

## 30th Annual Women's Legislative Briefing

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"Let's suit up, ladies, square your shoulders and put your lipstick on." So said Senator Barbara Mikulski as she introduced the keynote speaker Lilly Ledbetter at the January 31<sup>st</sup> Women's Legislative Briefing.

A high energy crowd of well over 650 women and men braved the snow and ice to attend the 30th annual Women's Legislative Briefing on Sunday, January 31, 2010. Sponsored by the Montgomery County Commission for Women and more than 85 community and women's organizations, this year's event was electrifying with keynote speaker Lilly Ledbetter. The opening session included greetings from Montgomery County Executive Isiah Leggett, Council President Nancy Floreen, Congresswoman Donna Edwards, Congressman Chris Van Hollen, and a special introduction of Ms. Ledbetter by Maryland Senator Barbara Mikulski.

Ms. Ledbetter said she did not set out to be famous; she was just doing her job like everyone else. But, an anonymous note alerted her to years of discriminatory wage discrepancies between her and her co-workers. While she took her court fight to the Supreme Court of

the United States, she lost on a technicality. After that loss Ms. Ledbetter did not quit the cause of wage discrimination, instead she continued campaigning for others through the Lilly Ledbetter Fair Pay Act, the first bill signed by President Obama. Though this bill bears her name, she does not benefit, but others have. (See article on page 4) Ms. Ledbetter's story about the highs and lows of fighting pay discrimination was the highlight of a day filled with notable moments.

After the opening ceremonies, seven workshops followed where guests learned more about legislation and the legislative process. The workshops included: Advocating for Older Women, Fighting Poverty for Single Mothers, Negotiating the Legislative Process, Achieving Elected and Appointed Office, Caring for Women's Health, Protecting Women and Families, and Working for Economic Security. Area legislators, advocates, lobbyists, as well as experts in these fields met in panels to discuss upcoming legislation at the county, state, and federal level. The afternoon came to a close with a presentation on the Shriver Report: A Woman's Nation by Heather Boushey Senior Economist at the Center for American Progress.



Lilly Ledbetter, center blue with (From left to right) Montgomery County Council President Nancy Floreen, Delegate Joanne C. Benson, Delegate Anne Kaiser, Congresswoman Donna Edwards, Senator Barbara Mikulski, Delegate Susan Lee, Delegate Karen S. Montgomery, Congressman Christopher Van Hollen, Montgomery County Executive Isiah Leggett, Montgomery County Commission for Women President Jaclyn Lichter Vincent, Women's Legislative Briefing Chair Vanessa E. Atterbeary.

The report discusses how the women of today, who are half of the workforce of America, are facing a home and work environment where their incomes are vital to the economic survival of their families. This societal shift means that issues that were solely "women's issues" such as health care, child care, paid leave, and flexible schedules, are no longer just "women's issues." They are key areas for reform for all families

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# **COMMUNITY ACTION'S FREE "VITA" TAX ASSISTANCE STARTS THROUGH APRIL 15!**

Montgomery County News Release: [www.montgomerycountymd.gov/apps/News/press/PR\\_details.asp?PrID=6228](http://www.montgomerycountymd.gov/apps/News/press/PR_details.asp?PrID=6228)

The Montgomery County Department of Health & Human Services' Community Action Agency's free VITA (Volunteer Income Tax Assistance) program is a volunteer-supported service helping community members who cannot afford professional tax assistance. Individuals with low-to-moderate incomes—under \$49,000 per year—receive FREE help to complete and electronically file their taxes. All services are provided by trained, IRS-certified VITA volunteers and staff through a partnership with the IRS, the City of Gaithersburg's Bank On initiative and Family Services, the City of Rockville, and the Community Action Agency. For help with federal and state taxes, and to schedule an appointment, please call:

Gaithersburg\* (Mondays)  
Family Services  
610 East Diamond Avenue  
Gaithersburg, MD 20877  
Mondays, 5 pm – 9 pm  
301-258-6395 -- press option "6"

"Tess" (Tuesdays)  
The Takoma East Silver Spring Center  
8513 Piney Branch Road  
Silver Spring, MD 20901  
Tuesdays, 5 pm – 9 pm  
301-565-7675

Courthouse Square (Wednesdays)  
City of Rockville  
Division of Community Services  
30 Courthouse Square, Suite 100  
Rockville, MD 20850  
Wednesdays, 5 pm – 9 pm  
240-314-8310

Progress Place\* (Thursdays)  
Community Action Agency  
Silver Spring, MD 20910  
Thursdays, 5 pm – 9 pm  
301-565-7451

\*Limited Saturday appointments at these sites.

