

Montgomery County Commission for Women



Annual Report
July 2006 – June 2007

1972 – 2007
35 Years of Advocacy, Progress and Service



Commission for Women



Annual Report Fiscal Year 2007

Montgomery County Commission for Women
Counseling and Career Center
401 North Washington Street, Suite 100
Rockville, Maryland 20850

Montgomery County Commission for Women Counseling and Career Center

401 North Washington Street, Suite 100
Rockville, Maryland 20850
240-777-8300

E-Mail: cfw@montgomerycountymd.gov
Website: www.montgomerycountymd.gov/cfw

July 2006 – June 2007

❧ COMMISSION ❧ President

Deborah L. Horan

First Vice President

Yun Jung Yang

Second Vice President

Regina Oldak

Commissioners

Gloria A. Aparicio

Leila Aridi Afas

Patricia E. Cornish

Holly Fechner

Judy Goldberg

Anne S. Kasper

Elizabeth Keyes

Resa Levy

Martha Nguyen

Tedi S. Osias

Shelia C. Parker

Fauzia S. Rashid

❧ STAFF ❧

Executive Director

Judith Vaughan-Prather

Program Specialist/Research Associate

Claudia Lujan

Legislative/Budget Specialist

Mary Stanley

Administrative Specialist

Paula S. Rodgers

Counseling Center Director

Elma Rambo

Clinical Supervisor

Janice Herold

Supervisor, Intake & Volunteer Services

Alyssa Philipp Snoots

Program Specialist

Clotilde Puértolas

Office Services Coordinator

Susan Koenig

Principal Administrative Aide

Louise Hanson

Counselors

Janet Akman

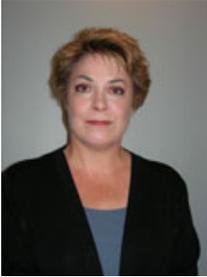
Francine Berger

Victoria Carballo

Nancie Kenney

PRESIDENT'S MESSAGE

Deborah L. Horan



The Commission for Women is pleased to present its Annual Report for Fiscal Year 2007 (July 1, 2006 – June 30, 2007), which chronicles another year of accomplishments. It has been an honor and a privilege to serve as President of the Commission during this 35th Anniversary year.

The commemoration of the Commission's 35th Anniversary was held at the Music Center at Strathmore on June 7th. The evening's celebration culminated with the release of the Commission's newest publication – the 2007 *Report on the Status of Women in Montgomery County*. The report was circulated widely to elected officials, county agencies and advocacy organizations. It is hoped that the report will generate new directions for better policies and brighter futures for all county residents – in addition to guiding the efforts of the Commission itself.

Additionally this year the Commission continued its work on behalf of immigrant women in the county and published its *Employment Guide for Domestic Workers*. The Commission was at the forefront of efforts to address critical legislative issues that directly impact women's lives.

This year's annual Legislative Briefing drew more than 700 participants – the largest crowd in the event's history!

The members of the Commission for Women reflect the diversity of our county and all are to be commended for their extraordinary dedication to public service and to advancing women's rights. All are thanked for their willingness to volunteer thousands of hours to the work of the Commission for Women.

We also wish to thank our County Executive and the County Council for their enduring support of the work of the Commission for Women and their leadership on behalf of women's rights.

The accomplishments of the Commission for Women would not be possible without its committed staff. Their expertise and professionalism speaks volumes – as does the competence and compassion of the paid staff and corps of volunteers who provide services in the Counseling and Career Center. Each year, thousands of women benefit from their services.

This Annual Report documents the work of its Commissioners, staff and dozens of volunteers over the past year. As has been true for 35 years, the Commission's work reveals significant achievement and accomplishment. As I complete my sixth and final year of service on the Commission for Women, I am again proud to have had the opportunity to play a part.



1972 – 2007
Celebrating 35 Years of Service and Advocacy
on Behalf of Women in Montgomery County



Past CFW Presidents, current President and Executive Director at the 35th Anniversary at The Music Center at Strathmore



Members of the 2007 Montgomery County Commission for Women



CFW President Deborah Horan with Commissioners Resa Levy and Yun Jung Yang

County Executive Ike Leggett and Councilmembers (left to right) Duchy Trachtenberg, Nancy Floreen, Marilyn Praisner and George Leventhal present proclamation



CFW Executive Director Judith Vaughan-Prather

The Montgomery County Commission for Women is a department of the Montgomery County Government with two primary functions – advocacy and service. The Commission itself is a 15-member board, created by law in 1972, and charged with the responsibility of advising the public, the County Executive, the County Council, and the agencies of the county, state and federal governments on the issues of concern to women. Each of the commissioners is appointed by the County Executive and confirmed by the County Council. Commissioners serve three years and without compensation.

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 department also administers the Counseling and Career Center (CCC). The CCC is staffed with a combination of paid employees and a dedicated and highly skilled corps of volunteers who provide services to help those in our community struggling with difficult life crises and life transitions. The center's services include:

- personal, couples and career counseling;
- classes, support groups and workshops;
- information and referral;
- legal information;
- psychometric testing and interpretation for career aptitude and interest, and personality type;
- professional training for licensed social workers and counselors.

Budget

The Commission for Women's programs and services are funded by country general revenues. Fees charged to individuals who participate in the group and individual services of the Counseling and Career Center are returned to the County's general fund to partially offset the expenses of the department.

The FY07 approved budget for the department's general fund was \$1,249,361. Due to recurring and extended staff vacancies, the budget was significantly under spent. During FY07, a total of \$1,206,747 was expended.

The service fees charged in FY07 were \$40 per individual counseling session, \$16 per group or workshop session and \$48 for vocational interest and personality type testing. The Counseling and Career generated a total of \$152,880 in fees, a 3.7 percent increase over FY06 revenues. The FY07 revenues represent a 12.67 percent of the department's appropriation.

