

2006
ANNUAL REPORT

MARYLAND COMMISSION FOR WOMEN



ADVANCING SOLUTIONS FOR MARYLAND WOMEN



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INTRODUCTION AND MESSAGE FROM THE CHAIR

The Honorable Randa Fahmy Hudome



We are pleased to provide 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 the citizens of Maryland through its efforts. Again, this year, the Commission recognized Maryland's outstanding women and girls. The induction of six women for the 2006 Maryland Women's Hall of Fame continued the tradition of acknowledging the extraordinary contributions that our neighbors have made to our State. We are also pleased that the Commission focused on our future by honoring the Women of Tomorrow – girls and young women who will help lead Maryland in the years ahead.

It is important to know that the Maryland Commission for Women is housed in the Department of Human Resources. 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, the Maryland Women's Heritage Center, and the Peer Leadership Conference this Commission continues to reach out to the community by engaging individuals and organizations in partnerships with state government. We look forward to continuing the work of the Commission and building on its accomplishments and in promoting the interest of women in the State, thereby benefiting all of Maryland through our efforts.

THE CHAIRS OF THE MARYLAND COMMISSION FOR WOMEN



*Randa Fahmy Hudome
Chair*



*Kathleen
Frampton, Vice Chair*

INTRODUCTION AND MESSAGE FROM THE SECRETARY, DEPARTMENT OF HUMAN RESOURCES



I am pleased to present the 2006 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 EXECUTIVE DIRECTOR

Dory Stacks



It was just one year ago that the Maryland Commission for Women (MCW) celebrated its 40th anniversary. Often anniversaries give us the opportunity to reflect on the past and look forward to the future. We are reminded of the history of the MCW and how the very beginnings of the Commission started with an Executive Order issued by Governor Millard Tawes on July 22, 1965 establishing the Maryland Commission on the Status of Women. Governor Tawes stated:

“The ultimate purpose of such a commission would be to recommend new and expanded services and legislation which may be needed to protect and guarantee the continued and increased status of women in Maryland. It would also be to demonstrate the varied accomplishments of the State’s women and to secure the proper recognition thereof. The commission would further review the progress of and make recommendations as needed for, the fullest development of the status of women in the area of employment policies and practices, both of the State and of private industry, as well as in the area of possible discrimination against women in regard to political and civil rights, property rights, and treatment under the law.”

Governor Tawes’s Executive Order “was a direct response to federal recognition of the need to improve the status of women”. Subsequently, Governor Spiro T. Agnew appointed the second Governor’s Commission on the Status of Women on November 2, 1968. During the 1971 General Assembly Session, Senator Rosalie S. Abrams introduced SB 190, a bill “calling for the creation of an independent state commission on the status of women”. On July 1, 1971, the law creating the Maryland Commission on the Status of Women became effective. On July 1, 1976, under Governor Marvin Mandel, the Maryland Commission on the Status of Women became known as the Maryland Commission for Women (MCW) through SB 57.

To this day, continued growth and expansion have marked the progress of the Maryland Commission for Women since its legislative establishment. The increasing relevance of the Commission can be attributed to the ongoing hard work of the volunteer commissioners who have spent many hours doing outreach, research, writing testimony and partnering with state agencies, women’s organizations and educational institutions. The Maryland Commission for Women will continue to have a significant role in shaping the lives of Maryland women.

2006 STAFF OF MARYLAND COMMISSION FOR WOMEN



Stella Anderson
Administrative Assistant



Dory Stacks
Executive Director



Ellie Elgin
Director of Outreach

MARYLAND COMMISSION FOR WOMEN 2006 MEMBERSHIP

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

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 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: jwilson@co.ba.md.us or women@co.ba.md.us	Created by: Legislation Est. 1983
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: nevinda@co.cal.md.us	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 www.cecilcountycommissionforwomen.org	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 www.govt.co.charles.md.us	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: FCCFW_Online@hotmail.com Website: www.co.frederick.md.us/FCCFW	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: sao@gcnetmail.net www.gcnet.net/garreetinfo	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 www.co.ha.md.us/services/women	Created by: Legislation Est. 1977

