

**MONTGOMERY COUNTY COMMISSION FOR WOMEN**

**401 North Washington Street, Suite 100  
Rockville, Maryland 20850**

**MEETING MINUTES**

**September 24, 2008**

**7:12 p.m.**

**ATTENDING**

Leila Aridi Afas  
Vanessa Atterbeary  
Jane Hobdy  
Chandra Walker Holloway  
Jaclyn R. Lichter  
Ivonne C. Lindley  
Larniece McKoy Moore  
Reggie L. Oldak  
Tedi S. Osias  
Jocelyn Samuels

**STAFF**

Leah Goldfine  
Ruby Marcelo  
Paula S. Rodgers  
Judith Vaughan-Prather

**ABSENT**

Resa Levy

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**I. CALL TO ORDER/APPROVAL OF AGENDA  
AND MINUTES.....President Oldak**

President Oldak called the meeting to order at 7:12 p.m. Two additional items to the agenda were noted; one under “Unfinished Business” and the other item under “New Business.” Upon the motion made by Commissioner Aridi Afas, seconded by Commissioner Lichter and passed unanimously, the agenda was approved with the additions.

Corrections were made to the August 27, 2008 Planning Meeting Minutes on pages 4 and 6. Upon the motion made by Commissioner Samuels, seconded by Commissioner Walker Holloway and passed unanimously, the Minutes of the August 27, 2008 meeting were approved as amended.

## **II. EXECUTIVE COMMITTEE REPORT**

The Executive Committee did not meet in September.

## **III. UNFINISHED BUSINESS**

### **A. Council of Montgomery County Women's Organizations (CMCWO)**

The Council of Montgomery County Women's Organizations convened on September 17 and was a very successful event with approximately 35 people in attendance. Kate Bell spoke about poverty programs in the United Kingdom, President Oldak gave an overview on the issue of poverty in Montgomery County and Commissioner Osias spoke about the work of the CFW's Mothers and Poverty Committee.

### **B. CFW Appointments**

County Executive Ike Leggett appointed the following persons to serve on the CFW: Jennifer Cryor Baldwin, Wilma Holmes, Manar Morales, and Sanjay Rai. The appointments are scheduled for County Council confirmation on October 14. Staff will schedule an orientation for the newly appointed commissioners. The new commissioners' first CFW meeting will be October 29.

### **C. Transgender Equality**

On September 9, the Maryland Court of Appeals threw out the petition drive that called for a voter referendum on County Council Bill 23-07 (Non-discrimination Gender Identity). The bill, which was adopted by the County Council in November 2007, will now become law.

The transgender woman whose job offer had been withdrawn after she revealed her plans to transition from living as a man to a woman, has won her case. (*See CFW Meeting Minutes of 8/27/08*). A federal judge ruled that the woman was discriminated against when an official at the Library of Congress revoked the job offer.

### **D. FY 2009 Work Plans**

Copies of each CFW Committee's Work Plan and the overall plan for the Commission for FY09 were distributed in the commissioners' agenda packets. Commissioner Osias moved approval of the Commission for Women's full FY09 Work Plan. The motion was seconded by Commissioner Walker Holloway and unanimously adopted. (*A copy of the complete CFW FY09 Work Plan is attached hereto and made a part of these Minutes.*)

E. Community Service Day – October 25, 2008

Commissioners Lichter and Levy have again agreed to serve as co-coordinators of CFW's Community Service Day Project. Commissioners and staff are invited to donate new children's books or the funds to purchase books for use at the Montgomery County Family Justice Center. Commissioners Lichter and Levy will use the funds collected to select and purchase children's books in English, Spanish and French. A collection box will also be on site at the CFW Office.

F. Business and Professional Women (BPW) Achievement Gala

Montgomery County Business and Professional Women celebrate National Business Women's Week with the Women of Achievement awards event. Commissioners congratulated President Reggie Oldak who was selected to receive a BPW Women of Achievement Award at BPW's Women of Achievement Gala on October 22.