The Commission at Work

At its annual planning meeting, the Commission set an agenda and formed committees for its major initiatives requiring sustained effort. During the course of the year the Commission responded to many other events and issues through letters, calls, e-mails, action alerts, testimony and meetings. It is estimated that each of the 15 commissioners contributes an average of four hours per week in volunteered service to the women of Montgomery County. In addition, the Commission was greatly helped in its work by the contributions of two student interns and a volunteer graphic designer, who contributed a total of over 850 hours of their time during the year. Below is a summary of the Commission's work on its priority projects for FY07.

Immigrant Women in Montgomery County (IWin Committee)

The Commission for Women established the issues confronting immigrant women as a priority area of concern in July 2002, and formed its IWin (Immigrant Women in Montgomery County) Committee. This committee first sought input from experts, service providers and advocates through a series of four forums entitled *A Brave New World*, conducted in 2003 (FY 04). In response to the information gained in these forums, the Committee focused its work in FY 05 on the issue of immigrant women in the workplace, especially those in low wage "sticky floor" occupations where employees, particularly those for whom English is a second language, may be most vulnerable to discrimination, exploitation and abuse. The Committee produced two brochures on workplace issues for women: *Sexual Harassment – It's Against the Law* and *Employment Rights of Pregnant Women*. Each brochure was translated and published in five languages (English, Spanish, Chinese, Korean and Vietnamese) and widely distributed to advocacy organizations, service providers, public agencies and community groups.

In January 2005, a representative of CASA de Maryland delivered a presentation to the Commission for Women describing the poor working conditions of many domestic workers and asking for support for proposed county legislation - the Domestic Worker Bill of Rights.

Members of the IWin Committee met with Council staff and representatives of CASA de Maryland to discuss the proposed legislation and also participated on the committee overseeing the 2006 *Study of Working Conditions of Domestic Workers in Montgomery County* requested by the County Council and conducted by the George Washington University Graduate Student Research Team. The findings of the research team were presented to the County Council on May 16, 2006. Subsequently, the Health and Human Services Committee of the County Council asked the Commission to review the report and recommend appropriate actions the Council should pursue. The IWin Committee carefully studied the issue and the legislation, and on October 16, 2006, presented its recommendations in a six-page memorandum. On that same date, the committee released its newly published *Employment Guide for Domestic Workers*, including a model employment agreement, printed in English, Spanish and French. Over 7000 of these brochures were distributed to more than 100 agencies and organizations. In a mini-



media and outreach campaign, the IWin Committee members participated in newspaper, television and radio interviews, and press releases were issued in all three languages announcing the new brochures. At the request of the IWin Committee, the Counseling Center sponsored a workshop “Immigrant Latina Entrepreneurs” on October 20, 2006, as part of the County Government’s Diversity Month observances.

Status of Women in Montgomery County (SWiM Committee)

On June 7, 2006, the 35th anniversary of the date the legislation establishing the commission took effect, the Commission for Women released its *Report on the Status of Women in Montgomery County*. The culmination of two years of research, the 40-page report presents facts and figures, key findings and 17 recommendations regarding women in Montgomery County in six areas – The Economy, Education, Health, Immigration, the Law, and Politics. It is designed as an educational and social action tool for policy makers and the general public. Throughout the report there are comparisons of pertinent data, noting changes over the past decade – pointing out progress and remaining areas of need.



“The report will enable fact-based decision making,” said Patricia Cornish, chair of the commission’s research committee. “Instead of setting policy based on what we think or believe, we’ll be able to

base policy on what we know to be true – on the very real needs of more than half of our community.”

The report will be distributed to policy makers, legislators and program administrators throughout the county. It has been posted, in full, on the Commission’s website www.montgomerycountymd.gov/cfw.

35th Anniversary Commemoration Team (ACT Committee)

On June 7, 2007 the Commission held its 35th Anniversary Commemoration reception at the Music Center at Strathmore Hall. County Executive Isiah Leggett, County Council President Marilyn Praisner, along with County Council members Nancy Floreen, Duchy Trachtenberg and George Leventhal delivered a joint proclamation to the Commission on the anniversary of its founding day. Congressman Chris Van Hollen and Maryland State Delegate Kathleen Dumais were present to extend congratulatory remarks. Almost 200 friends of the Commission as well as 23 of its 30 past presidents participated. The event was held in conjunction with the Baltimore Symphony Orchestra’s celebration of Women in the Arts, and featured Maestra Marin Alsop, the first female music director of a major America orchestra.



The ACT Committee worked hard all year planning this event and raising funds through private donations to cover the costs of the program itself and to support services of the Commission. Altogether, \$20,475 was generated through donations, sponsorships and admission fees, with \$10,823 remaining in the Commission’s “restricted donations account” after all the bills were paid.

Policy and Legislation (PAL Committee)

The Commission took action on 18 bills before the Maryland General Assembly. While not all of these were enacted, much progress was made in building community support for the issues and in educating the legislators.

Maryland General Assembly Bills and CFW Actions	
Issue Bill Name and Number	CFW Actions
HB 288, SB 207 - Healthy Maryland Initiative	Letter written to Senator Patrick J. Hogan and Senator E. Rona Kramer Testimony submitted on both bills
HB 1318, SB 703 - Maryland Partnership for Innovation and Quality in Family Child Care Act	Testimony submitted to Senate Finance Committee 3/15, and to House Economic Matters Committee 3/21
HB 212, SB 260- Flexible Leave Act	Testimony submitted to House Economic Matters Committee Hearing. At least 5 broadcast e-mails sent
HB 427, SB 199- Domestic Violence, Protective Orders – Duration of Final Order	Testimony submitted to House Judiciary Committee
HB 415, SB 505 - Domestic Violence, Protective Orders – Burden of Persuasion	Testimony submitted to House Judiciary Committee hearing; Broadcast e-mail sent 3/1
HB 446, SB 607 - Domestic Violence – Real Property – Wrongful Detainer – Protective Orders	Testimony submitted to House Environmental Matters Committee 3/1, and to Senate Judicial Proceedings Committee 2/28; Broadcast e-mail sent 3/1
HB 648, SB 679 - Family Law – Denial of Paternity, Custody, and Visitation	Testimony submitted to Senate Judicial Proceedings Committee 2/22; Letter sent to Delegates Waldstreicher and Kramer; Broadcast e-mail sent 2/23
HB 213, SB 170 - Child Sex Abuse as a Crime of Violence	Testimony submitted to House Judiciary Committee Hearing 2/6
HB 876, SB 606 - Human Trafficking	Testimony submitted 2/21 to Senate Judicial Proceedings Committee and to House Judiciary Committee 3/29

The PAL Committee worked closely with the Maryland Legislative Agenda for Women (MLAW) on these and other initiatives, and a Commissioner Tedi Osias served on the MLAW board of directors.

