

2014

Women's Research Institute of Nevada Newsletter

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Women's Research Institute of Nevada

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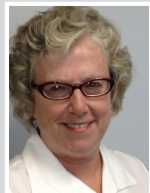
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DIRECTOR'S MESSAGE

By Joanne Goodwin,
Ph.D.

Consolidating past accomplishments and laying the groundwork for new ones has defined the past year. WRIN's Las Vegas Women Oral History Project provided a wealth of material for my recently completed manuscript, *Neon Narratives*. After fifteen years of compiling an archive of interviews and working with numerous colleagues on campus and in the community, we completed the project. When we started to collect oral histories, women were rarely included. Today, several projects include women, as well as men, in their projects.

We continue to work on a sustainability plan for our college-women's leadership program, NEW Leadership Nevada. As the oldest program in the southwest, our program has established a network of professionals around the country. This issue spotlights the first year's grads (2003) and shares their progress with you. I think you will find their choices as inspiring as I did.

This year, remarkable opportunities came from the decade of work on NEW Leadership. In April, I was invited to the White House Conference on Civic Engagement and Leadership for Women and Girls.



We shared the highlights of that trip earlier, but the network continues to seek out new ways to meet the leadership gap of young women. Closer to home, Attorney General Catherine Cortez Masto recognized the value to the state of the NEW Leadership program with a gift this past spring. One of our 2012 alums attended a leadership training

course in Washington, D.C., which she describes inside. This summer, board members Jocelyn Cortez and Venicia Considine

worked with Shelley Berkley who hosted a wonderful gathering at her home to raise funds for the program.

A year of anniversaries lies ahead as does one of WRIN's most exciting projects. In 2014, the state of Nevada turns 150. The 100th anniversary of women's right to vote in the state also occurs next year. And 15 years ago this coming May, the university regents approved the Women's Research Institute of Nevada. In celebration of these milestones, WRIN has undertaken an ambitious

project with Vegas PBS to create programming on the progress of women in the state over the past 100 years. Two of our Advisory Board members, Lorri Jackson and Deborah Campbell, have been essential in building this partnership which will have benefits for years to come. I personally encourage anyone with suggestions on important historical events and/or individuals to contact me directly at WRIN.

There are numerous opportunities to join WRIN in our mission to improve the lives of all Nevadans through research and education. Enjoy the news and join us!

“WRIN has undertaken an ambitious project with Vegas PBS to create programming on the progress of women in the state over the past 100 years.”

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WAGE GAP

According to the Institute for Women's Policy Research (IWPR), the wage gap between men and women still persists in most occupations in the United States. Although the wage gap has been closing since the 1960s, progress

slowed down in the last two decades. In 2012, women's weekly earnings were 80.9% of those of men. This wage gap is partly due to the loss of public sector jobs, where women shared more than half of the jobs previously. IWPR also noted the

earnings of women who work in service industry jobs are not enough to bring a family of four out of the federal poverty level.

The wage gap varied when broken down by race, although women across the board earned less than men of the same racial group. Even in women-dominated

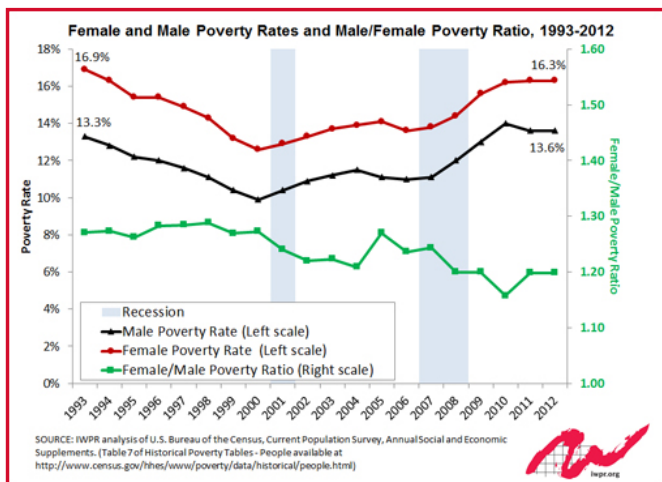
occupations, women's earnings were less than men's. Also, IWPR found a wage gap existed in the ever-growing green economy which is due to the underrepresentation of women in the fields of science, technology, engineering, and math. The Institute for Women's Policy Research estimates that, at its current pace, it will take 44 years to close the gender wage gap. To learn more, visit: www.iwpr.org

“*The Institute for Women's Policy*

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gender wage gap.”



