

# Maryland Commission for Women

**2004 Annual Report**

**State of Maryland  
Department of Human Resources**



**Robert L. Ehrlich, Jr.**  
Governor

**Christopher J. McCabe**  
Secretary

**Michael S. Steele**  
Lt. Governor

**Dory J. Stacks**  
Executive Director



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## Introduction and Message from the Governor and Lt. Governor



*The Honorable Robert L. Ehrlich, Governor*

*The Honorable Michael S. Steele, Lt. Governor*



We are pleased to provide you the annual report of the Maryland Commission for Women. During the past year, the Commission continued its mission of serving all Maryland residents through its work.

The Commission is charged with expanding social, political and economic opportunities for women. This Administration is proud to have continued fostering a positive climate for women. We also are pleased to recognize some of Maryland's most outstanding women. The Commission inducted five more women into the Maryland Women's Hall of Fame, acknowledging contributions of the past and present. Also, the Commission focuses on the future by honoring Women of Tomorrow – girls and young women who will help lead our State in the years ahead.

We look forward to continuing the work of the Commission and building on its accomplishments to serve and recognize Maryland's women.

## **Introduction and Message from the Secretary, Department of Human Resources**



*Secretary Christopher J. McCabe*

I am pleased to present the 2004 Maryland Commission for Women annual report to you. The mission of the Department of Human Resources is to aggressively pursue opportunities to assist people in economic need, provide prevention services, and protect vulnerable children and adults. The Maryland Commission for Women is a vital resource in this effort. Through many programs such as the Hall of Fame Awards, the Women of Tomorrow Awards, and the Maryland Women's Heritage Center, MCW continues to reach out to its community. It will help to engage individuals and organizations in their communities in partnership with state government in order to promote the interests of women in the State of Maryland.

## Message from the Chairs of the Maryland Commission for Women



*Randa Fahmy Hudome, Chair*

*Brenda Dandy, Vice Chair*



2004 was a very special year of change for the Maryland Commission for Women. As we approached our 40<sup>th</sup> Anniversary in 2005, we took the opportunity to build upon our strengths while making some exciting new changes. The Commission combined and formed several new committees, including an Outreach, a Heritage Center, and a Girls Committee. The committee charges were reissued and each committee was given a new role with new responsibilities.

Significant progress was made in the creation of the first Women's Heritage Center through the obtaining of 501(c)3 status and fundraising projects.

Along with the Ehrlich Administration, we once again honored women and girls for their achievements, dedication, and service to their communities through the Hall of Fame and Women of Tomorrow Awards programs.

We look forward to continuing our work with the Ehrlich Administration to advance solutions for Maryland women.

## **Message from the Executive Director Dory Stacks**



2004 represented a year that demonstrated the dedication and spirit of the commissioners that gave selflessly of their time, efforts, ideas, and goals to make this Commission stronger than ever. Nine new commissioners came on board this year, expanding our geographical diversity, representing Baltimore, St. Mary's, Howard, Harford, Montgomery, Washington and Anne Arundel counties.

One of the new and exciting changes at the Commission this year was the merger of the Legislative Agenda for Maryland Women (LAMW) into the Commission's Legislative and Public Policy Committee (LPP). The Committee will focus on fewer issues in order to strengthen the impact of the effort, targeting issues on rural poverty, abuse and post-partum depression.

In an effort to expand outreach for the Maryland Commission for Women, Ellie Elgin joined the Commission staff in July of 2004 as the new Director of Outreach for the Commission as well as the Maryland Women's Heritage Center. Ellie has been able to double the outreach efforts. She assists the Executive Director in identifying organizations and groups to raise awareness and enlist the aid of Commissioners to promote the programs and projects associated with the mission of the Maryland Commission for Women. Ellie attends community meetings, community events, local commission for women meetings, recognizes issues and identifies potential resources that will further the growth and development of women within the state of Maryland.

As an expansion of the Maryland Women's History Project, the Maryland Commission for women created a committee within the Commission for the Maryland Women's Heritage Center initiative in partnership with the Maryland State Department of Education.

Each summer, the Maryland State Archives offers paid internships to provide students with an opportunity to learn archival and historical methods in a professional setting. High school, undergraduate, and graduate students attending Maryland institutions or Maryland residents attending out-of-state schools are eligible to apply. In addition, students may participate in an abbreviated program for academic or community service credit.

The summer of 2004 marked a partnership between the Maryland Commission for Women and the Maryland State Archives student outreach program that benefits Maryland's students. The Maryland Commission for Women supplied a grant for a graduate summer intern program that provides improved access to resources and a greater understanding of the members of the Maryland Women's Hall of Fame.