On the federal level, the Commission took action primarily through letter writing to various representatives of the Maryland delegation to the U.S. Congress. The issues on which the Commission took action include:

Issue, Bill Name and Number
EEOC Budget Cuts: The Commission wrote to oppose a threatened \$4 million dollar cut in funding.
Paid Sick Leave: The Commission wrote urging Congress to support federal legislation requiring seven days of paid sick leave.
Supreme Court's Decision on Limiting Bias Cases: A letter was sent to Congressman Chris Van Hollen urging his sponsorship the Lilly Ledbetter Fair Pay Act to remedy the impact of the recent Supreme Court decision limiting pay equity complaints.
Department of Labor and the Family Medical Leave Act (FMLA): The Commission sent an action alert to the Commissions for Women all across the country, urging support for maintaining FMLA's provisions.

On Sunday, January 28, 2007, the Commission for Women held its annual Women's Legislative Briefing at the National 4-H Conference Center in Chevy Chase, Maryland. More than 700 hundred people from throughout the state attended the event and more than 80 women's and community organizations co-sponsored the program.



Donna Brazile, Founder and Managing Director, Brazile & Associates, LLC, provided the keynote address. The opening ceremonies were followed by five workshops, each featuring legislators and prominent advocates. Among the many topics discussed were issues affecting immigrant women, health care, domestic violence and sexual assault, and economic security for women.

Girls Summer Computer Camp Scholarship Program

The severe under representation of girls in information technology classes and women in information technology careers is a long standing concern of the Commission. While this is no longer the subject of a committee, the Commission continues its support of the Girls Computer Camps offered for middle school students on the campuses of Montgomery College, through its provision of tuition scholarships for girls of low income and girls for whom English is a second language. These camps were initiated, at the Commission's request, in 1999 and the Commission has provided scholarships since 2000. In the summer of 2006, the Commission provided 31 scholarships to 29 girls (two girls each attended two different sessions of the camps). The Commission's funds were supplemented by contributions from Discovery Communications International, the Montgomery County Business and Professional Women and Lockheed Martin. The Passion for Learning program, which has in the past worked in partnership with the Commission on this issue, awarded scholarships to an additional 17 girls.

This year, for the first time, as its contribution to the sponsorship of the state-wide Computer Mania Day organized by the University of Maryland Baltimore College's Center for Women and Information Technology on May 5, 2007, the Commission provided a computer camp scholarship to one Montgomery County girl participating in the conference. By happy coincidence, the girl winning the scholarship was a participant in the Passion for Learning after school program for girls and technology.

In FY 06, the Commission's Executive Director served on the MCPS Girls and Technology Task Force, which had been established at the Commission's recommendation and led by Councilwoman Nancy Floreen. Commissioner Pat Cornish represented the Commission at the presentation of the task force's report on August 14, 2006 before the Board of Education. The Commission then wrote to the Board urging the immediate implementation of the task force recommendations.

Networking and Community Outreach

The Commission sent two delegates to the annual convention of the National Association of Commissions for Women in Lincoln, Nebraska, in July 2006, and continued its support of NACW through the provision of a small office, phone and other utilities, and a graduate social work student intern who provided staff support, especially in membership development. The Commission hosted a 2-day meeting of the board of directors April 26 and 27, 2007, and handled most communications for NACW, including running its membership drive and issuing its action alerts to member commissions all across the country.

In addition, the Commission's Executive Director participated as a speaker in a NACW-sponsored workshop at the 51st United Nations Commission on the Status of Women in New York City on March 8, 2007. The audience of more than 80 women and men from around the world focused on "Commissions on the Status of Women: Institutional Mechanisms to Enhance the Status of Women and Girls."

The Commission staff was honored on November 1, 2006, with the annual Departmental Diversity Award presented by the county government's Diversity Council, for its work in hiring, outreach and program initiatives that promote diversity in the department.

The Commission adopted the Montgomery Avenue Women's Center (MAWC) and the Sophia House for Community Service Day, with staff and commissioners making personal donations totaling over \$600 for the purchase of items on the two shelters' wish lists. In December, additional donations, including two new winter coats were made to residents at the shelter as the Commission's holiday giving project.

The Commission co-sponsored the Women of Achievement Award Ceremony organized by the Montgomery County Business and Professional Women, and attended by over 150, recognizing the contributions of extraordinary county career women.

On March 20, a delegation of 10 women from various Northern provinces of Kenya visited the Commission. The delegation was part of an exchange program arranged by the national League of Women Voters, who also attended the session.

The Commission worked with the Maryland Women’s Heritage Center to commemorate the 30th anniversary of the National Women’s Conference in Houston, Texas, with an event at its offices on April 18, 2007. Attended by approximately 35, the program featured Commissioner Ann Kasper and Carmen Delgado Votaw, who had both participated in the first national women’s conference in 1977, along with a presentation by School Girls Unite, a non-profit student organization seeking to provide educational opportunities for girls in developing nations.

In January the Commission wrote to the Governor urging him to appoint more women to the state judiciary, and in March the Commission wrote to the MCPS Board of Education supporting its new “Teach the Facts” family health curriculum. Commissioners met with the County Executive and members of the County Council to provide briefings on the Commission’s activities.

