



40th Anniversary Year

MARYLAND WOMEN'S HERITAGE CENTER

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WOMEN OF TOMORROW A

Studies and reviews the status of women

## Maryland Commission for Women



### January to December 2005 Annual Report

MARYLAND WOMEN'S HALL OF FAME

Addresses critical problems facing women

Clearing house of information

MARYLAND WOMEN'S HISTORY MONTH



State of Maryland  
Department of Human Resources

Robert L. Ehrlich, Jr., Governor • Michael S. Steele, Lt. Governor • Christopher J. McCabe, Secretary • Dory J. Stacks, Executive Director



## TABLE OF CONTENTS

INTRODUCTION AND MESSAGE FROM THE GOVERNOR AND LT. GOVERNOR .....	2
INTRODUCTION AND MESSAGE FROM THE SECRETARY, DEPARTMENT OF HUMAN RESOURCES.....	3
MESSAGE FROM THE CHAIRS OF THE MARYLAND COMMISSION FOR WOMEN.....	4
MESSAGE FROM THE EXECUTIVE DIRECTOR .....	5
MARYLAND COMMISSION FOR WOMEN 2005 MEMBERSHIP .....	6
LOCAL COMMISSION FOR WOMEN INFORMATION.....	7
THE MARYLAND COMMISSION FOR WOMEN .....	9
LEGISLATION AND PUBLIC POLICY .....	10
HERITAGE CENTER.....	11
GIRLS COMMITTEE.....	12
PROPOSED PROJECTS.....	13
EDUCATION AND DISSEMINATION .....	14
MARYLAND WOMEN'S HALL OF FAME HONOREES 2005.....	15
OUTREACH.....	18
2005 KEY ACCOMPLISHMENTS .....	19
MARYLAND COMMISSION FOR WOMEN STRATEGIC PLAN: 2005-2006 .....	22
RECOMMENDATIONS .....	24
RESOURCES.....	25

## 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 present the annual report for the Maryland Commission for Women. The Commission is charged with expanding social, political and economic opportunities for women. During the past year, the Commission has continued that mission and has served all Maryland residents through its efforts.

This Administration is pleased to recognize some of Maryland's most outstanding women. This year's induction of five more women into the Maryland Women's Hall of Fame continues the tradition of acknowledging the extraordinary contributions women have made to our State.

We are also pleased that 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 2005 Maryland Commission for Women annual report. 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 the community, by engaging individuals and organizations in partnerships with state government.

I applaud the Commission for the good work they have done in promoting the interest of women in the State, thereby benefiting all of Maryland through their efforts.

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



*Randa Fahmy Hudome, Chair*



*Brenda Dandy, Vice Chair*

In the spirit of acknowledging and celebrating our 40<sup>th</sup> Anniversary – the Maryland Commission for Women embarked on renewed and dedicated outreach efforts to women and interested groups across the state! Both MCW staff and Commissioners met with several County Commissions for Women, attended numerous seminars and events focusing on women and family issues and participated in relevant legislative/policy forums. MCW has also established very strong and effective liaisons with other Commissions within DHR, the Governor's office and both legislative houses.

This year plans were made to develop a quarterly MCW newsletter in order to enhance our communications to the people of Maryland. As part of our strategic planning, efforts were underway to plan for a Community Café in order to seek input from stakeholders around issues affecting women and girls.

MCW sponsored the first Mentoring Conference in March at the College of Notre Dame of Maryland. Due to its success and continued need, we are hoping to make this an annual event.

The Maryland Heritage Center Committee was very active in both developing the programmatic aspects of the Center as well as planning various events around the State of Maryland to raise awareness about the Center. Again this year, the Women of Tomorrow Awards Program and Hall of Fame were fabulous successes. Both events continued to recognize outstanding women and girls for their accomplishments and spirit of service to their communities. We are striving to ensure that the Heritage Center becomes the permanent home for the Hall of Fame awardees.

The Ehrlich Administration was able to rely on the energy and support from the Maryland Commission for Women to advance solutions for Maryland women and girls.