County	Contact & Address	Phone and Fax	Created Date
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: srosenbaum@co.ho.md.us or Women@co.ho.md.us 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: judith.vaughan-prather@ montgomerycountymd.gov Website: www.montgomerycountymd.gov/cfw	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: evirving@co.pg.md.us or ebullock@co.pg.md.us 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: commsvs@co.saint-marys.md.us Website: www.co.saint.marys.md.us	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: kelly@wilhelm.name	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: rosnbridgm@aol.com	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

HERITAGE CENTER COMMITTEE 2006 REPORT



The Heritage Center Committee has been in existence since January, 2004. In that time this committee has represented the Maryland Commission for Women (MCW) and has worked closely with the Maryland State Department of Education and community leaders. The goals of the Heritage Committee which is comprised of Commissioners and Staff of the Maryland Commission for Women, Staff from the Maryland Department of Education, the First Lady's Office and persons from a variety of backgrounds, cultures and occupations representing many organizations.

The members of the Maryland Commission for Women's Heritage Center Committee are Linda Busick, Ossie Clay and Lynne Brick. Each member is responsible for conducting outreach and brainstorming program ideas for the anticipated Maryland Women's Heritage Center. During 2006 this committee's members, individually and as a group, attended training seminars on a broad range of topics affecting women; i.e. Exploitation of Women in Developing Countries, Child Abuse and Neglect, Domestic Violence, Sexual Assault, Minority Business Opportunities, Women's Health and Fitness, Child Fatalities, African American History, Foreign Labor Employment, Doing Business with the Federal Government and Peer Leadership for Young Women. By attending these conferences and events reference materials and contact information were obtained to assist the MCW and the Heritage Center in establishing programs for public information and education.



On the Lower Eastern Shore (Wicomico and Worcester Counties), Linda Busick as liaison, attended many events to promote the Maryland Commission for Women's programs. During these events information was exchanged and ideas for programs and projects were offered, along with support for the local Women's Commissions.

Outreach opportunities were abundant with over forty-six (46) events attended and exhibits displayed at twelve (12) conferences throughout the State. Information about the Maryland Commission for Women and the Maryland Women's Heritage Center were featured along with appropriate publication and information brochures from other state agencies.

Through the efforts of the Heritage Center Program Committee, Marketing and Development Committees, and the Maryland Women's Legislators the Maryland State Legislature awarded the Maryland Women's Heritage Center \$250,000.00. Additionally the Maryland Women's Heritage Center's first major fundraiser "Hats Off to Women" held on April 28, 2006 netted over \$13,000 for the Center.



The Committee feels that the efforts this year were very effective.

Respectfully Submitted,

Linda Busick, Chair
Maryland Women's Heritage Center Committee

LEGISLATIVE POLICY COMMITTEE

Over the past year and prior to the opening of 2007 Maryland General Assembly session, the Legislation, Policy (LP) Committee developed several priority agenda items

- Abuse – across the age spectrum
- Women’s health – including postpartum depression and coronary disease
- Women living in rural poverty

Agenda items listed above brought new focus as follows: Child abuse as it relates to sexual predators and abuse as it relates to this matter (Special Session, 2006).



In the summer months the LP Committee was ahead of the curve in both health categories as it researched depression and coronary matters. It accumulated substantial data on these.

Noteworthy is the fact that several citizen groups asked to partner with the Commission in advancing initiatives, informing the public, etc and elected officials. With or without such partnering, LP has secured media attention, prepared published articles, provided information along with legislative testimony about matters relating to the Maryland Commission activity and LP priority topics.

During the 2006 Assembly session it tracked some ten bills, made visits to legislative committee hearings and individual members, others were contacted by telephone.

It attended MCW events and meetings conducted by both parties – some scheduled in Annapolis, others involving local commissions or citizen groups in various counties. LP sought and received permission to speak at several of these. It also made its presence known at assorted county fairs and general public events.

Following up on LP’s continuing concern for women in rural poverty, it conducted interviews and followed briefings regarding need for additional funding for service providers in rural areas.

Moreover, it notes that low-income women employed in non-urban areas of the state are more severely hurt than urban women when it comes to dealing with transportation. This relates to the high cost of gasoline and lack of public transportation. This fact was relayed to elected officials.