Residents will be asked to bring:

- A government issued identification card such as a driver's license, passport, or age of majority card
- Social security card or individual tax identification notice (ITIN) for each family member
- All W-2 forms, 1098 forms, 1099 forms and other documents related to earned income

- Statement of annual child care expenses prepared by provider, including provider tax identification number

- Copy of prior year's tax return.

The Internal Revenue Service has granted a special exception to the Community Action Agency to assist seniors, individuals with a disability, and homeless individuals. If language interpretation services or special aids and services are needed, residents are asked to alert the scheduler when making an appointment.

## **HELPING COUPLES UNDER STRESS**

By Janet Akman, LCSW-C and Nancie Kenney, LCSW-C

The current economic crisis, with high unemployment and financial pressures, has caused great strain in relationships at home. Couples often take out their feelings of anxiety and frustration on one another resulting in increased conflict and more stress. Rather than adding to the stress, it is possible to instead gain much needed comfort and support from this primary relationship. Strategies to "recession-proof" your relationship includes:

- Despite feeling stressed, make time to do something fun and relaxing together...watch a favorite TV show, go for a walk, listen to music.
- Keep talking, even if the subject is a tough one! Schedule quiet times to discuss concerns and take care not to use blame. Share your feelings and stay open to what your partner has to say.
- Together brainstorm ideas to help reduce stress and plan for how to meet the crisis. Write down everything that comes to mind. There is strength in unity.

- Take care of yourselves and each other...don't skip meals, skimp on your exercise schedule or drink excessive alcohol or caffeine. This will reduce your body's ability to help you cope with stress.

- It may help to share your situation with friends and family. Perhaps they can offer assistance or know resources that may be of help. Sometimes hearing, "We're going through that, too" makes you feel less isolated and disconnected from others.

- Consider seeking help from a professional counselor to get back on track to working productively together. It may be helpful to seek another perspective other than from friends or family.

# Message from President Jaclyn Lichter Vincent

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Especially in these difficult economic times, people may ask: Why do we still need Commissions for Women? Haven't we solved those problems yet?

Let's look at some statistics<sup>1</sup>:

- Women make up 51 percent of the population in the United States.
- Women work two-thirds of the world's working hours, yet earn only 10 percent of the world's income.<sup>2</sup>
- In 2007, 13.8 percent of females were poor compared to 11.1 percent of men.
- Thirteen percent of women over 75 years old are poor compared to 6 percent of men.
- Women are poorer than men in all racial and ethnic groups.
- The poverty gap between women and men widens significantly between ages 18 and 24 – 20.6 percent of women are poor at that age, compared to 14.0 percent of men.
- Women in the United States still earn only 78 cents on the dollar compared to men more than 45 years after the passage of the Equal Pay Act in 1963.
- Women make up 17 percent of the members of Congress.

Looking at these numbers certainly raises some questions in my mind – Why are women so under-represented in Congress? Why do women make up a majority of the workforce, yet earn so much less than men? And most importantly, who is looking out for the interests of women and ensuring that good policy decisions that will help women overcome these barriers? The answer is local Commissions for Women.

In 1961, President John F. Kennedy established the President's Commission on the Status of Women. Eleanor Roosevelt was the chair and Esther Peterson of the U.S. Department of Labor's Women's Bureau was vice-chair. Its 1963 report recommended that each state form a similar commission. Today there are approximately 220 state, county and local commissions for women located in the United States and its territories. The Montgomery County Commission for Women was created by county law in 1972 and charged with the responsibility of advising the public and the agencies of the

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<sup>1</sup> Center for American Progress, The Straight Facts on Women in Poverty. October 8, 2008.