## Message from the Executive Director

### Dory Stacks

On July 22, 1965, Governor J. Millard Tawes created by executive order the Governor's Commission on the Status of Women. It was followed by the creation of the Maryland Commission on the Status of Women on July 1, 1971. Since then, the Commission has made the transition from being a body which **reported** on the status of women within the state, to playing an active role in **improving the status** of women. Forty years later we celebrated two generations of progress and the Commission's vision for the future with an event (appropriately held), at the American Visionary Art Museum.



The event was attended by past commissioners, past chairs and vice chairs and the community at large, and celebrated the past accomplishments of Maryland women over the decades. The Commission has always relied on the work of volunteers in efforts such as this. The success of this evening was due to the committed volunteers who undertook the project. We are extremely grateful to them.

In addition to the wonderful volunteers that support the Commission, we have worked closely with Governor Robert L. Ehrlich, Jr., First Lady Kendel Ehrlich, the Maryland State Department of Education's Superintendent Nancy Grasmick and former First Lady Frances Hughes Glendening to establish a Maryland Women's Heritage Center. The goal of the Women's Heritage Center is to help provide a solid understanding of the roles women have played in the state of Maryland. While still in the beginning stages, exhibitions at the Heritage Center will tell the inspiring stories of how trailblazing Maryland women made significant contributions to the quality of life we all enjoy. There are only a few women's museums in the United States, and Maryland will be one of the first states to house this kind of educational facility. Women's stories need to be added to the historic record.

An example of Maryland's rich history in women's contributions can be seen as we look at the Maryland Legislature. The Women Legislators of Maryland, under the leadership of Delegate Mary Ann Love, President, are ranked number 1 in the nation for number of women in elected office. Fifteen (33%) of those women were in the Senate and forty-nine (35%) in the House. The overall number of women legislators, out of a total of 188 legislators (male and female) is 34%, putting Maryland into the category of being noticed for the work of its women.

We are proud of the contributions Maryland women have made and continue to make. We invite those who may be interested, to get involved with the Commission. Currently, there are vacancies for volunteer commissioners and there are numerous opportunities to work on special projects and events as we continue to advance the status of all Maryland women.

## Maryland Commission for Women 2005 Membership

<u>Name</u>	<u>County</u>	<u>Term Up</u>	<u>Term</u>
<b>Randa Fahmy Hudome, Chair</b>	Montgomery	2007	1 <sup>st</sup>
<b>Brenda Dandy</b>	Baltimore	2005	1 <sup>st</sup>
<b>Deborah M. Avens</b>	Prince George's	2006	1 <sup>st</sup>
<b>Lynne G. Brick</b>	Baltimore	2008	1 <sup>st</sup>
<b>Linda Busick</b>	Worcester	2009	2 <sup>nd</sup>
<b>Ossie G. Clay</b>	Howard	2009	2 <sup>nd</sup>
<b>Frances P. Eagan</b>	St. Mary's	2008	1 <sup>st</sup>
<b>Kathleen Frampton, Vice Chair</b>	Howard	2007	1 <sup>st</sup>
<b>H. Victoria Goldsborough</b>	Caroline	2009	2 <sup>nd</sup>
<b>Alfreda Gill</b>	Howard	2008	1 <sup>st</sup>
<b>Mary Pat Koscher</b>	Harford	2008	1 <sup>st</sup>
<b>Cynthia L. Leppert</b>	Baltimore City	2009	1 <sup>st</sup>
<b>Loryn Lesser</b>	Baltimore	2009	1 <sup>st</sup>
<b>Carolyn Mattingly</b>	Montgomery	2007	1 <sup>st</sup>
<b>Dee Mayberry</b>	Washington	2009	1 <sup>st</sup>
<b>Lucia Nazarian</b>	Montgomery	2007	1 <sup>st</sup>
<b>Laurie Sears</b>	Anne Arundel	2008	1 <sup>st</sup>
<b>Theresa Wiseman</b>	Harford	2009	1 <sup>st</sup>