## Maryland Commission for Women 2004 Membership

<u>Name</u>	<u>County</u>	<u>Term Up</u>	<u>Term</u>
<b>Randa Fahmy Hudome, Chair</b>	Montgomery	2006	1st
<b>Brenda Dandy, Vice Chair</b>	Baltimore	2007	1st
<b>Deborah M. Avens</b>	Prince George's	2006	1st
<b>Cristena "Cristy" Bach Yeutter</b>	Montgomery		1st
<b>Naomi Benzil</b>	Carroll	2004	2nd
<b>Roseann Bridgman</b>	Worcester	2005	1st
<b>Mary A Burkholder</b>	Anne Arundel	2005	1st
<b>Linda Busick</b>	Worcester	2005	1st
<b>Ikeita Cantu-Hinojosa</b>	Montgomery	2006	1st
<b>Juana Clark</b>	Howard	2005	1st
<b>Ossie G. Clay</b>	Howard	2004	1st
<b>Kathleen Frampton</b>	Howard	2007	1st
<b>H. Victoria Goldsborough</b>	Caroline	2005	1st
<b>Carey A. Goryl</b>	Queen Anne's	2006	1st
<b>Luisa Heredia-Sauseda</b>	Montgomery	2005	1st
<b>Barbara L. Heyman</b>	Montgomery	2005	2nd
<b>Patricia Kirby</b>	Baltimore	2007	1st
<b>Cynthia L. Leppert</b>	Baltimore City	2006	1st
<b>Lucia Nazarian</b>	Montgomery	2007	1st
<b>Dorothy T. Roller</b>	Harford	2003	1st
<b>Kathleen E. Schafer</b>	Montgomery	2006	2nd
<b>Nancy L. Slepicka</b>	Prince George's	2005	1st
<b>Sharon M. Wong</b>	Anne Arundel	2004	1st

### 2004 Staff of Maryland Commission for Women

Dory Stacks, Executive Director  
 Ellie Elgin, Director of Outreach  
 Lori Askinazi, Outreach Coordinator  
 Alexis Turrentine, Policy Analyst  
 Stella Anderson, Administrative Assistant



## Local Commission for Women Information

County	Contact & Address	Phone and Fax	Created Date
Allegany Co. Commission for Women	Dawne Lindsey, Chair 30 Washington Street Cumberland, MD 21502	Phone: 301-777-5923	Created by: County Ordinance Est.1993
Anne Arundel Co. Commission for Women	Barbara Pulliamm, Contact 2664 Riva Rd Annapolis, MD 21401	Commission office: 410-222-1260	Created by: Executive Order Est. 1975
Baltimore County Commission for Women	Jacqueline Wilson, Liaison 400 Washington Ave. Ste 124 Towson, MD 21204	Phone: 410-887-3448 Fax: 410-769-8914 Email: <a href="mailto:jwilson@co.ba.md.us">jwilson@co.ba.md.us</a> or <a href="mailto:women@co.ba.md.us">women@co.ba.md.us</a>	Created by: Legislation Est. 1983
Carroll County Commission for Women	Naomi Benzil, 623 Gist Road, Westminster, Maryland 21157	Phone: 410-876-3170 Fax: 410-876-2683	Create by:
Calvert County Commission for Women	Gayle Armstrong Blizzard, Pres 175 Main Street Prince Frederick, MD 20678	Phone: 410-535-1600 Fax: 410-535-1787 E-mail: <a href="mailto:nevinda@co.cal.md.us">nevinda@co.cal.md.us</a>	Created by: Resolution Est.1976
Cecil County Commission for Women	Kathleen Kunda, Co-Chair Sally Tomlinson, Co-Chair 129 E. Main Street Elkton, MD 21921	Phone: 410-996-5200 <a href="http://www.cecilcountycommissionforwomen.org">www.cecilcountycommissionforwomen.org</a>	Created by: Legislation Est. 1998
Charles County Commission for Women	Rosemary A. Raiman, Chair 200 Baltimore Street LaPlata, MD	Phone: 301-645-0580 or 301-870-3000 <a href="http://www.govt.co.charles.md.us">www.govt.co.charles.md.us</a>	Created by: Legislation Est. 1996
Frederick County Commission for Women	Darby Jones, Chair Winchester Hall 12 East Church Street Frederick, MD 21701-5243	Phone: 301-694-1066 Fax: 410-775-7760 E-mail: <a href="mailto:FCCFW_Online@hotmail.com">FCCFW_Online@hotmail.com</a> Website: <a href="http://www.co.frederick.md.us/FCCFW">www.co.frederick.md.us/FCCFW</a>	Created by: County Ordinance Est. 1992
Garrett County Commission for Women	Lisa Thayer Welch P.O. Box 623 Oakland, MD 21550	Phone: 301-334-8653 Fax: 301-334-4810 E-mail: <a href="mailto:sao@gcnetmail.net">sao@gcnetmail.net</a> <a href="http://www.gcnet.net/garreetinfo">www.gcnet.net/garreetinfo</a>	Created by: Legislation Est. 1994
Harford County Commission for Women	Carol A. Deal, Chair 145 N. Main St. Bel Air, MD 21014	Phone: 410-879-2470 Tina McCarthy Potts (liason) 410-638-3025 <a href="http://www.co.ha.md.us/services/women">www.co.ha.md.us/services/women</a>	Created by: Legislation Est. 1977
Howard County Commission for Women	Patti Petry, Chair 6751 Columbia Gateway Dr. Columbia, MD 21045	Phone: 410-313-6400 Fax: 410-313-6424 E-mail: <a href="mailto:rosenbaum@co.ho.md.us">rosenbaum@co.ho.md.us</a> or <a href="mailto:patti.petry@hp.com">patti.petry@hp.com</a> Susan Rosenbaum, Ex. Secr.	Created by: Legislation Est. 1980