WORKING MOMS

According to the Pew Research Center, 40% of American households with children under age 18 have a mother who is the sole or the primary earner for the family. Nearly two-thirds are single mothers. The recession may have pushed women into the position of primary earners as male earners lost jobs. However, there has been a change in women's attitude toward work. In 2007, only 20% of mothers preferred to work full-time over part-time or not at all, but in 2012 this number rose to 32%. At the same time, public opinion remains ambivalent about working mothers. About half of Americans think a stay-home mother without a job is better for her children. However, most Americans think working women's financial contribution makes it easier for families to live comfortably.

In the households where women are primary breadwinners, the average family incomes of single mothers are significantly lower than those of married mothers. The former, which

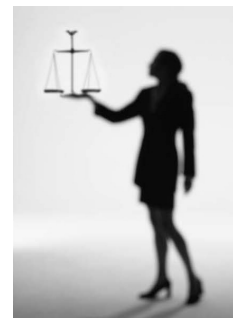
are more likely to be younger, less educated, and African American or Latina, is \$23,000.

While the latter, more often older, college educated, and white, is \$80,000. However, economists at the University of Chicago and the National University of Singapore found that when a wife's potential income was higher than her husband's actual income, she was less likely to participate in the labor force. In addition, when a wife earned more than her husband, couples often reverted to more stereotypical gender roles; wives took on a larger share of housekeeping work and child care. This may explain why couples with women as the primary breadwinner expressed less satisfaction in their marriage and experienced higher divorce rates. To learn more, visit: www.pewsocialtrends.org.



POLICIES RESCINDED TO ENFORCE TITLE VII

Patricia Shiu, Director of the Office of Federal Contract Compliance Programs (OFCCP), announced her office will formally rescind policies that hampered efforts to enforce Title VII of the Civil Rights Act of 1964, effective February 2013. Director Shiu indicated the OFCCP's standards issued in 2006 limited the ability to conduct full investigations into employer pay practices. Rescinding these policies allows the OFCCP to enforce pay discrimination laws and articulates how government contractors will be evaluated for compliance with Title VII. To learn more, visit: www.dol.gov/ofccp/regs/compliance/CompGuidance/index.htm





Senator Susan Collins (R-Maine) addressed a lunch meeting on the necessity of providing positive female images of public leadership.

WHITE HOUSE CONFERENCE

The White House Conference on Leadership and Civic Engagement for Women and Girls was held in April. By invitation, Dr. Goodwin joined educators, scholars, media experts, public leaders, and organizational representatives to initiate the first national conversation about the participation of women



Dr. Jill Biden,
Second Lady of the
United States

and girls in our democracy. The Center for American Women and Politics and the U.S. Department of Education organized the Conference with the goal of promoting political and economic

equality for all women. Dr. Jill Biden and Valerie Jarrett opened the Conference with comments on the challenges and opportunities for civic engagement.

The agenda allowed for the exploration of ways we can ensure that both boys and girls are inspired to be future civic leaders and how to build information on the historic and contemporary roles women play as leaders in society. The issues are complex, but several themes emerged. First, young girls and boys need to be introduced to images and ideas of public leadership that are accessible and diverse. Second, we need to develop constructive ways to combat pressures that divert girls from leadership and cause them to question their abilities, intelligence, or willingness to stand out. Third, materials on women leaders in local and national settings need to be present in classrooms for both boys and girls to see that leadership is accessible. [See the article on Makers.]

MAKERS

WOMEN IN NEVADA HISTORY

A WRIN/VEGAS PBS PROJECT

In recognition of the 100th anniversary of Nevada's woman suffrage, WRIN has partnered with Vegas PBS to educate our community about the extraordinary women who have improved the quality of life in the state. WRIN is the perfect partner for PBS on this project because of our extensive research on Nevada women's history. Three one-half hour programs will debut in October 2014 and additional profiles will be available online. We are particularly pleased that the Clark County School District will create curriculum for our schools and include women in the future. The pilot for this project features three contemporary women and can be found on the WRIN website.