<sup>2</sup> This data is drawn from organizations that collect and aggregate information at a global level, including the U.N. Millennium Campaign, the World Bank, UNICEF, UNESCO, the U.N. Population Fund. Secondary information retrieved 10 Sep 2009 from [www.womensfundingnetwork.org/sites/wfnet.org/files/StatusofWorldsWomen\\_WFN.pdf](http://www.womensfundingnetwork.org/sites/wfnet.org/files/StatusofWorldsWomen_WFN.pdf)

county, state and federal government on the issues of concern to women.

One might ask, "Is this still necessary?" I would answer a resounding, "yes." I'm not aware of a more clear example than the recent struggle of Lilly Ledbetter, who was denied back pay after uncovering the fact that she had not been given equal pay for equal work. Ms. Ledbetter remarked that she often wished she didn't have to stand before people and tell her story; she wished she was just paid the same as her male counterparts had been paid and she could have retired and lived her life. Ms. Ledbetter is not the only one who has to tell her story – I have sat in countless hearings in Annapolis where women have come to testify about not having sick leave available so they can care for their children or elderly parents. Why is this still an issue when we know that women spend more time providing unpaid care giving than men? One study found that 69 percent of unpaid caregivers to older adults in the home are women and that twenty-three percent of mothers are out of the workforce compared to just 1 percent of fathers.

We also know that women are still being pushed into "sticky floor jobs," such as nursing, cleaning, and waitressing. In 2007, nearly half – 43 percent – of the 29.6 million employed women in the United States were clustered in just 20 occupational categories, of which the average annual median earnings were \$27,383.<sup>3</sup> This is a problem to which there is a solution and Commissions for Women have an important role in reaching that solution. Commissions for Women work to ensure that local, state and federal leaders hear women's voices and understand what needs to be done. We have to advocate that women receive the fair pay and that they have access to higher-paying jobs. We must advocate for women in the workforce who need affordable child and elder care, as well as access to quality flexible work and paid family leave. We must advocate for older women who reach their senior years with far less in retirement and pension benefits. And we must advocate for women who need support through expanded tax credits to help meet the costs of raising their families.

It is true. No doubt about it. Women certainly have made a lot of progress over the years, but significant inequities still exist. We need the women leaders on local Commissions for Women to help shape policy for future generations.

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<sup>3</sup> Wider Opportunities for Women, unpublished analysis of Bureau of Labor Statistics data for 2007.

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## Women's Legislative Briefing -Continued from page 1-

and workers. The Shriver Report states, "Quite simply, women as half of all workers changes everything." You can read the whole report at: [www.awomansnation.com](http://www.awomansnation.com).

The Commission for Women thanks every one who worked so hard on this program –especially our 85 co-sponsoring

organizations and friends, whose support made this event possible –as well as the more than 650 women and men who came together to develop a stronger voice in the legislative process. Special thanks to all of our dedicated elected officials who took the time out of their busy schedules to share their expertise.



# What the Lilly Ledbetter Fair Pay Act Does for You

Source: National Women's Law Center, [www.nwlc.org/pdf/Ledbetter\\_FPA\\_One\\_Year\\_Later.pdf](http://www.nwlc.org/pdf/Ledbetter_FPA_One_Year_Later.pdf)

## The Lilly Ledbetter Fair Pay Act of 2009: One Year Later

On January 29, 2009, President Obama signed the Lilly Ledbetter Fair Pay Act,<sup>1</sup> a bill that restored the law to its original intent of allowing workers to bring their pay discrimination claims to court. The Act had a limited and targeted focus: to reinstate the law stripped away by the Supreme Court's 5-4 decision in *Ledbetter v. Goodyear Tire & Rubber Co.*, it makes it clear that pay discrimination claims on the basis of sex, race, national origin, age, religion and disability "accrue" when: an employee receives a discriminatory paycheck, a discriminatory pay decision or practice is adopted, when a person becomes subject to the decision or practice, or a person is otherwise affected by the decision or practice. The law is retroactive to May 28, 2007, the day before the Court issued its ruling in *Ledbetter*.

In the last year, courts have implemented the bill citing the Ledbetter Fair Pay Act. Straightforward pay discrimination claims around the country have been reinstated, as courts have made clear that the Act restores the longstanding rule that each discriminatory paycheck renews the limitations period for filing pay discrimination claims.