LP members were represented at all Commission events, participating as needed or requested. Its members have left their own areas and Annapolis to travel to distant parts of the state, manning Commission booths, attending seminars and workshops.

It has generated publicity for women selected as Hall of Fame honorees, and assisted with that 2006 event. Similar services were provided after announcement of those chosen for Women of Tomorrow awards. Through legislative contact LP secured State Senate proclamation for Western Maryland Woman of Tomorrow.

In summary, LP looks forward to additional research on agenda items listed. Moreover, it will continue to monitor planning for the 2007 expected resubmission of bills pertaining to use of already-available sick leave by women attending to illness/injury of children and elderly parents. It also will continue

research on the usefulness, risk or advisability of vaccine against two strains of human Pappiloma virus among schoolgirls. It will look at tax proposals impacting working women and related problems found by the Sandwich Generation – an initiative added to the LP roster of interests prior to beginning of 2007 Assembly session.

Respectfully,

Dee Mayberry, Chair
Legislative Policy Committee

GIRLS COMMITTEE

Women of Tomorrow Program

The Maryland Commission for Women Girls Committee and the Girl Scouts of Central Maryland sponsored the Annual Women of Tomorrow Program. This is a competition for all Maryland girls who attend public, private or parochial school or are home-schooled in the state. The purpose of the program is to honor young women who have made significant and remarkable contributions to their communities. The awards are based on community service, life experience, commitment and pursuit of academic excellence, leadership and future goals.

Nominations were made by middle/high school teachers, administrators, guidance counselors or supervising adults in church or civic organizations. Young women were chosen as winner or runner-up in three different grade groupings: grades 7-8; 9-10 and 11-12. The Women of Tomorrow Awards in 2006 were presented to the following outstanding young women:



Women of Tomorrow Ceremony

The Women of Tomorrow annual ceremony was held in May 2006 at the College of Notre Dame in Baltimore, Maryland.

MARYLAND WOMEN OF TOMORROW AWARDEES 2006

7th – 8th Grade, Honoree

Walesia Robinson Cates of Glenn Dale, MD a 7th grade student at Sligo Adventist School organized Sisters CARE (Sisters in Community Action Restoring Excellence). Young women and girls, ages 10 – 25 come together to discuss and learn how to make positive life choices for individual and collective empowerment. Walesia is also a motivational/inspirational speaker for nonprofit organizations. She is an inspiring future Maryland leader, a person with a vision to activate and harness the power of others to act upon that vision of selflessness. She aims to encourage others to catch the vision and be empowered to make the vision a reality. Her kind of leadership will stand the test of time and continue to create positive energy for positive change.

7th – 8th Grade, Honorable Mention

Erin Taylor Spence of Monkton, MD is an eighth grade student at Hereford Middle School, who exemplifies leadership and true community service. She volunteered for the Maryland Special Olympics; coordinated a relief effort for the victims of Hurricane Katrina and assists with therapeutic riding lessons for people with disabilities. Additionally, Erin desires to become a forensic anthropologist and in preparation for this career she takes a high concentration of advanced math and science courses. Erin defines a leader as “a person that is willing to take charge and get their hands dirty, a person who can stay level-headed and calm when everyone else is scared and confused.

9th – 10th Grade, Honoree

Yelena Waldmann DeWald of LaVale, MD a 10th grade student at Allegany High School who initiated special projects that involve and encourages others to contribute and work in the community and the world. Yelena is committed to helping people globally through volunteer work with Amnesty International. She is an active member of her Church, Girl Scouts and 4H, and participates in activities to help families in need, has raised monies for Crop-walk and at Mountain Reflections to help the American Red Cross. Yelena shows her leadership by setting an example of exemplary service to community and to others. She is devoted to helping people and improving some portion of their lives in as many ways that is possible.

9th – 10th Grade, Honorable Mention

Karly Marie Logsdon of Hagerstown, MD a 9th grade student at Hancock Mid-Sr High School who is on a journey to impact the world and inspire others through service to community. When Katrina devastated an entire community, Karly offered to clean a staff member’s home to raise Katrina Relief funds for the American Red Cross. She organized a school-wide letter writing campaign for military personnel serving in Iraq & Afghanistan in November 2005 for the Christmas holidays. Over 350 letters were mailed overseas and many of the students have received correspondence back. Karly defines leadership by donating her time and talents to her church and local organizations. She does not hesitate to lead in both her school and community service encouraging and inspiring others to community service whether by participating in “Relay for Life or raising money for cancer survivors and patients, and for the March of Dimes.