During the year, commissioners and staff served as liaisons to at least eight other organizations including the Domestic Violence Coordinating Council, the Women’s Fair and the Divorce Roundtable.



Some members of the Montgomery County Commission for Women staff

**COMMISSION FOR WOMEN AND COUNSELING AND CAREER CENTER
FY 2007 At A Glance**

Service Provided	Totals
Counseling	
Number of New Clients	880
Number of Sessions	3673
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	99%
Telephone Legal Consultations	137
Classes, Groups, Workshops	
Number of Participants	2577
Number of Events	221
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	242
Speakers Bureau & Community Outreach	
Number of Countable Participants	1,150
Number of Activities	49
Number of Information & Referral Calls	10,593
Computer Camp For Girls - Number of Scholarships Awarded	31
Legislative Advocacy	
Number of state/federal bills on which action was taken	22
Number/percent of bills achieving advocated outcome	4 / 22%
Volunteers, Interns and Externs	
Number of Participants	136
Number of Hours	11,217
Number of Work Years	5.4
Value of Volunteered Services (based on average hourly wage of \$35)	\$392,595
Revenue Generated by Counseling Center Fees	\$152,880
Revenue Generated by Private and Corporate Contributions	\$30,385

Programs and services of the Counseling and Career Center assist women who are experiencing personal and career related transitions, difficult family issues, and legal, financial and emotional problems. With a staff of trained professionals and dedicated volunteers, the Center empowers women to find strategies to deal with the challenges they face and move forward in their lives.



Counseling

The Center's counselors assist individuals and couples who have personal, career or relationship problems. Through solution oriented counseling, personal issues such as mid-life transitions, separation and divorce adjustment, depression, relationship problems, anxiety and low self-esteem are addressed. In career counseling, clients are assisted with career planning, job search strategies, networking, solving workplace problems, and career advancement. Couples in counseling may work on improving communication skills, negotiating differences, conflict resolution techniques, and establishing mutual goals and priorities.

Licensed clinical social workers, licensed clinical professional counselors, graduate student interns in counseling and social work and post-graduate externs are included in the Center's counseling staff. All are experienced in working with a multicultural clientele while some are bilingual and have the cultural competency needed to work with clients who have limited English proficiency. More than 1000 new and on-going clients were provided with 3600 counseling sessions in FY07. Clients rated counselors highly in confidential evaluations and indicated that their counseling sessions helped them in understanding and resolving their problems.

Classes

Throughout the year, the Center offers classes to address the needs and interests of women in Montgomery County. Ranging in length from one to six sessions, the classes were generally grouped in



the following categories: Business and Professional Development for Women; Financial Security; Women Entrepreneurs; Personal Growth and Optimum Living for Women; Separation and Divorce and Couples and Families. Classes serve as an adjunct to individual counseling sessions and are included as an integral part of counseling plans. Participants in classes receive information, peer support and an opportunity to discuss and receive feedback on both personal and career issues. Support groups are provided for women seeking employment as well as for women experiencing

separation and divorce. In FY07, more than 200 classes were provided with an attendance of 2577. The Center's classes receive high marks on evaluations from attendees.

Classes are led by instructors from the Center's staff, contractors and volunteers with special areas of expertise. On a monthly basis, members of the Family Law Section of the Bar Association provide seminars on the legal aspects of separation and divorce. In addition the Women's Bar Association and the CFW Counseling and Career Center co-sponsored Women's Law Day for the second year. This year, the Voice of America taped portions of Women's Law Day for overseas distribution.

Assessment Testing

Standardized assessment instruments offered by the Center help clients to better understand their personality preferences and career interests. These tests, including the Myers-Briggs Type Indicator, the Self-Directed Search, and the Strong Interest Inventory, are available in workshops and individual sessions throughout the year. The Center administered 242 standardized tests in FY07.

Information and Referral Services

The Information and Referral desk volunteer staff is the front-line on the Counseling and Career Center. These volunteers provide telephone reception, greet clients on arrival at the Center, make counseling appointments, and check-in class participants. Each volunteer learns how to make appropriate referrals to community organizations and is trained in active listening skills. In addition all become proficient in the use of the Center's database to make appointments and register individuals for classes. In FY07, thirty volunteers served as information and referral specialists and each typically worked at least four hours per week.

Legal Call Back Program

This program provides an opportunity for individuals to ask a question about a particular legal issue and receive a call back from an attorney who provides legal information. Requests for this service are received by the Information and Referral Desk and forwarded to a coordinating attorney who screens the requests and forwards them to participating attorneys based on the type of legal information needed. There is no charge for this service, and all attorneys in the program volunteer their time. In FY07, 24 attorneys took part in the program and answered 137 requests for legal information.



Professional Training for Counselors and Social Workers

For the past ten years, the Counseling and Career Center has offered continuing education programs for counselors, social workers, and other human service professionals. These programs are taught by experts in their fields and provide continuing education hours approved by the National Board for Certified Counselors and the Maryland Board of Social Work Examiners. Each year several hundred human service professionals attend the training sessions and give them excellent evaluations. During FY07, eight continuing education programs took place. They were:

- When Sex Becomes an Obsession presented by Ann Yeck, Ph.D.
- Bowen Theory's Unique View of Marriage presented by Kathleen Kerr, MSN, MA
- Perils in the Lives of Multi-Tasking Women presented by Vince Nevins, Ph.D. LMFT and E. Ann Kyser, Ph.D. L.L.C.
- DSM-IV-TR and Domestic Violence presented by Carlton Munson, Ph.D.

- Implications of Executive Dysfunction for Clinical Work with Children, Adults, Couples and Families presented by Laurie Dietzel, Ph.D.
- Mindsight: The Neuroscience of Intimacy and Connection presented by Deborah Stuckey Mulhern, Ph.D.
- When Talk Therapy is Not Enough presented by Susan Drobis, LCSW-C
- The Ethics of Intervention with Families and Children presented by Carlton Munson, Ph.D.