In *Mikula v. Allegheny County of Pennsylvania*,<sup>2</sup> on a panel rehearing, the Third Circuit made clear that following the Lilly Ledbetter Fair Pay Act, each discriminatory paycheck renewed the time for filing a pay discrimination claim. In that case, Mary Lou Mikula was hired by the

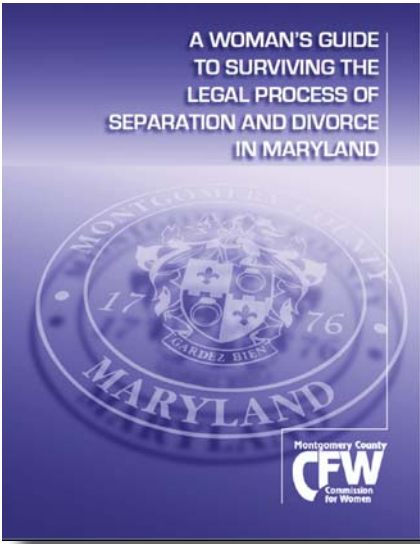
Allegheny County Police Department in March 2001 as the grants coordinator. Beginning at her date of hire, Mikula was paid \$7,000 dollars less than a similarly situated male coworker and she continued to be paid less despite her repeated requests for a pay increase.

*Hester v. North Ala. Ctr. for Educ. Excellence*,<sup>3</sup> provides another example of a claim revived by a court of appeals following the Ledbetter Fair Pay Act. Indeed, in this case, the parties agreed, and the court accepted, that Telesa Hester's Title VII claim that she was paid less than male employees engaged in substantially equal work was timely in light of the Ledbetter Fair Pay Act, and should be remanded back to the lower court.

In a case involving race discrimination, *Goodlett v. Delaware*,<sup>4</sup> Randolph Goodlett, an African-American man, alleged that he and other African-American employees were paid less than similarly situated Caucasian employees by the Kent County Department of Elections. The EEOC determined Goodlett's pay claims were time-barred following the Supreme Court's Ledbetter decision. But after the Ledbetter Fair Pay Act, the court found that Goodlett's pay disparity claim survives and that "the 300 day clock for filing a Title VII pay disparity claim starts anew with each discriminatory pay period."

Finally, in *Johnson v. District of Columbia*,<sup>5</sup> Paul Johnson, a 66 year-old male with blindness in one eye and insulin-dependent diabetes, worked as an accountant for more than 17 years at the University of the District of Columbia Finance Office. He consistently received "exceeds expectations" evaluations for his work, but he was the lowest paid accountant in the office.

Johnson brought discriminatory pay claims on the basis of his gender, age, and disability. Relying partially on the Ledbetter decision, the Court dismissed several of these claims as being time-barred. After Congress passed the Ledbetter Fair Pay Act, the Court reinstated Johnson's previously dismissed discriminatory pay claims, stating that "there can be no dispute that, under the Fair Pay Act, a plaintiff may seek relief under" the relevant federal laws.



**A Woman's Guide to Surviving the Legal Process of Separation & Divorce in Maryland**

Walk-in purchase \$5  
Mail-order purchase \$8

For more information call 240-777-8300

<sup>1</sup> Public Law No. 111-2, 123 Stat. 5 (2009).

<sup>2</sup> 583 F.3d 181 (3rd Cir. 2009).

<sup>3</sup> No. 08-17037, 2009 U.S. App. LEXIS 25225 (11th Cir. Nov. 17, 2009).

<sup>4</sup> No. 08-298-LPS, 2009 WL 585451 (D. Del. Mar. 6, 2009).

<sup>5</sup> 632 F. Supp. 2d 20 (D.D.C. 2009).