11th – 12th Grade, Honoree

Alison Leigh Menke of Clarksville, MD a 12th grade student at River Hill High School, traveled to Venezuela to organize a sewing workshop for an orphanage of 25 children. This project taught the children a skill that will help feed their families and the orphanage could benefit from the sewing workshop. Alison raised money for photography equipment to help OSMAN Home, a shelter for fifty-five young women and mothers who are victims of rape and abuse. The mothers now have identification pictures of their children and can document their physical abuse upon arrival at OSMAN Home. Alison is a true leader in every sense. She personifies patience and compassion as she works with two developmentally challenged students daily to help them with their math. Alison has many talents and gifts; she is an accomplished artist and athlete.

11th – 12th Grade, Honorable Mention

Heather Ann Stone of Cumberland, MD a 12th grade student at Allegany High School has worked at the United Nations with a non-governmental organization to discuss the issues of access to primary education. The program focuses on teaching and empowering students with skills to fight global poverty. The students return to their respective communities to continue to educate others about global poverty and related issues.

Heather is an inspiring future leader. She is a page for the Maryland General Assembly, delegate for the US Agents of Change, Leader in the Global Citizens Corps and President of the Amnesty International Club, a member of the National Honor Society, the Marching Band and Drama Club. She has won many awards – and aspires to become a physician focusing on international healthcare and related government policy.

Girl Power Leadership Conference

In partnership with the Sheppard Pratt Health Systems of the Office of Substance Abuse Education and Prevention, the Girls Committee held a Peer Leadership Training (one day) in Towson, Maryland. Workshops taught 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.). This leadership conference attracted 100 attendees. The event was in November 2006



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 2005 and thereafter, convened an independent selection committee representing a cross section of citizens of the State, which reviewed the nominations and made the final selections. In March 2006, 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 2006 was disseminated to major media organizations throughout the state.



MARYLAND WOMEN'S HALL OF FAME HONOREES 2006

Dr. Susan Baker, Professor and associate chair of the Department of Health Policy and Management of the Bloomberg School of Public Health

Liebe Sokol Diamond, MD., Orthopedic Surgeon

Bea Gaddy, (Deceased), Social and Community Activist

Rebecca Alban Hoffberger, founder and director of the American Visionary Art Museum

Marilyn Hughes Gaston, MD., Pediatrician and co-director of the Gaston and Porter Health Improvement Center

Grace Snively, medical educator, civil rights and voter's rights activist



INDUCTEES INTO THE 2006 HALL OF FAME

For the past 37 years, **Susan P. Baker, MPH**, has dedicated her professional life to the prevention of injuries by working to bring injury to the forefront of public concern, through meaningful public policy for the citizens of Maryland, the United States and the world. Professor Baker serves as professor and associate chair of the Department of Health Policy and Management of the Bloomberg School of Public Health along with a joint appointment in Environmental Health Sciences. She also holds joint appointments in the Johns Hopkins School of Medicine in the Departments of Pediatrics and Emergency Medicine.

Professor Baker's many years in the Office of the Chief Medical Examiner of Maryland provided a fruitful link between forensic pathology and her specialty of injury epidemiology. Her early research attracted national attention and fostered the development of trauma centers because it showed the crucial importance of transporting seriously injured patients to hospitals that have the equipment and trained personnel needed to treat such patients, rather than merely to the nearest hospital, as was common in the 1960s and 1970s. The fact that all states in the country now have child seatbelt laws is due in part to Professor Baker's discovery that children during the first year of life die in motor vehicles at rates far higher than any other age group prior to the teens.