Graduate and Postgraduate Internship and Externship Program

The Counseling and Career Center is a highly respected training site for graduate students who must complete advanced field placements in counseling and social work programs prior to graduation. Students from local universities work at the Center 20 hours per week for two semesters under the supervision of licensed staff counselors. The Center works in close cooperation with the liaison from each student's school to assure that all requirements for graduation are met. The Center also accepts counseling externs who have received their graduate degrees and are working toward licensure. Both interns and externs greatly expand the Center's ability to meet the counseling needs of women in the community. In FY07, the Counseling and Career Center was fortunate to also have a social work administration intern who worked with the volunteer program, provided outreach to the community and conducted extensive surveys for the Center. In total, eight interns and one extern received training at the Center in FY07.



Volunteer Program

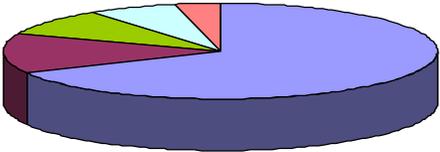
The mission of the Counseling and Career Center could not be fulfilled without the work of dedicated volunteers. They serve as information and referral specialists, office assistants, class instructors, legal call-back attorneys, and marketing assistants. In addition, they use their talents to work on many special projects and events. Undergraduate interns in family studies and related academic majors work as information and referral specialists and assist with research projects while high school students complete their Student Service Learning graduation requirement by providing clerical assistance and helping with special projects. During FY07, 136 volunteers worked 11, 217 hours or the equivalent of 5.4 work years.



A Snapshot of the Counseling and Career Center Client Demographics

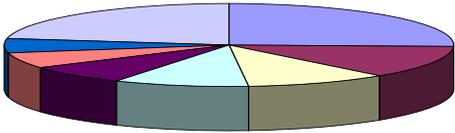
Of the clients who received counseling or attended classes during FY07, 2,409 provided demographic information included in the following statistics:

Ethnic Origin – Almost half of the Center’s clientele represent ethnic minorities, reflecting the diverse population of Montgomery County.



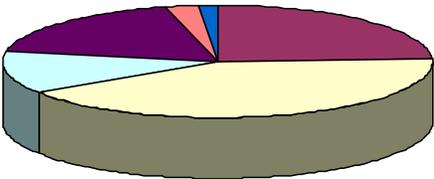
58%	Caucasian
17%	African-American
13%	Hispanic
8%	Asian-Pacific
1%	American Indian
3%	Other

Annual Income – The Counseling and Career Center serves clients with a broad range of annual income including 34% who report household income of less than \$20,000.



21%	Under \$10,000
13%	\$10,000 - \$19,000
9%	\$20,000 - \$29,000
9%	\$30,000 - \$39,000
9%	\$40,000 - \$49,000
8%	\$50,000 - \$59,000
5%	\$60,000 - \$69,000
26%	\$70,000 and over

Marital Status – Nearly 60% of those using the Center’s services report they are not currently married. They include those who have never been married, those who are separated or divorced, and widows.



27%	Never Married
38%	Married
12%	Separated
18%	Divorced
3%	Widowed
1%	Disabled Spouse

FY07 Volunteers

Information and Referral Services

Anne Armstrong
Carimanda Baynard
Geeta Chattopadhyay
Elena Chiru
Lauren Chromak
Hillary Cohen
Dale Evans
Karen Goldberg
LaToya Green
Magdalene Hare

Lea McIntosh
Mary Lanigan
Lois Leibel
Luz Lobos
Mary Rose Nicol
Stella O'Connell
Melissa Ontko
Gerrie Pearlin
Eileen Polinger
Patricia Rodgers

Beth Rosenberg
Wanda Schwalb
Adele Schwartz
Martina Sestakova
Suja Sundaram
Beverly Thoms
Chelsea Titi
Lanita Whitehurst
Sanda Van Fossen
Sonya Yaluk

Special Projects

Lynn Barclay
Melanie Bodie
June Carlough

Nita Farrell
Anne Gracey
Stella O'Connell

Monica Stitt

Office Assistants

Daniele Araujo
Emma Borochoff
Rhea Chablani

Stefani Chow
Rebecca Graber
Audrey Gariepy

Lauren Herold
M'Mah Toure
Betty Sharper

Legal Call Back Attorneys

Robert Baum
John Burke
Kathleen Dolan
Mindy Farber
Susan Friedman
Kathy Ghiladi
James Gross
Nancy Long

Brendolyn McCarty-Jones
Patricia Minikan
Rebecca Nitkin
Shelly Sheetz
Martha Skinner
Alison Snowden
Scott Stickler
Nancy Sachitano

Hadrian Hatfield
Jennifer Fairfax
Jennifer Forquer
Heather Hostetter
Susan Oldham
Amy Strent
Aimee Robbins
Sharon Zissman

Counseling Interns

Elena Chiru
Anna Haley

Anne Lee
Rachel Loock

Bedelia Murray
Jen Sermonetta

Counseling Extern

Hawlin Jong

Social Work Policy and Administration Interns

Leah Goldfine Shirley Thomas

Workshop Presenters

Lee Acker
Anne Albright
Liliana Arango
Robert Baum
Marilyn Block
Kathryn Boyer
Sandra Chaisson
Patricia Crew
Delores Culmer
Susanne Drayne
Donna Duquette

Nelson Garcia
Rosenir Geraci
Marge Gold
James Gross
Gerard Hurley
Michele Joseph
Julie Judy
Neil Katz
Ellen Lang
Jamie Lapin
Joy Levine

Nancy Mitchell
Judith Mustille
Carren Oler
Penny Pompei
Jill Savedoff
Steuart Skok
John Spiegel
Carol Tillson
Jeff Tillson
Prudence Upton
Sandra Van Fossen

Women's Law Day

Bibi Berry
Nancy Fey
Stephanie Fink
Jennifer Forquer
Monica Harms
Norma Hoffpauir
Heather Hostetter
Ann Jakabcin

Sherry Leichman
Susan Magazine
Rhian McGrath
Judy Mustille
Janet Nesse
Susan Oldham
Carren Oler
Lindsay Parvis

Katherine Porwick
Smruti Radkar
Sue Silber
Rachel Ullman
Sylvia Wagner
Patricia Weaver
Deborah Webb
Yun Jung Yang

FY07 Donations

The Montgomery County Commission for Women appreciates the generosity of individuals and organizations in the community who contributed funding in support of the Commission's Programs. In FY07, 109 contributions were made to the Commission's programs and activities totaling \$9,910.00.

