

ADVANCING WOMEN'S RIGHTS: MOVING CEDAW FORWARD

Is this the year that we will see progress in the U.S. ratification of CEDAW (the U.N. Convention on the Elimination of All Forms of Discrimination Against Women)? Described as an international bill of rights for women, CEDAW was adopted in 1979 by the United Nations General Assembly. The treaty now has been ratified by 185 countries but not by the United States, Iran, Sudan, or Somalia.

Our speakers, **Sarah C. Albert** and **Penny Wakefield**, are activists, experienced in women's issues. Albert is the Social Policy and Advocacy Director for the YWCA USA and serves as co-chair for the Working Group on the Ratification of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This group is comprised of 200 non-governmental organizations. Wakefield is a civil and human rights lawyer focusing particularly on policy and legislation involving women's rights. She also serves on the Steering Committee of the National Working Group on U. S. Ratification of CEDAW and the United Nations Association's Human Rights Task Force. She will focus on global advantages of CEDAW.

Date/Time: **Tuesday, February 24, 2009 / 12 noon sharp to 1:30 pm.**
Open to the public, no reservation necessary

Place: **American Council on Education,
One Dupont Circle, 8th floor Kellogg Room.**
Bring brown bag lunch, soft drinks available from a machine.

IMPORTANT NOTICE

A photo ID must be shown at the security desk of One Dupont Circle.
Please allow time to go through the sign-in system.

In case of bad weather and closing of government offices, the CWI meeting will be cancelled.

Next Meeting: Tuesday, March 31, 2009

Feminist Concerns on Federal Support of Faith-based Activities

What Women Need to Know: Reevaluating Your Financial Health

The speakers at CWI's January meeting were **Alyssa Best** of Wider Opportunities for Women (WOW) and **David B. Kauffman**, J.D., CFP, of Pinnacle Advisory Group, Inc. They spoke of problems facing women in the current financial situation and offered insight on a number of issues.



Alyssa Best & David B. Kauffman

Alyssa Best said, "It is important to emphasize your own worth in the workplace." You must, she added, identify your goals, both financially and professionally. Think about the salary goal/range you want to earn. Be able to document and communicate your professional accomplishments."

She mentioned the following important points for job seekers. You must understand the qualifications and the market salary rate in the field you seek to enter. You should allow the employer to begin discussion of the salary topic. When you are pressed to state your salary requirements, it's best to start with a realistic salary range, bracketed slightly higher than your desired salary. "Never accept a job offer on the spot. Allow a couple of days to reflect and better understand whether the job is a correct fit."

"You should consider some benefits in addition to salary. If money is tight, you might consider negotiating for a better job title, more vacation time, or a flexible schedule," Best said.

Advice: "Don't undersell yourself! Don't be humble, even if you feel shy. If you are looking for a new job, include specific examples of gains for the organizations or companies in which you've been involved. You should keep a running list of accomplishments in your current position, which is handy for performance evaluations."

Be realistic and timely with your requests. While you may not be able to ask for a raise at a certain time, do not be afraid to open dialogue and begin discussion of future plans and what you'd like to eventually achieve.

"Be mentally prepared for the worst case scenario. Always have a plan B. If possible, have an emergency reserve of savings, which is crucial in an economic downturn," she concluded.

The next speaker, **David Kauffman**, a financial planner, asserted that self-education is key. All

other aspects of life can be fluid, however, education is something that cannot be taken away from you. Don't trust others. Be sure you know what you are doing with your own finances.

To understand money investment we must understand where we are and where we're going. The U.S. currently has a positive savings rate. Greed, especially in the real estate market, prompted this downturn of insurance companies, finance companies, and investment banks. Wall Street, as we knew it, is gone because the strongholds are gone. President Barack Obama said in his inaugural speech, "We must brush ourselves off and rebuild America."

At the end of the day, you must stand on your own two feet by developing an understanding of basic market concepts. Educate yourself; set goals such as a house, job, or savings. Understand your goals, research them and decide who you can or cannot trust. Young people must learn to sacrifice now to protect for later. Do not be afraid to ask for assistance from qualified individuals, but be sure that you are aware enough to know what is acceptable behavior and what is not. Do not run the risk of getting caught unprepared.