# Cervical Cancer Awareness Month

Sources: [www.cdc.gov](http://www.cdc.gov), [www.wcn.org](http://www.wcn.org), and [www.cancer.org](http://www.cancer.org)

January was Cervical Health Awareness Month. The Pap smear test is the best defense against this type of cancer. Every year, almost 11,000 women in the United States get cervical cancer and over 3,700 women die from it. Cervical cancer was once the number-one cause of death from cancer in women in the United States, but the Pap test saves the lives of 70% of the women who might have died from cervical cancer without the test. Recent advances in screening and the availability of a vaccine hold the promise to wipe out cervical cancer. Not all American women have Pap test screening. For instance, the elderly, African-Americans, low-income women, and women who are recent immigrants are less likely to have regular Pap tests. A program called the National Breast and Cervical Cancer Early Detection Program (NBCCEDP) offers free or low cost testing to women without health insurance. Each state's Department of Health has information on this program. See below for information about Montgomery County's resources for the Pap smear test.

## What is Cervical Cancer?

Cervical cancer begins in the cervix. The cervix is the lower part of the womb, called the uterus. It opens to the vagina. With the Pap test, doctors can find changes in the cervix when they are still precancerous.

## Who gets Cervical Cancer?

All women are at risk for cervical cancer. It occurs most often in women aged 30 years and older. It is important to get tested for cervical cancer because 6 of 10 cervical cancers occur in women who have never received a Pap test or have not been tested in the past five years.

The human papillomavirus (HPV), a common virus that can be passed from one person to another during sex, is the main cause of cervical cancer and also causes many vaginal and vulvar cancers. At least half of sexually active people will have HPV at some point in their lives. Keep in mind, that while many people will have an HPV infection at some time in their lives, few women will get cervical cancer.

## What are the signs and symptoms of HPV?

Most women and men do not know when they are infected with HPV. There are usually no symptoms. Anyone who has ever had genital contact with another person, not just

sexual intercourse, can get HPV. Both men and women can get it—and pass it on to their sex partners without even realizing it. An abnormal Pap test result is usually a woman's first clue of an infection, but most HPV-infected women do not ever have an abnormal Pap test result. HPV is not HIV or Herpes. They are different viruses with different symptoms.

## Who needs to get a Pap test?

The Pap test is recommended for all women. Talk with your doctor, nurse, or other health care professional about whether the HPV test is right for you. The most important thing you can do to avoid getting cervical cancer is to have regular screening tests.

If you are 30 or older, and your screening tests are normal, your chance of getting cervical cancer in the next few years is very low. For that reason, your doctor may tell you that you will not need another screening test for up to three years. But you should still go to the doctor regularly for a check-up that may include a pelvic exam.

It also is important for you to continue getting a Pap test regularly—even if you think you are too old to have a child, or are not having sex anymore. If you are older than 65 and have had normal Pap test results for several years, or if you have had your cervix removed (during an operation called a hysterectomy), your doctor may tell you it is okay to stop getting regular Pap tests.

## What are signs and symptoms of Cervical Cancer?

Early on, cervical cancer usually does not cause signs and symptoms. Symptoms usually do not show up until the cancer becomes invasive and grows into nearby tissue. The most common symptoms at this stage are:

- Unusual discharge from the vagina
- Blood spots or light bleeding when you're not having your period
- Bleeding after menopause
- Bleeding or pain during sex

If you have any of these symptoms, speak to your healthcare provider right away.

Cervical Cancer Websites and Resources		
American Cancer Society 1-800-ACS-2345 (1-800-227-2345) <a href="http://www.cancer.org">www.cancer.org</a>	National Cervical Cancer Coalition 1-800-685-5531 <a href="http://www.nccc-online.org">www.nccc-online.org</a>	Women's Cancer Network 1-800-444-4441 <a href="http://www.wcn.org">www.wcn.org</a>
Montgomery County Women's Cancer Control Program 240-777-1750 Provides yearly breast and cervical cancer screening and follow-up for low income, uninsured/underinsured female residents of Montgomery County.		

# *Honoring Irene Morgan Kirkaldy*

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Irene Morgan Kirkaldy's refusal to give up her seat on a bus in 1944 and the Supreme Court case that followed the incident was one of the first major advancements in the U.S. Civil Rights Movement. Ms. Kirkaldy's bravery in the face of injustice made her a hero in American history. Though later events and individuals often receive greater attention, Ms. Kirkaldy's bold actions in 1944 helped move the Civil Rights Movement a huge step forward. She served an important role in American history and it is to honor her courage that the Montgomery County Commission for Women nominated her to the Maryland Women's Hall of Fame.