## Local Commission for Women Information

County	Contact & Address	Phone and Fax	Created Date
Montgomery County Commission for Women	Judith Vaughan-Prather, Ex. Dir 401 N. Washington Street, Ste 100 Rockville, MD 20850	Phone: 240-777-8330 Fax: 301-279-1318 E-mail: <a href="mailto:judith.vaughan-prather@montgomerycountymd.gov">judith.vaughan-prather@montgomerycountymd.gov</a> Website: <a href="http://www.montgomerycountymd.gov/cfw">www.montgomerycountymd.gov/cfw</a>	Created by: Legislation Est. 1972
Prince George's County Commission for Women	Esther Bullock, Exe. Dir. Elsie Byrd, Chair 5012 Rhode Island Av Ste 226 Hyattsville, MD 20781	Phone: 301-265-8420 Fax: 301-699-2845 E-mail: <a href="mailto:evirving@co.pg.md.us">evirving@co.pg.md.us</a> or <a href="mailto:ebullock@co.pg.md.us">ebullock@co.pg.md.us</a> Ebony Irving, Coord.	Created by: Legislation Est. 1972
St. Mary's County Commission for Women	Cynthia Brown, Staff Office of Community Service P.O. Box 653 Leonardtown, MD 20650	Phone: 301-475-4633 Fax: 301-475-4268 E-mail: <a href="mailto:commsvs@co.saint-marys.md.us">commsvs@co.saint-marys.md.us</a> Website: <a href="http://www.co.saint.marys.md.us">www.co.saint.marys.md.us</a>	Created by: Legislation Est. 1976
Washington County Commission for Women	Kelly Wilhelm Washington Co. Admin. Bldg 100 West Washington Street Hagerstown, MD 21740	Phone: 301-791-9153 Fax: 301-791-3336 Website: <a href="mailto:kelly@wilhelm.name">kelly@wilhelm.name</a>	Created by: Legislation Est. 1972
Wicomico County Commission for Women	Charletta House, Chair 812 E. Main St. Salisbury, MD 21804	Phone: 410-572-8944 Fax: 410-572-8946	Created by: Legislation Est. 1977
Worcester County Commission for Women	Roseann Bridgman, Chair 8 Pinehurst Rd. Ocean Pines, MD 21811	Phone: 410-641-7243 Fax: 410-974-2307 Email: <a href="mailto:rosnbridgm@aol.com">rosnbridgm@aol.com</a>	Created by: Legislation Est. 1995



## THE MARYLAND COMMISSION FOR WOMEN

### **Introduction**

The Maryland Commission for Women, created in 1965 and established by an act of the Maryland General Assembly in 1971, is a 24-member citizen's group appointed by the Governor from among persons interested in the improvement of the status of women. The Commission's membership represents the geographical regions and diversity of the State. Members are appointed for terms of four years. The Commission is housed in the Maryland Department of Human Resources.

### **Mission**

The Maryland Commission for Women works with the Maryland State Government to advance solutions and serves as a statewide resource to expand social, political and economic opportunities for all women.

### **Goals**

- To work with government to help serve as a voice for Maryland women, in the development of executive, legislative and judicial policies.
- To promote solutions that address the needs of Maryland women.
- To serve as a statewide resource center for Maryland women.

### **Activities**

- Houses the Maryland Women's Heritage Center
- Studies and reports on the status of Maryland women and girls
- Encourages women to become politically active
- Maintains a clearinghouse of information on services and programs for women
- Oversees the Maryland Women's Hall of Fame and Women of Tomorrow Awards
- Houses a Legislative and Public Policy Committee to track legislation for women in Maryland
- Provides and maintains a referral and resource service for women in need of assistance
- Does outreach to the community in the form of educational events on issues of importance to Maryland women and girls

## Legislation and Public Policy

The Legislative and Public Policy (LPP) Committee began the 2004 legislative session by sponsoring the 12<sup>th</sup> Annual Advocacy Day on Wednesday, January 21<sup>st</sup>. Its goal was to work with the Legislative Agenda for Maryland Women (LAMW) to provide an overview of the legislation concerning women for the coming legislative session and to introduce the 2004 LAMW agenda. Throughout the session, staff kept MCW Commissioners and LAMW members aware of the status of agenda items, including a bill for residential child-care programs to require certification of the program administrator; a bill to create a Cervical Cancer Committee of the Maryland Comprehensive Cancer Control Plan within the State Council on Cancer Control; and a bill to create a Task Force on the Status of Women and Information Technology. The success rate of bills passed in the 2004 legislative year was 31%.



**SB 99, Residential Child Care Programs**



**SB 917, Women & Information Technology**

MCW views as one of its most important roles the support of legislation, which improves the quality of life and increases opportunities for women. In August of 2004, the LPP Committee, in conjunction with the Executive Committee, announced that, in seeking to improve legislative activities, it would move the work of the Legislative Agenda for Maryland Women (LAMW) directly into the LPP Committee. The belief was that this new approach would be much more effective and efficient in making progress for Maryland women. With the on-going and strong support of the Governor promoting MCW objectives, it was no longer necessary to have an independent activity such as the LAMW outside of the LPP Committee. MCW commissioners were invited to continue to work on women's legislative issues and provide input through the LPP Committee. As new appointments to the Commission were made throughout the year, the LPP Committee was filled and was able to reestablish its goal of working with the Department of Human Resources and the Office of the Governor to review issues of concern to women in Maryland. The charge of the LPP Committee is a standing committee that builds a legislative agenda in collaboration with women's and other cooperating groups, organizes legislative action, tracks bills, provides testimony, and sends legislative alerts. The committee also develops policy recommendations on key issues affecting the status of women.