## 2005 Staff of Maryland Commission for Women



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

<b>Local Commission for Women Information</b>			
<b>County</b>	<b>Contact &amp; Address</b>	<b>Phone and Fax</b>	<b>Created Date</b>
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 Pulliam, 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: 410-996-5400 Tammy Gacy, Liaison <a href="http://www.cecilcountycommissionforwomen.org">www.cecilcountycommissionforwomen.org</a>	Created by: Legislation Est. 1998
Charles County Commission for Women	Debbie Bennett, 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	Beverly Beard 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 Michelle Luce (liaison) 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	Norma Hill, Chair 6751 Columbia Gateway Dr. Columbia, MD 21045	Phone: 410-313-6400 Fax: 410-313-6424 E-mail: <a href="mailto:srosenbaum@co.ho.md.us">srosenbaum@co.ho.md.us</a> or <a href="mailto:Women@co.ho.md.us">Women@co.ho.md.us</a> Susan Rosenbaum, Ex. Secr.	Created by: Legislation Est. 1980
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: 301-475-4600 x 1846 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	Natalie Rood, Chair Washington Co. Admin. Bldg 100 West Washington Street Hagerstown, MD 21740	Phone: 301-797- 9668 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	Jeanne Anderton, 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 addresses 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**

A newly-constructed Legislation and Public Policy (LPP) Committee in 2005 involved itself with tracking, studying, attending and testifying activities pertaining to Senate Bill 257 and the impact on the Maryland Commission for Women. Its members spoke to other groups advocating for women, attended local commission meetings and provided information to legislators.

Viewing its mission as a year-round responsibility, the Committee selected three additional areas for special concentration. These were, and continue to be:

- - Abuse: Women and children, domestic partners, the elderly
- - Health focus on escalating evidence of post-partum depression`
- - Rural and semi-rural poverty

In selecting these, the Committee seeks to identify areas inadequately addressed, research and document them plus find creative solutions for current or later use by the legislature. In 2005, certain Legislative and Public Policy members traveled to various parts of the state and abroad.

It attended Commission-sponsored events in support of the whole along with major bipartisan initiatives such as the Heritage Center, Hall of Fame honoree judge involvement, etc. Representing geographic diversity, it succeeded in identifying a judge candidate and bringing perspectives of rural women to Commission legislature attention.

It prepared a full-length paper on elements of its mission by LPP members prepared for distribution a health-related paper at a post-session legislative event. Also secured for distribution was a paper emanating from the United Nations on the condition of foreign women living abroad along with those brought to the United States.

In summary, the LPP Committee met its goal of bringing to the attention of legislators, Commissioners, other advocates for women, and varied groups in Maryland and abroad matters previously unattended or approached, along with solutions previously unidentified. The time spent in direct contact with service providers, law enforcement experts, local commissions, elected officials, etc. by the four members of the LPP Committee estimated at 2,000 volunteer hours.

The Legislation Committee tracked 23 bills during the 2005 legislative session. Careful attention was paid to 11 of those bills, which addressed employment issues, health and domestic violence.

Respectfully submitted,

Dee Mayberry, Chair  
Legislation and Public Policy Committee



## Heritage Center

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 Heritage Center Committee is a standing committee, works as a collaborative partner 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 Maryland Women's Heritage Center committee conducted outreach to Maryland women, community leaders and organizations on behalf of the Maryland Commission for Women and promoted the Maryland Women's Heritage Center as a place to learn and teach about the contributions of Maryland women throughout the state's history.

During 2005 the committee, individually and as a group attended eleven training seminars that included a broad range of topics affecting women; Fair housing, job readiness skills, conflict management, child abuse and neglect, domestic violence, sexual assault, minority business opportunities, health / fitness and child fatalities. Attending these conferences has given us a better understanding of the issues facing Maryland Women and their families. Reference materials and contact information were helpful to the commission in establishing programs, providing information and education.

The committee has three commission members (Linda Busick, Ossie Clay and Brenda Dandy) and one Maryland Commission for Women staff member (Ellie Elgin). Each of the committee members is responsible for conducting outreach and involved with brainstorming ideas for the anticipated programs to be used at the Maryland Women's Heritage Center.

Outreach opportunities are abundant, over forty-five events were attended and the committee participated in providing exhibit displays at twelve conferences throughout the State. Information on both the Maryland Commission for Women, the Maryland Women's Heritage Center and DHR publications were featured at the events.