## **EARLY LIFE IN BALTIMORE**

Ms. Kirkaldy was born April 9, 1917 in Baltimore, Maryland and grew up with the Jim Crow segregation laws of the time. Her family raised her in a religious environment that did not emphasize questioning authority. Even on the fateful day in 1944 that would change her life, Ms. Kirkaldy had no plans to confront anyone and certainly had no intentions of challenging American society.

## **A LANDMARK CASE**

On a July morning in 1944, Ms. Kirkaldy set out on an inter-state Greyhound bus ride that was to take her from Gloucester, Virginia to her home in Baltimore, Maryland. Ms. Kirkaldy was riding home after a doctor's visit following a miscarriage. When she stepped on the bus that day, she did just as she normally would and selected a seat in the back section of the bus designated for black passengers. Ms. Kirkaldy wanted to be comfortable for the long bus ride that lay ahead. Unfortunately, just thirty minutes into the trip, the bus driver demanded that Ms. Kirkaldy give up her seat. A white couple had gotten on the crowded bus and the bus driver insisted that Ms. Kirkaldy and her seat neighbor relinquish their seats to the couple. Ms. Kirkaldy refused to give up her seat and the bus driver drove the bus straight to the local jail. There, a sheriff's deputy got on the bus and handed Ms. Kirkaldy a warrant for her arrest. Without ever having defied authority before in her life, Ms. Kirkaldy stood before the deputy in this moment and tore the warrant up in front of him. When the officer tried to grab Ms. Kirkaldy, she defended herself and kicked the officer.

Ms. Kirkaldy's actions on the Greyhound bus that day landed her in jail. She eventually plead guilty to the charge of resisting arrest but she plead not guilty to violating the Virginia segregation law. When her case went before the Circuit Court, Kirkaldy's lawyer, Spottswood Robinson III made a very important decision. He chose not to argue that the laws violated the 14th Amendment but instead chose to argue that segregation laws violated interstate commerce. Robinson's argument failed in the Circuit Court and Ms.

Kirkaldy was found guilty. Her case was not over though, and for her appeal, the help of the NAACP and Thurgood Marshall was enlisted.

Marshall brought Kirkaldy's case to the Supreme Court in 1946 and it soon became one of the landmark decisions in American history. Though the Supreme Court may not have been prepared at that time to rule that segregation violated the 14th Amendment Equal Rights Protection and thus outlaw segregation all together, it did agree that segregation violated the Constitution's protection of interstate commerce. The Court decided on June 3, 1946 in *Irene Morgan v. Commonwealth of Virginia* that segregation was unconstitutional when any interstate commerce was involved.

Ms. Kirkaldy's case was certainly a landmark decision but the American South refused to enforce its holding. In response to this inaction, a group of civil rights activists took to the buses and trains throughout the South in 1947 and commenced the *Journey of Reconciliation*. The song "You Don't Have to Ride Jim Crow" which was sung by these riders, immortalized Ms. Kirkaldy's story. Activists throughout the South sang,

*Get on the bus, sit anyplace,  
Cause Irene Morgan won her case*

## **HER LEGACY**

Ms. Kirkaldy's case was decided eight years before *Brown v. Board of Education* and she refused to give up her seat eleven years before the historic day when Rosa Parks chose to do the same thing on a bus in Montgomery, Alabama. Her actions changed the course of history and helped usher in later victories in the Civil Rights Movement. Ms. Kirkaldy's act of courage was a victory not only for women and African Americans but for our nation as a whole.

Though often overlooked in history books, Ms. Kirkaldy received some recognition in her later years. In 2000 Morgan, who by then was in her 80s, was honored by Gloucester County, Virginia, the site where she boarded the bus, during its 350th anniversary celebration. One year later in 2001, President Bill Clinton awarded her the Presidential Citizens Medal. She died on August 10, 2007 in Gloucester County at her daughter's home.

As a native of Baltimore, Irene Kirkaldy will be honored for her brave actions by her induction into the Maryland Women's Hall of Fame in March 2010.



# Counseling and Career Center

## Upcoming Workshops

### **Basic Interviewing Techniques**

Friday, March 19, 2010 1:00PM - 3:00PM  
(1 session) FEE: \$20

It is important to know all the rules of interviewing so that you can get the position you are looking for.