## Heritage Center

The Heritage Center Committee is a standing committee, working in conjunction with the Maryland State Department of Education, which is responsible for the ongoing development of the Maryland Women's Heritage Center (MWHC) program's material and content. This includes developing a vision, determining how each room will be utilized, making suggestions for programs, and developing a budget.

The mission of the Maryland Women's Heritage Center is to preserve the past, understand the present and shape the future by recognizing, respecting and transmitting the experiences and contributions of Maryland women.

The vision of the MWHC is to provide a place to learn and teach about the contributions of Maryland Women throughout the state's history.

Permanent and changing exhibits encompassing all geographical regions of the state will focus on individuals, events and special topics. It will serve as a women's history archive, a resource/reference library and learning center. It will provide a place to display arts and crafts, as well as host seminars, special events and receptions.



Programs suggested by committee members include: Diet and Health, Job Readiness Training, Financial Literacy, Legislative Issues, Culinary Arts, Fair Housing and Home Ownership Opportunities, Domestic Violence/Child Abuse/Neglect Awareness.

Currently the committee consists of four members (Linda Busick, Brenda Dandy, Ossie Clay and Juana Clark). The committee developed correspondence to introduce community leaders, civic groups and local women's commissions to the Heritage Center concept. It is estimated that over 1,000 letters were sent to the aforementioned groups across the state. A request was made for input regarding the type of exhibits and programs, which would be of interest to their organization. Follow-up correspondence or phone calls were made to schedule presentations for the various groups or to provide additional information regarding this project. A sharp rise in the number of website hits for the Maryland Commission for Women (MCW) was noted after this campaign was generated.

A PowerPoint presentation, which was developed by Ellie Elgin, Director of Outreach for MCW, outlining the purpose of the MWHC and the manner in which the center could be utilized, has been shown at numerous public gatherings. Many of the events where this information has been disseminated at the Maryland Association of Counties Convention (2003 and 2004), Atlantic General Hospital 2004 Expo, Maryland Women's Legislative Luncheons 2004/2005, local women's commission meetings and sponsored events, Faith-based and civic programs and community festivals, Department of Human Resource sponsored events (i.e.; Governor's Domestic Violence Conference 2004, Governor's 10<sup>th</sup> -12th Conferences on Child Abuse and

Child Neglect, Immigration/New Americans Forum, Fair Housing Forum) and Office of Minority Affairs- Starting a Business).

Programs relating to current challenges facing Maryland Women would be presented at the Heritage Center sponsored by the Maryland Commission for Women, utilizing various funding resources including private industry. A job-skills seminar, recently presented in Worcester County in conjunction with the Domestic Violence Prevention Coalitions of Worcester, Wicomico and Somerset Counties, resulted in a positive contact with Verizon Wireless, who has agreed to provide funding and work with the Maryland Commission for Women in presenting this type of seminar across the State. The seminars would be done in local educational facilities until the Heritage Center becomes a functioning entity.

While we do not have a confirmed Heritage Center site, the committee has been exploring options in the Annapolis and Baltimore City regions as these locations would be conducive to visiting tourists and state residents.



The Program Committee is working on a tentative budget for the Heritage Center. Once the site for the Center has been determined, the MCW Heritage Center Committee will also review the budget recommendations.

The MCW Heritage Center Committee has made an effort to raise funds by designing and creating a Heritage Center Logo lapel pin, netting approximately \$500 in contributions to the Heritage Center. Visibility at the previously mentioned events has also generated private contributions for the Heritage Center.

The outreach efforts made by this committee has been two fold; to raise public awareness regarding both the Heritage Center and the function and programs generated by the Maryland Commission for Women.





## Girls Committee

### Women of Tomorrow Program

As the successors of the Women of Tomorrow program formerly headed by the Governor's Council on the Status of Girls, the Maryland Commission for Women Girls Committee has been successful in maintaining the program. One of the goals for the Women of Tomorrow program was to increase the number of applicants, and during this fiscal year, the number of applications submitted for consideration tripled.



### Proposed Projects

#### Statewide Girls Mentoring Program

#### 2004 Women of Tomorrow Honorees

In collaboration with girls mentoring programs in the State of Maryland, the Girls Committee is planning to establish a Statewide Girls Mentoring program for girls. The components of the mentoring program will include:

- ❑ Academic Excellence – This component will help girls improve their academia through statewide tutoring centers at local county libraries, public, or private schools.
- ❑ Leadership Development – This component will help girls to development leadership skills to make positive changes and impacts within their schools and communities.
- ❑ Body Image and Wellness – This component will educate girls on the importance of taking charge and control of their bodies to decrease chances of acquiring diseases that can decrease or jeopardize their quality of life.
- ❑ Science and Technology – Since there remains a gap between girls and boys obtaining degrees in Math, Science, or Technology, this component will work with girls to teach them how to integrate technology into their daily lives.
- ❑ Career Development – Many middle and high schools do not have structured career development programs to help middle and high school girls to start planning for their careers. This component will help girls make effective career development decisions based on their career assessments, training, and job sharing.
- ❑ Financial Literacy - Many counties in the State of Maryland have a high percentage of female-headed households that are living in poverty. This component will teach girls how to manage their money by living on a budget and how to increase their financial resources through sound investment options.

#### Annual Leadership Summit

To encourage young women to pursue leadership roles and/or positions, the Girls Committee plans to hold an annual leadership summit in the Fall and invite powerful women in leadership positions within the State of Maryland to participant as guest speakers and presenters.