Respectfully submitted by

Linda Busick, Chair  
Maryland Women's Heritage Center

## 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. The program has been revised to allow the nominees to address critical questions to ensure that we are selecting the right candidates that represent Maryland's future leaders.



#### 2005 Women of Tomorrow Honorees

Lindsay Marie Smith – Southampton Middle School, Harford County  
Hannah Leigh Stone – Plum Point Middle School, Calvert County  
Allison Michelle Lewis – Thomas S. Wootton High School, Montgomery County  
Alyssa Rebecca Vain-Callahan – Severn School, Anne Arundel County  
Alyson Taylor Blum – Glenelg High School, Howard County  
Jessica Kathleen Riley – Archbishop Spalding High School, Anne Arundel County

### Women of Tomorrow Ceremony

The Women of Tomorrow annual ceremony was held in May 2005 at the Mike Miller Senate Office Building in Annapolis, Maryland. The nominations received tripled from the previous year. Some of the winners were creators of nonprofit organizations, which supported girl projects in foreign countries, a computer training project for senior at a senior citizen's home in Montgomery County, Maryland, and fundraisers for projects that supported Tsunami victims and cancer survivors.



### **Girls' Technology Symposium – Prince George's County, Maryland**

In partnership with the Prince George's County Commission for Women, the Girls Committee helped to develop and hold a Girls' Technology Symposium to increase the interest of girls majoring in the fields of Computer Science, Engineering, and Math. This event was an all day event and over 150 girls; ages 12 – 18 attended. Many of the presenters at the event were women in the fields of forensic science, web page design and development from a local television station, and a mathematician for Fannie Mae.

The Assistant to the Prince George's County Executive Office participated in the event and deemed it to be a grand success.

### **Proposed Projects**

#### **Leadership Development Training**

In partnership with the Sheppard Pratt Health Systems of the Office of Substance Abuse Education and Prevention, the Girls Committee will hold Peer Leadership Training (one day) in Towson, Maryland. It will teach girls ages 12-18 how to become peer leaders within their schools to prevent other adolescents from using and/or abusing drugs (e.g., alcohol, tobacco, marijuana, etc.). The cost per student is \$35 based on 120 – 150 attendees. The Girls Committee will secure corporate sponsorship to cover registration or transportation expenses for girls that may reside in rural areas within the State of Maryland. The target date to hold the event is November 2006.

#### **Girls Committee WebPages**

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

## Education and Dissemination

The Maryland Women's Hall of Fame administered by the Education Committee was first established in 1985 through the efforts of the Maryland Commission for Women and the Women Legislators of Maryland. 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 2004 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 2005, these women were inducted into the Hall of Fame at a special ceremony held in the Miller Senate Office Building in Annapolis. The Women Legislators of Maryland and the Friends of MCW sponsored this event. Governor and Mrs. Ehrlich, Lt. Governor Steele, and Secretary McCabe co-hosted the event. A news release announcing the Hall of Fame selections for 2005 was disseminated to major media organizations throughout the state.



## Maryland Women's Hall of Fame Honorees 2005

- **Dr. B. Olive Cole**, known as the “First Lady of Pharmacy in Maryland”
- **Shoshana S. Cardin**, educator, professional volunteer, activist and philanthropist
- **Dr. Susan R. Panny**, Director, Office for Genetics and Children with Special Health Care Needs, Maryland Department of Health and Mental Hygiene
- **Dr. Edyth H. Schoenrich**, physician, researcher, administrator, teacher and mentor at Johns Hopkins School of Hygiene and Public Health

### Dr. B. Olive Cole



Dr. Cole blazed a trail of outstanding services and a series of firsts that few women have matched. She was the first woman to receive a law degree from the University of Maryland School of Law; first female Acting Dean of the University of Maryland School of Pharmacy; first woman to hold a full professorship at the School of Pharmacy; honorary president of the Maryland Pharmacist Association, honorary president of the Alumni Association of the school of Pharmacy, a recipient of the Honored Alumnus Award, and the only woman member of the Baltimore Veteran Druggists Association.

