22, 2013 meeting, so the leadership is in place for the coming year. The CFW will hold its annual planning session at its September 12 meeting, to develop its agenda for FY 14, establishing its priority areas of concern and forming committees to address each issue.

As always, new commissioners bring new ideas, strategies and priorities, and as always, many of the issues addressed in the past year remain unresolved and still require attention and advocacy.

The Commissioners are strengthened and encouraged by the restoration of at least some funding for counseling services, by the outpouring of support from their constituents, elected and appointed officials, and by the positive response to their advocacy. The Commission for Women enters this new year committed to and clearly focused on its mandate to advocate for Montgomery County's women and girls.