#### Girls Committee Web Page

The Girls Committee will add a web page to the Maryland Commission for Women's website to list resources and links that will the overall well being of Maryland girls.

## Education and Dissemination

In 2004, MCW's Education Committee continued to administer the Maryland Women's Hall of Fame. The Hall of Fame was first established through the efforts of the Maryland Commission for Women and the Women Legislators of Maryland in 1985. Its purpose is to honor Maryland women, who have made unique and lasting contributions to the economic, political, cultural and social life of the State, and to provide role models of achievement for tomorrow's female leaders.

Women with both contemporary and historical achievements are inducted each year. They represent the many women who have shaped Maryland, the United States and the world. Their induction into the Maryland Women's Hall of Fame is sponsored by MCW and enhances the visibility of their contributions to their communities and to the status of women.

The Maryland Commission for Women sent out hundreds of invitations to organizations and individuals seeking nominations in the Fall of 2003 and thereafter, convened an independent selection committee representing a cross selection of citizens of the State, which reviewed the nominations and made the final selections. In March 2004, these women were inducted into the Hall of Fame at a special ceremony held in the Miller Senate Office Building in Annapolis. Governor and Mrs. Ehrlich, Lt. Governor Steele, and Secretary McCabe co-hosted the event. The Women Legislators of Maryland and the Friends of MCW sponsored this event. A news release announcing the Hall of Fame selections for 2004 was disseminated to major media organizations throughout the state.



The 2004 Maryland Women's Hall of Fame honorees.  
Pictured left to right are: Honoree Esther McCready and  
Honoree Dr. Nancy Grasmick.

## Maryland Women's Hall of Fame Honorees 2004

**Emily Edmonson**  
**Dr. Nancy Grasmick**  
**Esther McCready**  
**Margaret Byrd Rawson**  
**Vivian V. Simpson**



Emily Catherine Edmonson was born in Montgomery County circa 1835, the daughter of Paul and Amelia Edmonson, a free black man and an enslaved woman. Emily overcame the oppression of slavery, championing the emancipation of slaves, working as an outspoken abolitionist alongside Frederick Douglass and others. Emily Catherine Edmonson died on September 15, 1895.

Dr. Nancy S. Grasmick is Maryland's first female State Superintendent of Schools and is the only person to hold two cabinet positions simultaneously: Special Secretary for Children, Youth, and Families and as State Superintendent of Schools. She also served as a classroom and resource teacher, principal, supervisor, assistant superintendent, and associate superintendent. Dr. Grasmick has been a teacher and an administrator, and, most importantly, a child advocate. The sustaining force behind her commitment to education reform is her strong belief that every child is entitled to a high-quality education through a public system held accountable for its performance. Her vision is for a system in which all schools effectively prepare students for the challenges and opportunities of the new millennium.



Ms. McCready is one of the University of Maryland School of Nursing's most distinguished alumni. As the first African-American to attend the UM School of Nursing she stands as a trailblazer; her courage and determination helped open doors for generations of aspiring African-American nursing students. Upon the initial denial of admission and with the help of the NAACP civil rights giant Thurgood Marshall, she sued for admission to Maryland's school. On April 14, 1950, the Maryland Court of Appeals ruled in favor of Esther McCready. She finally won the right to attend the University of Maryland School of Nursing. Her career has included nursing, teaching, and public speaking.



Education researcher, sociologist, psychologist, writer, pre-eminent scholar, holder of two honorary doctorates, Grand Dane of Dyslexia are just some of the words used to portray Margaret Byrd Rawson. In 1929, she founded, with her husband Arthur, The School in Rose Valley, in Moylau, Pennsylvania. Following her retirement from Hood College at age 65, Margaret Byrd Rawson began her third career in the area of dyslexia and became a world renowned expert on the subject. She played the role of educator, researcher, sociologist, mother, activist, co-founder of the Jemcey School in Baltimore, advisor to the Frederick County project (first of its type in a Maryland public school system), and former President of the Orton Dyslexia Society.



Vivian Simpson opened a solo law practice in Rockville, Maryland in 1928, at a time when she was the first and only woman admitted to the Montgomery County Bar. Simpson and Simpson became one of the most highly respected law firms in the state of Maryland, and Ms. Simpson's distinguished career spanned fifty years, during which time she repeatedly broke barriers for women, earning appointments as the first woman attorney for the Board of Montgomery County Commissioners in 1938, the first woman ever to serve on the Maryland Industrial Accident Commission (now the Workers Compensation Commission) 1940-47, the first woman Secretary of State for Maryland in 1949, and the first woman ever to be elected President of the Montgomery County Bar Association in 1949.



## Outreach

With the addition of the Director of Outreach position to the Maryland Commission for Women, outreach initiatives have increase by 50% this year. Some of most significant outreach undertakings have been the appropriate outreach to the local commissions and women's organizations. The aim was to advance the role of the Maryland Commission for Women through open and interactive dialogues in order to develop a supportive role for the local commissions' activities, services and projects. Outreach was able to learn what the issues and concerns are for women in each of the counties, as well as share the efforts, resources and strategies of the Maryland Commission for Women. This outreach effort has resulted in invitations to attend numerous Women's Fairs, conferences, workshops and events that highlight women's issues such as health, domestic violence, financial literacy, homelessness, fair housing practices, immigration and entrepreneurship /career advancement.