Born in Mount Carmel, Baltimore County, she graduated from Franklin High School in Reisterstown in 1902. She began her career as a stenographer with the Baltimore pharmaceutical manufactures of Sharp & Dohme, which eventually became the world-famous firm of Merck Sharp & Dohme. As a result of work, her interest in pharmaceuticals led her to enter the University of Maryland, where she earned the degree of Doctor of Pharmacy in 1913. From 1916 to 1920 she was employed as a pharmacist in Washington. In 1920, she joined the staff of the University Of Maryland School Of Pharmacy. She served on the faculty until her retirement in 1953, serving from 1948 to 1949 as Acting Dean.

### Dr. Edyth H. Schoenrich

Edyth H. Schoenrich has had several careers, including that of clinician, clinical research scientist, public health administrator, faculty member, and academic administrator. She received her baccalaureate degree from Duke University, her medical degree from University of Chicago School of Medicine, and her Master of Public Health from Johns Hopkins Bloomberg School of Public Health.

Dr. Schoenrich’s clinical research experience focused on connective tissue diseases. Her public health administrative experience included service in the Maryland Department of Health and Mental Hygiene where she was in charge of all adult preventive services in Maryland, including control of blood pressure, diabetes, tuberculosis, cancer, and kidney diseases. She also



administered both state and local programs for chronically ill and aging adults. She was director of two tuberculosis hospitals and three chronic disease rehabilitation hospitals.

Dr. Schoenrich was appointed Professor in what is now the Department of Health Policy and Management at the Bloomberg School of Public Health in 1974. She was Director of the Division of Public Health Administration. She served as Senior Associate Dean at the School of Public Health under Dr. Donald A. Henderson, leader of the smallpox eradication program for the World Health Organization. Since leaving the Associate Deanship, Dr. Schoenrich has been deeply involved in designing and implementing flexible programs to facilitate graduate study programs in public health for working health professionals.

### **Shoshana S. Cardin**

Professional, volunteer, activist, and philanthropist are some of the descriptions for Shoshana Cardin. She made an impact not just in Maryland, but globally. Ms. Cardin believes that true giving includes not only financial help but also taking personal responsibility for the goals of the people and institution one supports. She has been a tireless worker for human rights, women's rights, education, Jewish spirituality and culture, and the state of Israel.



As Chairwoman of the Maryland Commission for Women, Ms. Cardin commissioned a new logo and name, as the previous name was Maryland Commission on the Status of Women. She declared the status of women was well known. It was time to work for women. She was instrumental in initiating the first hotline for women's credit by working with Citicorp. She helped to explain women's economic rights, encouraged credit counseling for woman, and developed a training film for State commissioners to use.

During her administration the Commission worked with the State Senate to revise rape legislation and convened the first state conference addressing the problems of battered women, a conference which led to the opening of the House of Ruth, a safe haven for victims of domestic violence. She also promoted volunteerism, becoming the first chair of the Maryland Volunteer Network. She is co-founder and Chairman of the Shoshana S. Cardin School-Baltimore's Independent Jewish High School, an honor bestowed upon her by the founding board in 2003.



### **Dr. Susan Panny**



Dr. Panny developed the Birth Defects Reporting and Information System in Maryland. Hers was also one of the first birth defects programs to refer families to services. Most birth defect programs across the country only concentrate on counting the numbers. Dr. Panny's genetics program was one of the first to offer screening that helps identify babies with neural tube defects and some chromosomal abnormalities prenatally. In the early 1990's as managed care moved into Maryland, mothers and their babies were being sent home from the hospital before the baby was old enough to have a valid newborn screen done. Dr. Panny worked hard to get data to support legislation that required insurers to allow mothers and their babies to stay in the hospital for 48 hours, or if they went home before this to have the baby's newborn screen drawn on a home visit.

Newborn screening has expanded dramatically on Dr. Panny's watch. Galactosemia and congenital adrenal Hyperplasia were added to the panel. When it became clear that prophylactic penicillin could dramatically decrease the death rate in young children with sickle cell disease, Dr. Panny worked hard to institute a newborn screening program for sickle cell disease. With newborn screening and meticulous follow-up, the death rate among young children with sickle cell disease has come down by a factor of 10. The death rate among young children with sickle cell disease in Maryland remains lower than in any other state.