Set positive goals and stick with them. Frame them positively and set a date for achieving them, but make sure the goal is attainable. Write it down. Until you see the goal in front of you, it is not real. Stay focused by reminding yourself everyday where you are headed.

Find out where your money goes by reviewing your checkbook and credit cards or, better

Program Summary, continued

yet, using an accounting program. Don't allow unnecessary expenses such as ATM fees or late fees on bills. Plan ahead whenever possible. Look for ways to save by cutting out bottled water, fancy coffee, or impulsive purchases. Examine accounts you have now and do not be afraid to call companies and negotiate lower fees, Kauffman declared.

Useful website information:

www.idealists.org for the non-profit sector
www.nonprofitstaffing.com/ for local salary information
www.mint.com for budgeting
www.federaljobs.gov for federal job listings

Here's to the Ladies!

The Women of Tin Pan Alley
from Theater Alliance

Some of the D.C. area's top cabaret performers take the stage in Theater Alliance's tribute to the music of the 1920s, 30s, and 40s — specifically, to the music of New York's Tin Pan Alley. The fun, cabaret atmosphere will be filled with enduring songs first made famous by women such as Billie Holiday, Kay Swift, and Dorothy Fields, including titles like “What a Difference a Day Makes.”

H Street Playhouse
1365 H Street NE, Washington, D.C. 20002
X2 Bus, Free Shuttle from Union Station and street parking
Thursday, Feb. 5—Sunday Feb. 22
For information: www.theateralliance.com

From Barbara J. Ratner, president

Maybe by the time this newsletter reaches you we will know if we have an economic recovery plan or not. These times are difficult and not getting any easier. Let's hope we've seen the worst and are headed into recovery.

Our annual meeting in June is our election time. We invite new Board members as some members are retiring. Please consider joining the Board. We have a consensus group and love fresh input. If you would like to serve or just want more information, please call Kellye McIntosh, nominating chair, at 202-277-2298 or email kellye@afj.org.

Fair Pay/Progress

New York Times editorial

“Congress has given a significant boost to civil rights by approving legislation to overturn a notorious 2007 Supreme Court decision that made it much harder for employees to challenge unlawful pay discrimination based on gender, race, age and disability. ... Mr. Obama ought to press Congress to continue the fight for equal pay for equal work by passing a second bill — the Paycheck Fairness Act — that would further strengthen current laws against gender-based wage discrimination; ... This would make stronger remedies available under the existing Equal Pay Act; ensure that courts require employers to show that wage disparities are job-related, not sex-based, and consistent with business needs; and protect employees who discuss salary information from retaliation.” The legislation was speedily signed by President Obama.

Unfortunately, Lilly Ledbetter, who initiated all this, cannot benefit from the change — but as the whole world knows, she did get to dance with President Obama at an inaugural ball.

CWI Co-sponsors with Woman's National Democratic Club

A New Caring Economy with Dr. Riane Eisler

As our leaders address unparalleled economic challenges and to reestablish our leadership in world, now is the time for a new economic agenda. How do we emphasize caring for our children, respect for our elderly, stewardship for our environment into our economic life? For over 30 years, cultural historian, Dr. Riane Eisler has inspired individuals and world leaders. Eisler, most recently featured in *Great Peacemakers: True Stories from Around the World* as one of 20 international leaders who have made major contributions to world peace, will discuss her ideas about partnership, peace, and a more caring economy at the Woman's National Democratic Club on Thursday, March 19. Representative Lynn Woolsey (D-CA) (invited) will introduce Dr. Eisler. All CWI members are encouraged to attend. For more information see the calendar on page 4.



Clearinghouse on Women's Issues

10401 Grosvenor Place #917
Rockville, MD 20852

FIRST CLASS MAIL

COMING EVENTS

Friday, February 20

Ruth Nadel's 95th Birthday Celebration

Women's National Democratic Club
11:30a-1:30p, Buffet Lunch \$20. No gifts
Reservations necessary. Contact Pat Fitzgerald 202-232-7363
or reservations@democraticwoman.org

Thursday, March 19

Luncheon meeting with Dr. Riane Eisler

11:30a-2p / Members \$25. Non-members \$30.
Woman's National Democratic Club, 1526 New Hampshire Ave,
Washington, DC. Reservations: Patricia Fitzgerald (202) 232-7363
ext. 3003 or pfitzgerald@democraticwoman.org

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