Charles County Commission for Women

By attending numerous local commission meetings showed support for the work and programs that the local commissions are working on, shared information about the projects, publications and resources that are available through the Maryland Commission. Additionally, we are able to learn what the most pressing issues are for women in each of the counties. One concern that was brought up was affordable health care and women's health care in particular. Domestic violence continues to be an issue and crosses all economic levels. A growing concern is homelessness. As the prices of housing escalate, so does the number of homeless women and children in once what were considered rural and bedroom communities. Homelessness is no longer confined to the cities. Many of the local commissions are looking at how these issues can be addressed by working with the local government agencies and faith-based organizations in their communities. However, the homeless issue is a statewide issue and many local governments are looking to the State for help in addressing this issue.

The Domestic Violence and Sexual Assault conference stressed that this is still a problem for many women of all economic levels. The Maryland Commission for Women provides publications and resources for all agencies and groups that work with women and families struggling with domestic and sexual assault issues. Outreach has participated in two domestic violence conferences and shared information, publications and resources available, as well as, encouraged organizations and agencies to register their group on our resource page.

By attending a number of community fairs, i.e., Afro-American Cultural Heritage, Korean Festival, and an intertribal POW WOW, outreach was able to connect with many minority organizations and provided them with resource information and publications. At Women's Expo's, outreach was able to distribute the commission publications on "Abuse," "Sexual Harassment," "Marriage and Divorce," "Women in Prison," and the "Status of Women." Participation in these fairs has expanded awareness of the commission and importance of the Commission for Women in empowering women to learn how to locate and access critical resources available to them. This has enabled the Commission to connect with nonprofit organizations and groups that provide workshops and resources for women who are homeless or are in prison. One goal of these organizations is to develop educational workshops and programs

to help women learn how to re-enter in society and overcome issues of substance abuse, poor life choices and life management issues.

On the business end, outreach has attended quite a few business workshops, conferences and resource forums hosted by the Small Business Development Centers throughout the central and capitol region. Ellie Elgin, Director of Outreach has been invited to speak at the Rotary Club of Towson, exhibit at the Athena Awards Gala and Business Fair. She exhibited in a number of Minority Business Exchange Workshops in Harford County and attended the Governor's Workforce Conference in Howard County to gather information on the needs of women entrepreneurs.

The Maryland Commission for Women is working collaboratively with the Asian and Hispanic commissions and State Agencies, such as, the Governor's Office on Minority Affairs, American Indian Commission and Department of Aging. Through these partnerships we are working to reach a broader more diverse population.

At the Women in Corrections Conference, the Maryland Commission for Women to set up a table. We provided information and publications from the commission. Outreach was able to collect vital information about resources and workshops that are available to women in prison to help them re-enter into society.

Currently, the Maryland Commission for Women's collaboration with the Maryland State Department of Education to work on the Maryland Women's Heritage Center project has resulted with greater support from local commissions. The Center will be able to tell a complete story about the roles, responsibilities and importance of the women's commissions. This is literally spreading the word and goals about the Center and how the commissions are an integral element to the success of the Maryland Commission for Women and to the women of Maryland.

In an effort to have the Maryland Women's Heritage Center included on Baltimore's Heritage Trail, requires working with the museum community, and attending the Greater Baltimore History Alliance monthly meetings. The Maryland Commission for Women is also working with the Maryland State Department of Education to expand the understanding and importance of women's contributions, have this history of Maryland women included in the K – 12 curriculum. We are doing this by working through the Maryland Women's Heritage Center project. This has given outreach staff the opportunity to speak at the National Association of Social Studies Conference and the museum community within Maryland.



# Maryland Commission for Women Strategic Plan: 2002-2004

## I. **Goal: Improve clearinghouse function to Maryland women**

### Objective 1: Build a Statewide Resource

- A. Develop a comprehensive statewide database of women's organizations  
*Responsible Committee: Community Partnerships*
- B. Make the database accessible through the MCW website  
*Responsible Committee: Community Partnerships & Clearinghouse Coordinator*
- C. Inform Maryland women about the resources available through the MCW and its database  
*Responsible Committee: Marketing & Communications*
- D. Develop other ways for reaching women who cannot access the database through the web site  
*Responsible Committee: Marketing & Communications*

### Objective 2: White Paper on 2000 Census

- A. Research the 2000 census data as it relates to women in Maryland  
*Responsible Committee: Education*
- B. Write report on 2000 census data and its policy implications for Maryland women  
*Responsible Committee: Education and Public Policy & Legislation*
- C. Write section on census data as it relates to girls  
*Responsible Committee: Girls Council*

### Objective 3: Strengthen Relationship with County Women Commissions

- A. Develop a comprehensive directory of local Commissions for Women  
*Responsible Committee: Community Partnerships*
- B. Survey local Commissions to discern their needs from the MCW  
*Responsible Committee: Community Partnerships*
- C. Develop a regular communications tool to local Commissions  
*Responsible Committees: Community Partnerships and Marketing & Communications*
- D. Host outreach events to local commissions as determined by the survey  
*Responsible Committee: Community Partnerships*

## **II. Goal: Take Action on the Women in Prison Report**

### Objective 1: Determine Key Policy Objectives

- A. Review report to determine key policy objectives of follow-up activity  
*Responsible Committee: Public Policy & Legislation*
- B. Work with government agencies and legislators to develop a policy agenda  
*Responsible Committee: Public Policy & Legislation*