Amount	Donor
\$15.00	Alice Harris
\$25.00	Althea E. Smith; Jennifer and Michael Gilchrist; Lisa D. Gordon; R. and N. Karp
\$30.00	Carl Sandberg Learning Center – Amy Sincavage; Peter and Joan Meer
\$40.00	Leslie S. Terner and Benjamin Terner
\$50.00	AAUW Patuxent River Branch; Allegany County Commission for Women; Alpha Kappa Alpha Sorority Xi Sigma Omega Chapter; Alpha Kappa Alpha Sorority, Inc.; Alpha Kappa Alpha Sorority, Inc., Iota Gamma Omega Chapter; Alpha Wives Club of Montgomery County, Inc.; American Association of University Women, Silver Spring Branch; Andrew T. Selder; Baltimore County, MD Commission for Women; Bethesda Chapter of FEW; Calvert County Government; Charles County Commission for Women; Christian Science Committee on Publication; Church Women United-Eastern Montgomery County Unit; Clearinghouse on Women's Issues; Committee for Montgomery; Crossway Community, Inc.; Delta Sigma Theta Sorority Inc. Potomac Valley Alumnae Chapter; Delta Zeta Zeta Chapter, Zeta Phi Beta Sorority of Prince Georges County; Dianne & Albert Thomas; Dr. Lenora Peters Gant for Delta Sigma Theta, Ft. Washington Alumnae Chapter; Elaine R. Franz/Robert E. Franz; Erin Elizabeth Carroll and Reuben L. Rockwell, III; Eta Pi Zeta Chapter – Zeta Phi Beta Sorority, Inc.; Eta Pi Zeta Chapter, Zeta Phi Beta Sorority, Inc.; Eugene S. Morris; Family Crisis Center, Inc.; Federally Employed Women; Frederick County Commission for Women; Goucher College; Harold & Lois Segal; Holly Fechner; Howard County, MD Commission for Women; Iota Lambda Omega Chap Alpha Kappa; Jewish Women International; League of Women Voters of Frederick County, MD; League of Women Voters of Montgomery County, MD Inc.; Linda Mahoney; Maryland Commission for Women (DHR, Baltimore, MD); Maryland NARAL Educational Fund, Inc.; Maryland Women's Coalition for Healthcare Reform; Maurice M. Margulies; MD Coalition Against Sexual Assault, Inc.; Mental Health Association of Montgomery County; MLAW; Montgomery College, Rockville Maryland; Montgomery County Assn. for Family & Community Education, Inc.; Montgomery County BPW; Montgomery County Federation of Republican Women; Montgomery County Interbranch Council; Montgomery County Office of Human Rights; Montgomery Women; MSI Universal Inc.; National Center for Victims of Crime; National Council of Jewish Women, Inc.; National Council of Negro Women, Inc., Prince Georges County Section; National Council of Negro Women, Inc. Potomac Valley Section; National Women's Health Network; Prince George's County Alumnae Chapter Delta Sigma Theta Sorority; Prince George's Lesbian Zip Code Group; Ross A. Feldner and L. Jeannette Feldner; Sandy Spring Slave Museum; Silver Spring Chapter of the Links, Inc; Soroptimist International of Upper Montgomery County; Southern Prince Georges Business and Professional Womens Club, Inc.; Susan R. Korsower; The Greater Washington Jewish Coalition Against Domestic Abuse; The Maryland Federation of Business & Professional Women's Clubs, Inc.; The Media Network, Inc.; The National Center for Children and Families; The University of Maryland Foundation, Inc.; National Conference of Puerto Rican Women Tri-County Chapter; Woman's Suburban Democratic Club; Women Business Owners of Montgomery County; Women's Action Coalition; Women's Law Center of Maryland, Inc.; YDM Women's Caucus; Zeta Phi Beta Sorority, Inc. Tau Delta Zeta Chapter
\$100.00	Constance A. Carey; Irma R. Cuellar; Mark and Gudrun Smulson; Nancy Grossman; Perry Seiffert; Fauzia Rashid; Lenita A. Walker
\$125.00	Tedi Osias
\$150.00	Law Office of Carren S. Oler & Associates; Maryland Network Against Domestic Violence
\$180.00	Thomas and Barbara Jane Nelson Gluck
\$200.00	Yun Jung Yang
\$270.00	Anne Sanderoff-Walker
\$770.00	Lockheed Martin
\$900.00	Suburban MD BPW
\$1,000.00	Alice and Robert J. Selder; Discovery Communications

35th Anniversary Commemoration Donations

The Montgomery County Commission for Women appreciates the generosity of individuals and organizations in the community who supported the Commission's programs by contributing funds to the 35th Anniversary commemoration that took place on June 7, 2007. A total of 110 contributions were made to the Commission's programs and activities totaling \$20,475.00.