“2014 marks the 100th year since women in the state won the right to vote”

2014 marks the 150th anniversary of statehood for Nevada and the 100th year since women in the state won the right to vote. Where have women come in the past 100 years? This series examines the status of women's rights 100 years ago and the suffrage campaign. The second episode explores change makers of the 1960s and 1970s—a generation that includes numerous “firsts” for women in the state. The third episode examines more recent accomplishments of women in a variety of fields from business and policy to education and non-profits.

This WRIN/Vegas PBS project ties in with national PBS programming, including “Makers: Women who Make America” and “Half the Sky.” These national programs can be viewed on the PBS website. Sponsorships for the program are still available. Interested parties may contact WRIN at wrin@unlv.edu.



Scholarship Recipient Attends National Conference

Carmel Viado (NEWL 2012) received a NEW Leadership Scholarship to enhance her leadership training by attending the 28th National Conference for College Women Student Leaders in Washington, D.C. She shares highlights of the Conference below.

My Conference experience began with a women-centered tour of the U.S. Capitol and a panel discussion on women in politics. Liz Jaff, Senior Policy Advisor to Congressman John K. Delaney, emphasized the importance of women seeking leadership positions to follow their passions and cautioned against following an imaginary checklist. Lauren Prieb, legal counsel to Ranking Member Senator Grassley on the Senate Judiciary Committee, concurred and pointed out that recruiters seek people with a unique career path because they have a different view point. Both observed that thousands of applicants come from business and law backgrounds and the strongest candidates sometimes come from creative fields such as music and acting.

The second day kicked off with Rachel Simmons, best-selling author of *Odd Girl Out: The Hidden Culture of Aggression in Girls*. She stressed the importance of developing a personal and authentic definition of leadership and success. Following her talk, I attended four workshops, including “Overcoming the Myth of the Perfect Girl: How to Overcome Pressures to Conform and Build Your Own Vision for Success,” which continued the discussion on authenticity and balance in leadership, “Have We Graduated from Feminism: A Discussion with Feminist Friends,” which included an informal and spirited discussion on the history of feminism, its successes and failures, and where it stands today, and two workshops focused on negotiation skills for women.

The conference concluded with Nina Godiwalla, the bestselling author of *Suits: A Woman on Wall Street* and CEO of MindWorks, a company which provides leadership, stress management, and diversity training to companies around the world. The Conference concluded with a video by Ola Ojewumi about how she used what she learned at the Conference last year to give back to her community. Participants explored how their talents, skills, and vision can effect social change, assessed how they can lead on their campuses, developed action plans for their communities, and built a network of peers and mentors to support their endeavors. This trip was a wonderful opportunity to connect with women who share my passion for leadership and service and I look forward to sharing my experience and knowledge.

ATTORNEY GENERAL CATHERINE CORTEZ MASTO SELECTED WRIN AS RECIPIENT OF NNA AWARD

In March, Nevada Attorney General, Catherine Cortez Masto, presented Dr. Joanne Goodwin with a check to support WRIN's civic engagement programming. General Masto received the National Notary Association's 2012 March Fong Eu Achievement Award for her dedication to protecting homeowners and consumers nationwide. This award included a \$1,000 contribution to the educational institution of her choice and she chose WRIN. General Masto stated:



Attorney General Catherine Cortez Masto, Dr. Joanne Goodwin, and NNA's William Anderson

"I selected the Women's Research Institute because I am personally familiar with the leadership programs it affords young women and I believe in the value of the work the Institute is doing. As we celebrate Women's History month, we need to recognize that women have the capacity to be great leaders. They bring a different and much needed perspective to the table. Nevada could benefit from more women in leadership roles and so could our country. Right now, there are only nine female Attorney Generals in America. Programs, such as those offered by the Institute, create opportunities for women to develop and enhance the skills needed to be future leaders in Nevada."