### Objective 2: Enact Strategic Plan

- A. Develop a strategic plan for achieving policy objectives  
*Responsible Committee: Public Policy & Legislation*
- B. Do outreach to targeted communities regarding our policy objectives  
*Responsible Committee: Marketing & Communications*
- C. Through legislative process act on policy recommendations  
*Responsible Committee: Public Policy & Legislation*

## **III. Goal: Follow-up on the Health Forums**

### Objective 1: Determine Key Outcomes from the Policy Forums

- A. Review data from the health forums  
*Responsible Committee: Public Policy & Legislation*
- B. Determine what additional information is needed to issue a report  
*Responsible Committees: Public Policy & Legislation, Community Partnerships, Education*

### Objective 2: Write a Report on the Status of Women's Health in Maryland

- A. Conduct additional research as necessary  
*Responsible Committees: Public Policy & Legislation, Community Partnerships, Education*
- B. Write Report  
*Responsible Committee: Education*
- C. Distribute and publicize report to target audiences  
*Responsible Committee: Marketing & Communications*

## **IV. Goal: Work with Government on Economic Empowerment Issues for Women**

### Objective 1: Follow-up on Transportation Issues (as they relate to economic empowerment)

- A. Review data from the transportation research  
*Responsible Committee: Public Policy & Legislation*
- B. Determine what additional information is needed to issue a report  
*Responsible Committees: Public Policy & Legislation, Community Partnerships, Education*

Objective 2: Write a Report on the Status of Transportation

- D. Conduct additional research as necessary  
*Responsible Committee: Public Policy & Legislation, Community Partnerships, Education*
- E. Write report  
*Responsible Committee: Education*

**V. Goal: Excellence in On-going Committee Work**

Committee: Legislation & Public Policy

- A. Review and revise LPP Committee process to become more pro-active and engaging
- B. Take a more pro-active role in supporting women's issues during the 2004 Legislative Session
- C. Work with the Women's Legislative Caucus to increase the synergy on issues between our organizations

Committee: Education

- A. Review Women's Hall of Fame Event to become a showcase event for the MCW
- B. Work with Department of Education to improve Women's History Month
- C. Develop ways of continually educating target audiences about the issues facing women

Committee: Community Partnerships

- A. Identify counties that need new Women's Commissions and work toward having a Commission in every county
- B. Identify opportunities to partner with various communities to strengthen and support the work of the MCW

Committee: Marketing and Communications

- A. Identify the MCW's target audiences

- B. Develop a compelling message about the MCW's work for these audiences
- C. Develop tools to deliver this message
- D. Deliver the message

Committee: Girls Council

- A. Refer to Girls Council strategic plan

Committee: Coalition to Appoint Women to Boards and Commissions

- A. Target communities to do trainings
- B. Work with the Maryland Chamber and other groups to expand our reach

Committee: Friends of the MCW

- A. Work with each standing committee to access needs from Friends group

## RECOMMENDATIONS

In compliance with the statute that created the Commission, the following recommendations are to be presented to the Governor and Legislature.

1. The number of women being incarcerated is increasing at a rapid rate. The data indicate that the increase is associated with crime related to drug and alcohol use. Fifty-three percent of the women at the Maryland Correctional Institute for Women have a drug/alcohol related arrest and 65 percent report they have been incarcerated previously for a drug or alcohol-related offense. The data clearly point to a relationship between drugs and incarceration.

*The Maryland Commission for Women (MCW) will continue the dialogue with the Maryland Correctional Institute for Women and the Department of Safety and Correctional Services to address issues facing incarcerated women, particularly drug and alcohol treatment programs that sufficiently treat those who are addicted.*

2. According to Claudia Morrell, Director of the Center for Women and Information Technology (CWIT) at the University of Maryland, Baltimore Campus, there is a decline of women in Information Technology programs in high school and college. It is important to get more girls interested in Information Technology through research and events.

*The Maryland Commission for Women will co-host a Computer Mania Day to implement an effective intervention for increasing youth's interest in technology. If Maryland is expected to continue to advance its status as a leader in information technology (IT) nationally, it must ensure that the brightest minds, including women's, are developed to support and advance our technology industry.*

3. A museum for women that is solely dedicated to the history and accomplishments of women in Maryland has been a dream for many women in this state. The vision is to have a museum, a learning center, archives, a showcase for women artists and performers, and a gathering place for discussions on women's issues. The name of the museum would be the Maryland Women's Heritage Center (MWHC).

*The Maryland Commission for Women will work with the Maryland Department of Education and First Lady Kendel Ehrlich, President of the Board of Directors, to build community awareness. The MCW will meet regularly to define the mission, services and programs for the MWHC. These regular meetings will address the program development and ways to collaborate with local school systems, universities, libraries and other museums in the area. This work is an ongoing project for the women of Maryland.*



## **Resources**

### **Help for Substance Abuse, Mental Health Services, Job Training, Adult Services, Domestic Violence**

#### First Call For Help

A service of United Way of Central Maryland  
100 South Charles Street, 5<sup>th</sup> Floor  
Baltimore, MD 21201  
410-685-0525  
1-800-492-0618  
TTY: 410-685-2159

#### Maryland Coalition Against Sexual Assault, Inc.

1517 Gov. Ritchie Highway, Suite 207  
Arnold, MD 21012  
1-800-983-RAPE  
410-974-4507  
fax: 410-757-4770  
web: [www.mcasa.org](http://www.mcasa.org)  
Email: [info@mcasa.org](mailto:info@mcasa.org)