First Lady, Kendel Ehrlich, Dr. Susan Panny, Dr. Edyth Schoenrich, Shoshana Cardin and Former First Lady, Frances Hughes Glendening



## Outreach

The aim during this year was to continue 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 and women's organizations throughout Maryland. The Maryland Commission for Women's outreach staff attended over one hundred events, programs or seminars during the year. Attendance at these events helped the Maryland Commission for Women learn about the issues and concerns of women in each of the counties, as well as share the efforts, resources and strategies of the local Commissions' for Women. The Maryland Commission for Women was invited to attend numerous Women's Fairs, conferences, workshops and events.

The highlights of these events included the Governor's Grant conference, health and mental hygiene, domestic violence, financial literacy, mentoring, homelessness, fair housing practices, immigration and business seminars on entrepreneurship /career advancement.

The Maryland Commission for Women worked with the Governor's Commission on Asian Pacific American Affairs and the Commission on Hispanic Affairs to support the work and programs. It helped the Maryland Commission for Women to share information about the projects, publications and resources that are available to the other Commissions' constituencies. Through our networking efforts we were able to learn what the most pressing issues are for women in each of these communities. One concern that has been continuous has been affordable health care and especially women's health care. Domestic violence continues to be an issue and crosses all economic levels.



Linda Busick, Susan Kaskie Driscoll, Ellie Elgin, Michelle Duffy Orr, and Nancy Ehrlich at MACo

Another concern is homelessness and poverty among women. With the growth of women owned businesses

in Maryland, women's organizations and giving circles are also growing. These organizations look at helping women who find themselves in financially demanding positions. Efforts are being made to eliminate the stigma placed on women when they cannot hold the family together.

In partnership with the Governor's Office on Community Initiatives, the Maryland Commission worked on putting together the first annual Mentoring Conference. The aim was to target partnerships with organizations that work with women and families in need.

During Women's History Month, the Commission was invited to many more women's history events that provided the opportunity to talk about the Maryland Commission for Women's history and the Heritage Center initiative. The Commission was invited to the Annual Women in Business Conference, American Association for Women in Community Colleges, and attended four local local Commission for Women's Awards ceremonies.

The Commission was represented at a number of community fairs, the Afro-American Cultural Heritage, Caribbean Festival and Korean Festival. The Outreach Committee was able to connect with many minority organizations and provide them with resource information and publications. The goal was to expand the awareness of the resources available to the wome of Maryland through the Maryland Commission for Women. Over this past year the Commission has been

able to connect with nonprofit organizations and groups that provide workshops and resources for women who are homeless or are in prison.

At the Women in Corrections Conference, the Maryland Commission for Women set up a publications table. Outreach was able to collect vital information on resources and workshops from non-profit organizations available to women in prison.

The Maryland Commission for Women's collaboration with the Maryland State Department of Education and the Maryland Women's Heritage Center has resulted with greater support from local commissions. Much of the outreach done is to provide information about the Commission, and information about projects and programs that will become exhibits and educational programs for the Maryland Women's Heritage Center.



## The Status of Women in Maryland: Highlights

The Institute for Women's Policy Research found that Maryland reflects both the advances and limited progress achieved by women in the United States. Women in Maryland and the United States as a whole are seeing important changes in their lives and in their access to political, economic, and social rights. However, they by no means enjoy equality with men, and they still lack many of the legal guarantees that would allow them to achieve that equality. Women in Maryland and the nation would benefit from stronger enforcement of equal opportunity laws, better political representation, adequate and affordable child care and other policies that would help improve their status.