Amount	Donors
\$35.00	Allison Stearns; Barbara Cooper; Barbara Zelenko; Cynthia A. Bank; Cynthia Rubenstein; Fran Brenneman; Fran Rothstein; Frances Abrams; Francine S. Berger; Gregory S. Wright; Gwendolyn Kramer; Jaclyn Lichter; Janet L. Frank; Jodi Finkelstein; Karetta Hubbard; Kathleen M. Dumais; KYMS Image International; L. Jeannette Feldner; Lakshmi Goparaju; Law Offices of Carol Green; Lynne Revo-Cohen; Mary Boergers; Molly Hauck; Montgomery County League of Women Voters; Nettie Williams; Patricia Crew; Pauline G. Johnson; Peggy Souza; Robert Joyce; Sandra Van Fossen; Shirley L. Johnson; Sue Bull; Susan E. Tabach; Susan Horst; Susie Carpio; Syble Solomon; Yee Tun
\$50.00	Dianne P. Mero; Jill Moss Greenberg; Wilbur P. Chase
\$70.00	Angela Modrick; Carolyn Pasti; Emily Jones Jefferson; Fauzia S. Rashid; Kathleen Flynn; Ruby M. Aridi; Susan E. Horst
\$100.00	Goldberg & Finnegan, LLC
\$135.00	Aileen Johnson; Andrea Nelson Dials; Barbara J. Saragovitz; Constance A. Morella; Anne Sanderoff-Walker; Donna N. Ersek; Donna Rae Richardson; Dory Halati; Elaine Kotell Binder; Julia daSilva; Gloria Aparicio; Helen Pollack Becker; Holly Fechner; Jill Miller; Jong On Hahm; Judith A. Goldberg; Judith S. Shapiro-Auerbach; Judith Vandegriff; Katherine L. Dewitt; Leila Aridi Afas; Marie F. White; Martha C. Nguyen; MSI Universal; Nita A. Farrell; Regina L. Oldak; Resa D. Levy; Shelia C. Parker; Stephen Blackwell; Stewart Berry Oneglia; Susan Ness; Text Design, Inc.; Vallefucoco Contractors, LLC; Wendy L. Kahn; Wendy L. Lawson; Yun Jung Yang
\$140.00	Montgomery County Health & Human Services
\$150.00	Judith Vaughan-Prather; Sharon Grosfled, Esq.
\$180.00	Thomas E. Gluck and Barbara Jane Nelson Gluck
\$200.00	Evelyne S. Steward; M. Elizabeth Joyce; Rita J. Kirshstein
\$210.00	Frederick County Commission for Women
\$240.00	Patricia E. Cornish; Deborah Horan; Tedi Osias
\$250.00	Dorothy Fait, Wise & Dilima, LLP
\$270.00	Linda Mahoney
\$305.00	Fauzia S. Rashid
\$385.00	Anne Sanderoff-Walker
\$500.00	Dragga, Callahan, Hannon & Hessler, LLP
\$535.00	Architectural Ceramics, Inc.; Calvert Asset Management Co., Inc.; Global Employment Network; Jo Benson Fogel, PA; Montgomery College Office of the President; Montgomery County Business and Professional Women
\$1,035.00	Marriott International, Inc.; Montgomery College Offices of the Executive Vice President for Academic and Student Affairs and the Vice President for Administrative and Fiscal Services
\$5,035.00	Discovery Communications



Highlights of Projects, Initiatives and Accomplishments 1972-2007

June 7, 1972: County Law enacted creating the Montgomery County Commission for Women

1974: *Montgomery County Employment Patterns: The Case for Affirmative Action*

Report analyzed Montgomery County employment patterns by race, national origin, and gender, and determined that the County's current affirmative action program needed to be expanded, developed, and enforced because women were poorly represented in the three largest departments. The report was used by the County as an information baseline to open up all jobs to women and minorities.

1974 – Present: Women's Counseling and Resource Center

First opened as A Woman's Place on January 12, 1974, later joined by a second center – the New Phase Career Center on November 14, 1976, and then combined as one Counseling and Career Center in 1991, the program serves thousands of women each year experiencing serious life crises and transitions, providing personal, career and couples counseling, classes and seminars on a wide range of issues, professional training for counselors and social workers, information and referral, psychometric and career aptitude testing and much more.

1980: Sexual Harassment Survey

Surveyed 8000 county employees and recommended an executive order prohibiting sexual harassment and developed guidelines for handling and preventing sexual harassment, training for department heads and resources for victims; published a brochure describing the law, prohibited conduct and appropriate responses and resources for victims and employers.

1980 – Present: Women's Legislative Briefings

The Commission for Women (CFW) convenes an annual public Women's Legislative Briefing to discuss legislation under consideration by the Maryland General Assembly. The Briefing has reached attendance records of over 700 people.

1980 - 1981: Family Law Project

In June 1981 the CFW published a study examining the handling of family-related cases in the Montgomery County judicial system and the economic consequences of divorce for women. From the study, the CFW produced two publications: a fact sheet on Maryland's Rehabilitative Alimony Law of 1980 and a workbook based on that law to help people seeking alimony.

1982 - 1989: Pay Equity Project

In a groundbreaking project spanning seven years, the CFW advocated a study to determine if the County Government's job classification and compensation system discriminated against occupations held primarily by women and people of color. The County was eventually persuaded to undertake the and later to implement the recommendations stemming from that study. Many occupations traditionally held by women and minorities received upward reclassifications and the employees receive increased salaries. The recommendations took effect in March of 1989 and Montgomery County became the first county in the country to institute such a plan without a lawsuit first being filed.

1986 - 1987: Employed Parent Families Project

The CFW conducted a two-part study examining the accessibility of Montgomery County Government agencies and services to employed parents, and exploring personnel policies of the five publicly funded agencies (County Government, MCPS, WSSC, Montgomery College, and M-NCPPC). The reports recommended establishment of a parental leave policy (instituted in Montgomery County Government in 1986) and other “family-friendly” policies including offering services at other than normal business hours.