#### Maryland Network Against Domestic Violence

6911 Laurel-Bowie Road  
Suite 309, Bowie, MD 20715  
1-800-MD-HELPS or 301-352-4574  
301-809-0422 (Fax)  
Web: [www.mnadv.org/](http://www.mnadv.org/)  
Email: [info@mnadv.org](mailto:info@mnadv.org)

#### National Institutes on Alcohol Abuse and Alcoholism

9000 Rockville Pike  
Bethesda, MD 20892  
(301) 496-1993

#### YWCA Arnold Site (Administrative Headquarters)

1517 Ritchie Highway  
Arnold, MD 21012  
410-626-7800  
FAX: 410-626-7312  
[www.ywcaaac.org](http://www.ywcaaac.org)

YWCA West County Family Support Center  
8379 Piney Orchard Parkway  
Odenton, MD 21113  
410-551-2411  
FAX: 410-519-9762

Meade Teen Infant Center  
Meade Senior High School  
1 Clark Road  
Ft. Meade, MD 21755  
410-674-5439

### **Legal Help**

Legal Aid Bureau Inc.  
500 East Lexington Street  
Baltimore, MD 21202  
410-951-7777  
fax: 410-951-7818

#### National Women's Studies Association (NWSA)

University of Maryland  
7100 Baltimore Blvd., Ste. 502  
College Park, Maryland 20740  
United States of America  
Phone: (301) 403-0524  
Fax: (301) 403-4137  
e-mail: [nwsaoffice@nwsa.org](mailto:nwsaoffice@nwsa.org)  
Web: <http://www.nwsa.org>

### **Professional Women Services**

Central Region Headquarters  
Maryland Small Business Development Center  
Towson University  
8000 York Road  
Towson, MD 21252-0001  
410.704.5001 (voice)  
877.421.0830 (toll-free)  
410.704.5009 (fax)  
**E-mail:** [sbdc@towson.edu](mailto:sbdc@towson.edu)  
<http://wwwnew.towson.edu/sbdc/>

statewide site: <http://www.mdsbdc.umd.edu/>

Governor's Office of Minority Affairs  
Suite 1502  
6 Saint Paul Street  
Baltimore MD 21202  
Local phone number: (410) 767-8232  
Toll-free phone number: 1-(877) 558-0998  
Fax: (410) 333-7568  
<http://www.mdminoritybusiness.com/>

Small Business Administration Maryland  
District Office  
City Crescent Building, 6th Floor  
10 South Howard Street  
Baltimore, Maryland 21201  
(410) 962-4392  
<http://www.sba.gov/md/>

Women Entrepreneurs of Baltimore (WEB,  
Inc.)  
1118 Light St., Ste 202  
Baltimore, MD 21230  
Call: (410) 727-4921  
Fax: (410) 727-4989  
WEB Program, Workshops, Graduate  
Business Directory,  
at: [services@webinc.org](mailto:services@webinc.org).  
WEB Consulting Services for  
Microenterprise Development  
Organizations at: [abeckley@webinc.org](mailto:abeckley@webinc.org).

### **Scholarships for Women**

Center for Women and Information  
Technology  
UMBC  
1000 Hilltop Circle - ITE 452  
Baltimore, MD 21250 USA  
Phone: (410) 455-2822  
Fax: (410) 455-8931  
Web: <http://www.umbc.edu/cwit/>

Email: [cmorrell@umbc.edu](mailto:cmorrell@umbc.edu)

National Women's Studies Association  
(NWSA)  
University of Maryland  
7100 Baltimore Blvd., Ste. 502  
College Park, Maryland 20740  
United States of America  
Phone: (301) 403-0524  
Fax: (301) 403-4137  
e-mail: [nwsaoffice@nwsa.org](mailto:nwsaoffice@nwsa.org)  
Web: <http://www.nwsa.org>

### **Legislation**

Department of Legislative Services (for the  
Maryland General Assembly)  
90 State Circle  
Annapolis, Maryland 21401-1991  
1-410-946-5400 (Baltimore)  
1-301-970-5400 (Washington)  
1-800-492-7122 (other areas)  
web: <http://mlis.state.md.us>  
email: [libr@mlis.state.md.us](mailto:libr@mlis.state.md.us)

Women Legislators of Maryland  
Marsha Wise, Executive Director  
200 Lowe House Office Building  
Annapolis, MD 21401-1991  
Voice: (301) 858-3013  
Web: <http://www.academy.umd.edu/wc/>  
Email: [WomenCaucus@erols.com](mailto:WomenCaucus@erols.com)

The National Foundation for Women  
Legislators  
910 16th Street; Suite 100  
Washington, DC 20006  
Telephone: (202) 293-3040  
Fax: (202) 293-5430  
E-mail: [nfwl@womenlegislators.org](mailto:nfwl@womenlegislators.org)



**Maryland Commission for Women  
45 Calvert Street  
Annapolis, MD 21401**

Telephone: 410-260-6047

Fax: 410-974-2307

Toll Free: 1-877-868-2196

TTY Maryland Relay: 1-800-925-4434

Web: [www.marylandwomen.org](http://www.marylandwomen.org)

E-mail: [mcw@dhr.state.md.us](mailto:mcw@dhr.state.md.us)