G. Federal Women's Procurement Program

In 2000, Congress enacted the Federal Equity in Contracting Act for Women that established a targeted set-aside program for women owned businesses. SBA was to implement the Act, but it has moved very slowly and in February 2008, issued regulations that would be very damaging to the Act's original intent. SBA decided that only four industries qualified for the program and would require that no federal agency could use the program before admitting that it had discriminated against women.

Many groups filed protest, saying the regulations were contrary to congressional intent. (In March 2008, CFW went on record to oppose the SBA proposed rule for Women-Owned Small Business Federal Contract Act Procedures and sent letters to Senators Mikulski and Cardin and Congressmen Van Hollen and Wynn urging them to strongly oppose the proposed rules.) There is bi-partisan support for the program and for opposing the regulations. All 16 women in Congress have asked the SBA to withdraw these proposed regulations but SBA has indicated no willingness to back down and right now it appears that there is no legislative vehicle to force SBA to withdraw the proposed regulations. If these regulations are put into effect, it sets very dangerous precedents for most affirmative action programs.

H. Interfaith Works

Interfaith Works (formerly Community Ministries of Rockville) has launched an effort to establish a broad conversation on the issue of poverty in Montgomery County, and recently held a 3-day event to discuss pertinent questions on poverty. Commissioner Osias and Executive Director Vaughan-Prather attended some of the workshops.

The Montgomery County Health and Human Services Department will sponsor a “Call to Action” on the issue of poverty in Montgomery County on October 10 at the Rockville Library. Commissioner Aridi Afas and Executive Director Vaughan-Prather plan to attend.

#### **IV. NEW BUSINESS**

##### **A. County’s 4-Day Work Week Program**

County Executive Isiah Leggett is directing County government departments to increase the number of employees who work four, ten-hour day schedules within the normal 40-hour work week in order to save energy, protect the environment and mitigate traffic congestion.

CFW agrees that flexible work schedules also benefit employees and their families. Upon the motion made by Commissioner Samuels, seconded by Commissioner Holloway Walker and unanimously passed, CFW will send a letter commending the County Executive for initiating this program.

##### **B. New County Human Rights Director**

James L. Stowe was appointed as the new director of the Office of Human Rights for Montgomery County. CFW will invite Mr. Stowe to a future CFW meeting.

##### **C. Marilyn Praisner Scholarship**

In June 2008, the family of Marilyn Praisner established a scholarship in her memory. The endowed scholarship will be awarded annually to a woman attending Montgomery College either as a returning student or the first in her family to attend college.

##### **D. Montgomery County HR Law Re: Family Responsibilities**

One of the new Commissioners, Manar Morales, brought to the staff’s attention the issue of protection from discrimination on the basis of family responsibilities. While Montgomery County Human Rights law does provide protection against this form of discrimination in employment, such protection is not available in state law. Executive Director Vaughan-Prather proposed that the Commission may want to consider supporting such legislation this year as part of the PAL legislative agenda.

E. CFW Accomplishments

President Oldak questioned whether CFW keeps a list of legislative positions taken as a Commission. Executive Director Vaughan-Prather explained that this information is reported annually in the CFW annual report. It was agreed that having a consolidated list of all of CFW's historical positions would be a good idea. Ms. Vaughan-Prather suggested that coordinating such a list would be a good assignment for a student intern.

F. Maryland Commission for Women

The Maryland CFW is calling for nominations to its 2009 Women's Hall of Fame. MCCFW agreed to submit into nomination, the names of the three women CFW submitted last year who were not selected. Staff will process these nominations for submission:

- (1) Irene Morgan Kirkaldy, who refused to give up her seat on a bus ride in 1944, eleven years before Rosa Parks chose to do the same thing on a bus in Montgomery, Alabama. The Supreme Court decided on June 3, 1946 in *Irene Morgan v. Commonwealth of Virginia* that segregation was unconstitutional when any interstate commerce was involved.
- (2) Margaret Chase Smith, the first woman to have served in both the United States House of Representatives and the United States Senate;
- (3) Barbara Fritchie for her fabled patriotism and bravery during the Civil War.