The rankings and grades for each of the composite indices in the chart below were calculated by combining data on several indicators of women's status in each of five areas. These data were used to compare women in Maryland with women in each of the 50 states and the District of Columbia. In addition, they were used to evaluate women's status in Maryland in comparison with women's ideal status, as reflected in the state's grades.<sup>1</sup>

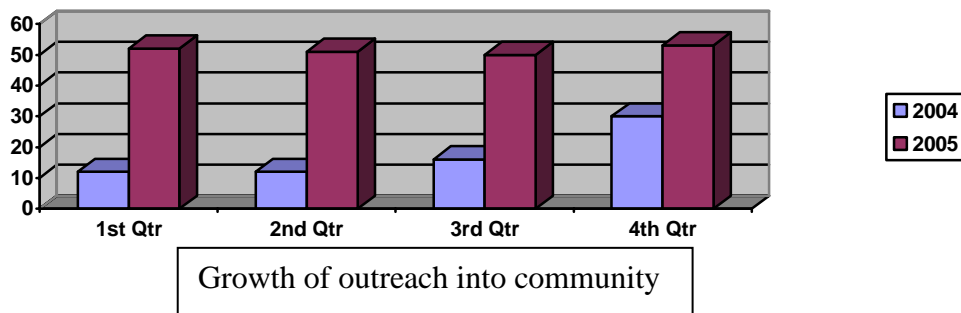
Chart: How Maryland Ranks on Key Indicators

Indicators	National Rank*		Regional Rank*		Grade	
Years	92-96	98-04	92-96	98-04	92-96	98-04
<b>Composite Political Participation Index</b>	6	11	1	2	B-	C+
Women's Voter Registration, 1998 and 2000 (65.3% registered)	29	33	1	3		
Women's Voter Turnout, 1998 and 2000 (54.2% voted)	24	16	1	2		
Women in Elected Office Composite Index, 2004	8	12	1	2		
Women's Institutional Resources, 2004	1	1	1	1		
<b>Composite Employment and Earnings Index</b>	2	2	2	2	B+	B+
Women's Median Annual Earnings, 2002 (\$37,200)	4	2	2	2		
Ratio of Women's to Men's Earnings, 2002 (81.4%)	3	3	2	2		
Women's Labor Force Participation, 2002 (64.3% of women are in the labor force)	12	11	1	1		
Women in Managerial and Professional Occupations, 2001 (41.3%)	2	2	2	2		
<b>Composite Social and Economic Autonomy Index</b>	3	1	2	1	B	B+
Percent with Health Insurance Among Non-elderly Women, 2001-02 (86.9%)	26	18	3	3		
Educational Attainment: Percent of Women with Four or More Years of College, 2000 (29.6%)	6	4	2	2		
Women's Business Ownership, 1997 (28.9% of businesses are owned by women)	6	3	2	2		
Percent of Women Above the Poverty Level, 2002 (92.4%)	1	2	1	1		
<b>Composite Reproductive Health Index</b>	2	9	1	1	A	B
<b>Composite Health and Well-Being Index</b>	34	31	3	2	C	C
* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia except for the Political Participation indicators, which do not include the District of Columbia. The regional rankings are of a maximum of nine and refer to the states in the South Atlantic Region (DC, DE, FL, GA, MD, NC, SC, VA, WV). Calculated by the Institute for Women's Policy Research.						

<sup>1</sup> The Institute for Women's Policy Research (IWPR)

## 2005 Key Accomplishments

- Increased outreach by more than 50% to community groups and local commissions



- Celebrated the Maryland Commission for Women's 40<sup>th</sup> Anniversary at the American Visionary Art Museum in Baltimore
- Updated Strategic Plan with Marsha Howes, Planning Specialist in the Office of the Deputy Secretary for Planning at the Maryland Department of Human Resources, which resulted in development of a "Women's Forum" to be held in 2006
- In relation to Women in Prison report, invitation to Arlene Lee from the Governor's Office for Children, Youth and Families to expand resources for children and families impacted by incarceration
- Increased communications with local commissions through expanded outreach
- Development of newsletter for 2006
- Partnered with the Governor's Office on Community Initiatives on First Annual Mentors' Conference at the College of Notre Dame in Baltimore
- Partnered with the Women Legislator of Maryland for the Second Annual Women's Classic
- Presented the 2005 Hall of Fame Award Ceremony at the Miller Senate Office Building in collaboration with the Maryland Women Legislators
- Presented the 2005 Women of Tomorrow Award Ceremony, in partnership with the Girl Scouts of Central Maryland, at the Miller Senate Office Building