NEON NARRATIVES SHARES WOMEN'S ORAL HISTORIES

For 15 years, WRIN has collected nearly 100 oral histories on women in southern Nevada to build a resource on the lives of women in their communities. Now, a book featuring several of the oral histories—all of which focus on women's experience in the early gaming industry—has been completed. *Neon Narratives: Women at Work in Las Vegas Gaming, 1940 to 1990* will be published by the University

of Nevada Press in the fall of 2014. It is the only book to focus on women's participation in the gaming workforce during this historic era. Dr. Joanne Goodwin, who supervised the oral history project, has selected the narratives and written the book. "Women have always been a part of the region's history. This book brings them back," she said.

GOODWIN NOMINATED FOR 15TH ANNUAL WOMEN OF DISTINCTION AWARD

In May, WRIN Director, Dr. Joanne Goodwin, was nominated for the 15th Annual Women of Distinction Award presented by the National Association of Women Business Owners of Southern Nevada. The Association helps to educate and empower women business owners in our community. The Women of Distinction Award recognizes women

who have distinguished themselves as industry leaders among their colleagues. Dr. Goodwin was nominated in the "education" category for her work in developing numerous resources on the history of women in our region, as well as her leadership of the Women's Research Institute of Nevada and the NEW Leadership program.

2013 WRIN GENDER AWARD RECIPIENT

Christine Haynes won the 2013 WRIN Gender Award for the best scholarship produced by a UNLV student using a gender analysis.



Christine Haynes, 2013 WRIN Gender Award Recipient

Readers who selected her paper commented, "This is a very well-written account of a broad range of scholarly literature on women's education in the U.S. between 1873 and 2006. The paper's strengths are its clarity, organization, and attention to broad trends in the topics addressed by academic writers over time." The award is open to either undergraduate or graduate students. Submissions are solicited electronically. Any discipline is eligible.

WRIN CO-SPONSORS PUBLIC INTEREST LAW FILM FESTIVAL



WRIN proudly joined the sponsors of the third annual Public Interest Law Film Festival held at the William S. Boyd School of Law. This year's program featured award-winning filmmaker Melissa Young and films such as *Shift Change*, *Made in L.A.*, *We're not Broke*, and *Economic InJustice: Global, National & Local Challenges & Opportunities*, which explored economic issues as the nation approaches the fifth anniversary of the Great Recession and the 50th anniversary of the War on Poverty. The Boyd School of Law also presented its Humanitarian Award to anti-poverty activist Ruby Duncan for her work on economic justice.

ALUMNAE UPDATES

Our first group of alumnae went through NEW Leadership ten years ago, in 2003. We are celebrating with a special section that highlights them.

Venicia Considine (2003 Founding Program Director), continues her work as a staff attorney at the Legal Aid Center of Southern Nevada. She spent the first half of the year in Carson City working to get the Homeowners Bill of Rights (SB321) through the legislature. She did and now homeowners have more protection against foreclosure.

Jennifer Carr (2003) graduated from the Boyd School of Law cum laude in 2006 and received the 2006 Barbara Buckley Community Service Award. She was admitted to practice in Nevada as well as the Federal District of Nevada. She is currently the assistant director of academic support programs at UNLV's Boyd School of Law, where she provides individual counseling on necessary legal analysis skills and bar examination preparation.



Anna Francesca [Pollman] Garcia (2003) is an Outreach Education Librarian at the Kansas City Public Library. In addition to loving books, she entertains herself and her FB friends with adventures of her daughter Delilah Rose.



Evelyn Garcia-Morales (2003) works in Washington, D.C. for the Congressional Hispanic Caucus Institute as the manager of educational enrichment programs. She is married to Victor and they have a much loved son.

Crystal Jackson (2003) completed her dissertation at UNLV on sex workers' rights and took a position as an Assistant Professor at the City University of New York, John Jay College.



Natalie Obeso (2003) is the General Manager at Ox Restaurant in Portland.

Tya Mathis (2003) currently works at the Public Education Foundation as the Assistant Director of Leadership and Innovation. She was also elected President of Delta Sigma Theta Sorority, Inc., Las Vegas Alumnae Chapter after serving four years as First Vice President. [For information on DST, see page 6.]