**V. STAFF REPORT**

A. Subcabinet on Senior Issues

The County's Subcabinet on Senior Issues is sponsoring a Senior Summit on November 20, 2008. Eight issues will be discussed at the summit, attendance for which is by invitation only. Executive Director Vaughan-Prather serves on the employment sub-panel of this committee.

B. Annual Report

Staff has begun working on draft submissions for the FY08 Annual Report.

C. Reimbursements for Members of Boards, Committees, and Commissions

Commissioners are reminded to give to Administrative Specialist Rodgers, their completed and signed Reimbursement Forms for the meeting period July through September. Forms were provided in each commissioner's agenda packet.

D. Staffing

The NACW graduate student who was to start her internship in September, resigned after the first day. Staff will recruit a new student intern to serve NACW.

**VI. COMMITTEE REPORTS**

A. Policy and Legislation (PAL) .....Lichter

(1) MLAW – MLAW is holding its fourth annual Legislative Agenda Conference on November 8, 2008 from 9:30 a.m. to 2:30 p.m. in Baltimore. Delegate Karen Montgomery will be the keynote speaker. This is the event at which MLAW begins the process for setting its annual legislative agenda. Commissioner Lichter will let Commissioner Atterbeary know what MLAW’s issues are so that the WLB Planning Committee can consider them as workshop ideas for the 2009 Women’s Legislative Briefing.

(2) Women’s Legislative Briefing .....Atterbeary  
The WLB Planning Committee met on September 3 with 26 people in attendance. The Committee meets on the first Wednesday of each month and commissioners are invited to attend. Commissioners are also reminded to encourage their endorsing organizations to cosponsor the 2009 WLB.

Commissioners briefly discussed topic ideas for the 2009 Briefing workshops: poverty, older women’s issues, child support and family law, and a plenary session on women and poverty.

B. Immigrant Women in Montgomery County (IWin).....Lindley

Commissioners Lindley and Atterbeary conducted a final review of the Divorce Handbook. A chapter on immigration has been added to the handbook.

The IWin Committee plans to investigate the possibility of providing scholarships for low income women who are seeking a degree in science and technology.

C. Mothers and Poverty (MAP) .....Osias

The MAP Committee’s research project will culminate with a report and an action agenda. The next meeting of the MAP Committee is October 15 at 5:30 p.m.

On September 25, Congress’s Joint Economic Committee is holding a hearing on “Leave No Family Behind” to examine how to reduce the rising number of American families living in poverty.

The Urban Institute is featuring an audio recording on “Presidential Politics and Poverty. The recording will be available September 26 at the Institute’s website [http://www.urban.org/events/other3/Presidential Politics and Poverty.cfm](http://www.urban.org/events/other3/Presidential_Politics_and_Poverty.cfm).

## **VII. CFW VICE PRESIDENT ELECTIONS**

According to CFW Bylaws, the election of the 1st and 2nd vice president shall take place annually two months after the confirmation of the new commissioners. Intent to Run Forms were received from Commissioner Lichter for the office of 1st Vice President and from Commissioner Atterbeary for the office of 2nd Vice President. No nominations were made from the floor.

Commissioner Samuels moved the election of Commissioners Lichter to the office of 1st Vice President and Commissioner Atterbeary to the office of 2nd Vice President. The motion was seconded by Commissioner Osias, and Commissioners Lichter and Atterbeary were elected by acclamation.

## **VIII. LIAISON REPORT**

A copy of Commissioner Levy’s Summary Report #4 of the Domestic Violence Coordinating Council was distributed to commissioners in their agenda packets. That report is attached hereto and made a part of these Minutes.

## **IX. ADJOURNMENT**

At 9:07 p.m. President Oldak decided to forego the remainder of the agenda and to carry over the remaining agenda items to the October 29 CFW meeting.

**Minutes Submitted By  
Paula S. Rodgers  
Montgomery County Commission for Women**