1987 and 1990: *You Be the Judge* Conferences

The CFW, in cooperation with the Women Judges Fund for Justice and the Maryland’s Women’s Bar Association, organized a “first of its kind” conference on April 2, 1987, training women attorneys about the process of attaining appointment to the bench, and educating women’s organizations about their potential role in that process. By 1990, the number of women judges in Maryland had increased by 2% to 10% (23) of the 227 appellate and trial judges in the state. Several of the new women judges had attended the conference. In 1990 the seminar expanded to a two-day program. Since the conferences the number of women judges in Maryland has increased 18%. In 2006, 81 (28%) of the 285 judges were women.

1989: *Report of the Coalition for Family Equity in the Courts*

The result of many years of work and study, this report examined the economic and social costs to families undergoing divorce and made numerous recommendations to alleviate gender imbalance in the process of divorce, and led to the establishment of the State-wide Task Force on Family Law.

1992 and 1994: Hearings on Gender Equity in the Schools

On May 13, 1992 the CFW held a public hearing on Educational Equity in the County’s system of public education. In response, MCPS instituted policies requiring equity in distribution of equipment, uniforms, playing time and facilities, coaches’ pay, and even assignment of cheerleader and pom squads to both girls and boys games. A second hearing was held, before the same distinguished panel, on April 26, 1994, this time focusing specifically on sexual harassment. One result of this hearing was the development of a comprehensive policy describing prohibited conduct, outlining sanctions, appropriate responses and resources in MCPS. Comprehensive reports on both hearings were published.

1995: *Easing the Financial and Emotional Costs of Divorce*

A handbook was developed and published, edited by The Honorable Rosalyn B. Bell, explaining the legal, financial and some of the emotional processes of divorce, helping readers to handle highly charged emotional situation intelligently, sensitively and constructively.

1996 - 2002: Take Our Daughters to Work Day

In conjunction with the Office of the County Executive, the Office of Public Information and the Department of Recreation, the CFW organized a Take Our Daughters to Work Day program for the children of Montgomery County Government employees each year from 1996 - 2002. Developed for girls aged 9 and 15, the event was an opportunity to provide first-hand exposure to the workforce, and to help create awareness in both girls and their parents that girls’ participation in the workforce is both expected and welcome.

1997: *Report on the Status of Women in Montgomery County*

The Commission published a comprehensive analysis of health, education, employment, economic, legal and population data, providing extensive information on the needs of Montgomery county women.

1999: Employers Toolkit Website

The Commission developed an online resource for employers providing sample family-friendly employment policies. This project won a 2000 Achievement Award from the National Association of Counties.

2000 - Present: Girls in Technology

In 1999, the CFW worked with Montgomery College to establish “GURL Power Computer Camp” for middle school girls. In 2000, the CFW published a brochure about preparing girls for education and careers in technology (*Will Your Daughter Be a Driver on the Information Highway?*) and established a camp scholarship program for girls from families of low income families or where English is a second language. A total of 286 girls have received scholarships to attend the summer computer camps. In 2002 the CFW developed a *GURL Power Curriculum Guide* for the camps so that communities all over the country may replicate the program. Discovery Communications, Inc. developed two 5-minute video documentaries describing the project. The National Association of Counties named the Girls in Technology initiative a 2000 Achievement Award Winner. On March 31, 2004, the Commission conducted a symposium for educators from all across the state providing training on gender equity in the information technology classroom. In 2005, at the Commission’s recommendation, MCPS established a system-wide Task Force on Girls and Technology.

2001: Women as Victims of Violent Crime

A woman’s greatest risk of being victimized violently - whether by sexual assault, rape, or murder - lurks not among strangers and street crime, but among people with whom she has a relationship. Close to 80 % of all such attacks on women are carried out by people the victim knows. The commission published in English and Spanish a brochure for parents and other adults entitled *Talk to Your Daughter about Violence: What She Doesn’t Know **Can** Hurt Her*, with coordinating posters for teens, distributed to County middle and high schools, recreation centers, libraries, government service centers, the police, sheriff, and service providers.

2002: Women’s History on-Line Archives and Quilt

An on-line archive of the biographies of 30 women of historical significance to Montgomery County was created and posted on the Commission’s website (www.montgomerycountymd.gov) and a beautiful quilt was hand made by fiber artist and commissioner Anne Sanderoff-Walker, memorializing the contributions of each. The quilt is on permanent display in the Commission’s Counseling and Career Center.

2002 – Present: Immigrant Women in Montgomery County

The Commission established the issues confronting immigrant women as a priority area of concern in July 2002. The CFW first sought input from experts, service providers and advocates through a series of four forums entitled *A Brave New World*, conducted in 2003. This project was selected by the National Association of Counties for a 2004 Achievement Award. The Commission then focused its work on the issue of immigrant women in the workplace, especially those in low wage “sticky floor” occupations where employees, particularly those for whom English is a second language, may be most vulnerable to discrimination, exploitation and abuse. The CFW produced three brochures on workplace issues: *Sexual Harassment – It’s Against the Law*, the *Employment Rights of Pregnant Women* and the *Employment Guide for Domestic Workers*. The brochures were translated and published in a number of languages including English, Spanish, Chinese, Korean, French and Vietnamese, and widely distributed to advocacy organizations, service providers, public agencies and community groups.

2005 – Present:

The Commission provides staff support and office space to the National Association of Commissions for Women.

2007: *Status of Women in Montgomery County*

The result of two years of research, the report analyzes and presents comprehensive data on county women in six domains (economic, health, education, immigration, law and politics), with key findings and recommendations intended to serve as both an educational and a social action tool for the public and for policy makers. This report was released at the Commission’s 35th Anniversary celebration on June 7, 2007, and was distributed to pertinent policy makers and legislators, as well as advocacy organizations and service providers.



***Montgomery County Commission for Women
Counseling and Career Center***

***401 North Washington Street, Suite 100
Rockville, Maryland 20850
240-777-8300***

***Hours of Operation:
Monday, Thursday & Friday
8:30 am – 5 pm
Tuesday & Wednesday
8:30 am – 9 pm***

***E-Mail cfw@montgomerycountymd.gov
Website www.montgomerycountymd.gov/cfw***