Brandi Powell (2003) is a reporter at NBC 7 in San Diego and NBC Universal. She believes, "NEW Leadership made a huge difference in my life and I'd love to continue participating as an alum."



Arlene Rivera (2003) participated actively in the student community at UNLV, primarily advocating for immigrant rights before attending law school at Nova Southeastern University in Florida. Arlene interned for the European Roma Rights Center in Budapest where she researched the discriminatory treatment of Roma in Europe. After studying law in several countries, she has returned to Las Vegas. Today, Arlene is an Immigration/Domestic Violence attorney with the Legal Aid Center of Southern Nevada.

Alicia [Wilson] Takaoka (2003) lives happily in Hawaii with her husband Shaggy and their cat Ronald. She is working on her PhD in Social Informatics at the University of Hawaii at Manoa and works as an academic support specialist. In her "spare" time she participates in activities for her labor union and bargaining unit.

Cremson Turfley (2003) After NEWL, she spent a summer studying in Spain before graduating from UNLV in 2005 with a Bachelor's in Psychology. She contacted Jackie Brantley, who she met while attending NEWL, resulting in an internship with Governor Guinn. In 2007, she earned her Master's at Southern Oregon University in Psychology before returning to Las Vegas to help her sister with her first child and start working at her family-owned business, Caring Nurses Home Health, where she is the Operations

Manager. As her parent's retirement approaches, she has the opportunity to take control of the business. She credits her experiences at NEW Leadership for providing connections in the community and creating the need to explore and learn.

Linda [Anderson] Vickers (2003)

[Pictured on far right] checks out Kate Middleton, the Duchess of Cambridge. She lives with her husband Paul and their son Thomas at Barrow in Furness, England. She works as a social worker who specializes in adoption and foster care. She has also been running—a lot—to stay healthy.



Misti [Kooyman] Meyers (2003) graduated UNLV summa cum laude with a degree in Political Science. She completed a juris doctorate magna cum laude from Boyd Law School in 2007. She worked as a law clerk for Judge Elissa F. Cadish, Eighth Judicial District Court, until she joined the Clark County Public Defender's office as an attorney in 2008. Her husband is in the Air Force and they moved to Charleston in 2011 before returning to Clark County. She is now licensed in NV and SC and is continuing her legal education at the Mercer Law School Criminal Defense College.

ALUMNAE REUNION



1st row: Lydia Scherr, Sandy Bean, Jo Goodwin, Jean Marie Pillario Munson, Monique Sulls; 2nd row: Anali Torres, Ligeia Will, Melissa Rothermel Biernacinski, Carmel Viado, Martha Rendon w/son

In August, alumnae from several years of the NEW Leadership program gathered to enjoy a summer barbeque. A good time was had by all and a big "thank you" to Sandy Bean and Donald Cunningham for hosting the reunion at their home.

Alumnae—send us your news and we will update our network. Email to wrin@unlv.edu.

BERKLEY HOSTS WRIN BENEFIT



In June, long-time WRIN supporter and first NEW Leadership Keynote speaker, The Honorable Shelley Berkley, hosted a gathering of friends who wanted to learn more about our programs and lend their support. The event was coordinated by NEW Leadership Advisory Council members Jocelyn Cortez and Venicia Considine. Over sixty people from the corporate and legal community mingled with a handful of NEWL alumnae who served as ambassadors. The event was a huge success, not only for raising awareness within the community about our programs, but also by raising \$18,320, which will support future NEW Leadership programming. Our thanks to Ms. Berkley and all the supporters who made this event a success!

AREA ORGANIZATIONS

Delta Sigma Theta Sorority, Inc. is a public service organization focusing on economic and educational development, international and political awareness, and physical and mental health. It works with homeless families, at-risk youth, reading programs for elementary students, financial literacy and economic development seminars, healthy living events, and political and international awareness programming. The Las Vegas Alumnae Chapter has taken a stance against injustices everywhere and supports justice universally by participating in and supporting several community initiatives including, but not limited to: regular attendance at Clark County School District (CCSD) School Board meetings; participation in the American Cancer Society: Making Strides Against Cancer Walk; membership in the local NAACP; voter registration drives and field registration training; support of and participation in the Martin Luther King, Jr. parade; letter writing campaigns on community issues; social action luncheons on community issues, such as "election reform"; and financial and logistical support of CCSD "Back to School" shoe drives. For more information, contact Tya Mathis (2003 NEWL Alumna) or visit the website, www.deltasigmatheta.org.