## **Maryland Commission for Women Strategic Plan: 2005-2006**

1. Goal: To advise government, as a voice for Maryland women, in the development of executive, legislative, and judicial policies
  - 1.1. Objectives: Support three legislative agenda items during the 2006 legislative session (post partum depression, abuse against women, rural and semi-rural poverty)
  - 1.2. Strategies: Use appropriate mechanisms to effectively communicate with local county women's commissions and other women's groups
    - 1.2.1. Work with the Governor's Office through the Legislation Office in DHR
    - 1.2.2. Work with MLAW
    - 1.2.3. Advocacy (Job Placements/Training)
    - 1.2.4. Public education – public education and awareness
    - 1.2.5. Stronger coalitions (local women's commissions, non-profit organizations that serve women)
    - 1.2.6. Communications with organizations (quarterly newsletter, outreach at key local events, MCW website); work with DHR/Office of Communications
    - 1.2.7. Research feasibility of developing a quarterly publication for MCW
    - 1.2.8. Develop public service announcements
    - 1.2.9. Ongoing efforts to ensure MCW is the leading comprehensive and coordinated force for women's issues in Maryland
  - 1.3. Responsible Committees:  
*Legislative and Public Policy Committee*  
*Outreach Committee*
2. Goal: To promote solutions which address the needs of Maryland women
  - 2.1. Objectives:
    - 2.1.1. Advocate for expansion of resources in area of abuse and neglect for mother and families
    - 2.1.2. Address women's health issues (postpartum depression, affordable health care)
    - 2.1.3. Address rural and semi-rural poverty
    - 2.1.4. Pay disparities among men and women
    - 2.1.5. Education disparities
  - 2.2. Strategies
    - 2.2.1. Educate
    - 2.2.2. Partner
    - 2.2.3. Include in legislative agenda
    - 2.2.4. Look at other state models
    - 2.2.5. Support education on women and heart disease
    - 2.2.6. Include in legislative initiatives
    - 2.2.7. Partner with other state agencies, groups, and others who advance these issues  
GED in prisons
    - 2.2.8. Explore availability of college education for women in prison
    - 2.2.9. Include in legislative agenda
    - 2.2.10. Partner with state agencies re: sexual separation in vocational education in math and science
  - 2.3. Responsible Committees:  
*Legislation and Public Policy Committee Partner with other groups*  
*Dory Stacks*



*Education and Dissemination Committee*

3. Goal: To serve as a statewide resource center for Maryland women and to increase availability and usage of a statewide database
  - 3.1. Objectives:
    - 3.1.1. Determine effectiveness of research on status of women in Maryland
    - 3.1.2. Determine effectiveness of database
    - 3.1.3. Assist in establishing a Women's Heritage Center
    - 3.1.4. Recognize Women of Achievement
  - 3.2. Strategies: Establish baseline
    - 3.2.1. Continue developing a comprehensive statewide database of women's organizations and resources
    - 3.2.2. Continue to improve the MCW website to make the website usable and accessible
    - 3.2.3. Continue to inform women about resources available through MCW and its database
    - 3.2.4. Continue to develop other ways for reaching women who cannot access the database through web site (i.e. phone, mail, referrals)
    - 3.2.5. Acquire intern to assist with research
    - 3.2.6. Compile and/or conduct research on status of women
    - 3.2.7. Evaluate how research data is being used
    - 3.2.8. Develop on-line survey
    - 3.2.9. Develop community outreach and education programs
    - 3.2.10. Engage committees in fundraising activities
    - 3.2.11. Conduct Women's Hall of Fame
    - 3.2.12. Conduct Women of Tomorrow awards
    - 3.2.13. Explore feasibility of Junior Women's Commission pilot (Harford, Howard Counties)
  - 3.3. Responsible Committees
    - Outreach and Communications Committee*
    - Education and Dissemination Committee*
    - Heritage Center Committee*
    - Girls Committee*

## RECOMMENDATIONS

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

1. 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.*

2. The number of women being incarcerated is increasing at a rapid rate. The data indicated 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 points 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 women's mental and physical health issues, and drug and alcohol treatment programs that sufficiently treat those who are addicted.*

3. 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 continue to work with the Maryland Task Force for Women and Information Technology and how programs can be expanded to the larger community. 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.*

## Resources

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

6 Saint Paul Street, Suite 1502  
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)