This workshop will discuss the process of preparing for a winning interview: what to say, how to rehearse, perform and follow-up.

Come and learn tips and strategies that will help you to ensure that your next job interview will be successful.

Presented by Elena Chiru, M.Ed.

### **Communicating At Work With Diplomacy, Tact & Credibility**

Tuesday, March 23, 2010 6:30PM - 8:30PM  
(1 session) FEE: \$20

How well you communicate can influence how others view your work and your performance. When overwhelmed and stressed do you blow up or react with poise and professionalism?

In this workshop, you will learn how to build rapport and to handle difficult situations using diplomacy, tact and credibility.

Presented by Eliane Herdani, M.S., LCPC.

### **Divorce Legal Seminar - Part 2: Overview Of Child-Related Issues**

Tuesday, March 23, 2010 7:00PM - 8:45PM  
(1 session) FEE: \$20

This seminar will focus on:

- legal and physical custody
- visitation
- child support
- health insurance

This workshop is offered monthly

#### PLEASE NOTE!

As of December 1, 2009, there is a \$5 materials fee due at the time of the workshop. The materials fee is for the purchase of A Woman's Guide to the Separation and Divorce Process in Maryland. This book will be the reference for the Divorce Legal Seminars (Parts 1 & 2). If you already have a copy, please bring it to the workshop for your use.

Presented by Carlos M. Lastra, Esq.

### **Loving Yourself As You Are: Building A Healthy Body Image**

*New!*

Wednesday, March 24, 2010 6:30PM - 8:30PM  
(1 session) FEE: \$20

Women are under pressure to measure up to certain unreasonable social and cultural ideas of beauty often resulting in negative feelings about their body image.

In this interactive workshop, you will learn to celebrate and appreciate your natural body image and to transform negative self-defeating thoughts into positive self-acceptance.

Presented by Suri Meirovich, Counselor and  
Jessie Vinik, Counselor

### **Setting Boundaries At Work And At Home**

Thursday, March 25, 2010 10:00AM - 1:00PM  
(1 session) FEE: \$30

“When I say ‘no,’ I feel guilty.”

“I often feel torn between my job and family.”

“I feel responsible for the problems in my family.”

If any of these statements apply to you, then you might be experiencing boundary problems. When our personal boundaries are unclear, we experience disharmony in our lives. This workshop is designed to help people become more skilled in setting boundaries.

Presented by Eliane Herdani, M.S., LCPC.

### **Building Self-Esteem For Work And Life**

Friday, March 26, 2010 10:00AM - 3:00PM  
(1 session) FEE: \$40

Self-esteem is like good nutrition. The more of it you have, the healthier and stronger you are. This day long workshop will introduce you to strategies for knowing and claiming your own personal self worth and abilities.

Presented by Sharon Fountain, M.S.

### **Be Heard And Taken Seriously: A Woman's Guide To Self Promotion**

Tuesday, March 30, 2010 6:30PM - 8:30PM  
(1 session) FEE: \$20

Self-promotion is an essential tool to broaden and expand your career opportunities. When you promote yourself, you not only acknowledge your achievements with self-confidence and self-respect, but also help your supervisors and others see you as important to your organization and worthy of promotion.

Come to this interactive workshop and learn strategies and techniques of positive self-promotion for women in today's workplace.

Presented by Patricia Crew, M.A., LCPC, NBCC

ONLINE REGISTRATION & PAYMENT AVAILABLE FOR ALL WORKSHOPS!!

For the full calendar of workshops and seminars offered please visit us:

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

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Rockville, Maryland 20850-1703

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



United States<sup>®</sup>  
**Census**  
**2010**

Call us at 240-777-8300 or visit our website to learn more about our Counseling & Career Center, workshops, programs and other services.

## **NEW HOURS FOR THE COMMISSION FOR WOMEN COUNSELING AND CAREER CENTER**

**BEGINNING APRIL 5, 2010**

**OFFICE HOURS ARE:**

**MONDAY, TUESDAY, THURSDAY, & FRIDAY 8:30 A.M. - 5:00 P.M.**

**WEDNESDAY 12:30 P.M. - 9:00 P.M.**

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