The Jean Nidetch Women's Center at UNLV is committed to education, support, and motivation, concentrating specifically on gender issues, and promoting equality and diversity. Each year the Center plans and promotes special events related to sexual assault, domestic violence, stalking, and reproductive justice issues centered on identity months to help educate the UNLV community on how to put an end to these issues and be the solution. The Center also has informational resources, brochures, and flyers for a variety of on and off campus organizations to help empower and protect, while learning about options. The Center also provides free tampons, pads, and condoms. To learn more, visit <http://www.unlv.edu/srwc/womens-services/about-jnwc>.

Nevada Coalition Against Sexual Violence enhances "the abilities of service providers through training, education, public policy, networking, and technical assistance while promoting sexual violence awareness throughout the state." They have focused on violence in rural communities this past year. For more, see <http://ncasv.org/>.

Impact Las Vegas gives women the opportunity to have a transformational effect on local, worthy causes by pooling 100% of individual \$1,000 donations into annual grants of \$100,000 or more to Southern Nevada non-profits in the areas of arts & culture, education, environment, family, and/or health & wellness. For more information, visit www.impact-lv.org.

Women's Money is a program offered by the International Association of Working Mothers and offers financial education and accountability programs to help women achieve personal financial wellness. The organization's mission is to conduct and foster research on women's economic development and to provide programs for advocacy, education, and mentorship in order to foster women's financial independence and women's economic justice. The goal is to reduce poverty in America by 50% by providing support and action steps for women to invest in their education and retirement. For more information, visit www.womensmoney.org.

Safe Nest has served Southern Nevada since 1977 and remains the most comprehensive charity devoted solely to domestic violence issues. Their work concentrates on: shelter, counseling, advocacy and prevention. The shelter homes are in undisclosed locations for the safety of abuse victims and their children. All services are provided with confidentiality as a high priority. The goal is to assist families from crisis to healing, while empowering victims toward self-sufficiency in violence-free lives. For more, visit www.safenest.org.

2012-2013 ROSTER OF DONORS

WRIN extends a sincere “thank you” to those who have donated to our mission over the last year. It is only with your support that we can continue our work and achieve our mission!

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Only with the support of community members can WRIN reach its goals. Your membership gift helps to support our projects, educational outreach, and research.

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THE WOMEN'S
RESEARCH
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UPCOMING EVENTS

Centennial of Woman Suffrage — In 1914, the male voters of Nevada passed the measure which gave women the right to vote in the state. This act preceded the Nineteenth Amendment by six years. Engage with us throughout the year to recognize the progress of women over the past century.

Film Presentation: "The Harvey Girls: Opportunity Bound" — Since the 1880s, over 100,000 women challenged the ethos of the time by leaving home to work in the restaurants and dining rooms of Harvey Houses along the Santa Fe and Topeka Railroad. This documentary looks at their experiences while placing "women's work" at the heart of a truly western story. Check the WRIN website for more information.

WRIN 15th Anniversary Party — In April of 1999, the Board of Regents approved the creation of the UNLV Women's Research Institute of Nevada. Check the WRIN website for updates regarding WRIN's 15th Birthday celebration in 2014.

Film Premier: "Makers: Women in Nevada History" — October 2014, Vegas PBS, created from WRIN's research on Nevada women's history, three one-half hour programs will explore how far Nevada women have come in the past 100 years.

Nevada Women's Money Conference — April 5, 2014, in Las Vegas, this informative and entertaining event will inspire and guide you to establish the financial foundation for lasting success. WRIN has scholarships available to attend. Apply at www.womensmoney.org/scholarships.

Anytime — Visit wrinunlv.org for information regarding research, education, and events. Under the "research" tab you will find WRIN's archives on leaders in southern Nevada, as well as updates regarding the WRIN/Vegas PBS partnership, Makers: Women in Nevada History.