Her meticulous research findings helped convince state legislators throughout the nation to pass laws requiring the use of infant and child restraint. One of her most important leadership roles was as vice chairman of the Committee on Trauma of the National Academy of Sciences. A major force in the development and writing of the landmark *Injury in America*, she helped carry to the press and to Congress the book's urgent message: that trauma is a sorely neglected problem of immense and costly dimensions. Congress responded to the committee's recommendations by establishing a locus for injury control in the Centers for Disease Control, funding centers of excellence and major

research projects across the nation. Quite properly, the School of Public Health, and Professor Baker, was awarded one of these centers.

In 1987 Professor Baker founded the Center for Injury Research and Policy at the Johns Hopkins School of Public Health, where a public health approach is used to identify injury risk factors and then to design, implement and evaluate prevention and rehabilitation programs. For example, the studies she conducted in the late 1990s and early 2000s showing the relationship between the risk of an accident and the number of people in cars driven by teenagers spurred the State of Maryland and other states across the nation to fashion tougher graduated licensing systems for teen drivers. Other groundbreaking research by Professor Baker addressed such topics as the role of cigarettes in the house-fire deaths of nonsmokers; the relationship between alcohol and homicide; the use of drugs and medications in adolescent suicide; the prevention of injuries on Indian reservations; the etiology of falls in nursing homes; the epidemiology of fatal occupational injuries; and geographic variations in mortality.

An important focus of her efforts has been the training and encouragement of students and colleagues throughout the world. Not only at Johns Hopkins but also at the University of Minnesota and for the World Health Organization and the World Bank, she has instituted new injury-control courses and spurred students to address challenging prevention problems and research questions.

She has received numerous honors including the Prince Bernhard Medal for Distinguished Research, the Association for the Advancement of Automotive Medicine's Award of Merit, the American Trauma Society's Distinguished Achievement Award, Johns Hopkins' Distinguished Alumnus Award, and an honorary doctor of science degree from the University of North Carolina, Chapel Hill.

Liebe Sokol Diamond, MD., was born January 10, 1931, at Sinai Hospital in Baltimore, but her story does not begin there. In utero, her mother was afflicted with a rare condition, which resulted in the amputation of many of Dr. Diamond's fingers and toes long before her delivery. At birth, Liebe Sokol and her family would be faced with an unbelievable challenge that would certainly require significant inner strength just to survive.

As an infant she underwent more than 25 individual surgical procedures before she was a teenager. Despite her physical challenges, Dr. Diamond persevered in her academic studies. She was accepted to Smith College in 1947 and became a distinguished student as a Sophie Smith scholar. She ultimately graduated Phi Beta Kappa and magna cum laude. Having established such a fine scholastic record, she was accepted to the prestigious University of Pennsylvania Medical School and graduated with honors in 1955. Her internship and residency began at Sinai Hospital in Baltimore, and she returned to the University of Pennsylvania to complete her orthopedic residency in 1960.

Dr. Diamond has always been extremely appreciative of the medical attention she received, and this, coupled with her physical challenges, stimulated her choice to center her career in orthopedics. She began to concentrate her impressive medical and surgical talent in the field of hand and limb deformities in children. This particular area of concentration was completely undeserved by the orthopedic community, and she quickly developed a national and international reputation in this field. Her professional interest in the comprehensive care of multiply handicapped children has led Dr. Diamond to undertake significant research in this field, particularly in the orthopedic aspects of genetic diseases. She became a resource for all the pediatricians and orthopedists that faced the heart-wrenching challenges of correcting deformities in the newborn. Dr. Diamond was certified by the American Board of Orthopedic Surgery in 1963.

Many children who were affected with cerebral palsy had severe hand and limb deformities, which often times subjected them to an extremely

difficult existence. Dr. Diamond spent a considerable amount of time consulting with the parents of these children and giving them hope and courage to face the future. Her commitment to these families and the community can be seen through her appointment to many significant organizations: a co-chairman with the State Health Department Advisory sub-committee on hospitalization of crippled children, 1967-68; orthopedic consultant to the Jewish Family and Children's Society; and a member of the advisory board for the Angel's Haven Home for Retarded Children. She has been a perfect example to deformed children and their families of what determination and perseverance could achieve even in light of being "less than perfect."

Many of Dr. Diamond's techniques for correcting limb deformities, such as clubfoot, are frequently quoted today in many standard textbooks of orthopedics. She has also been committed to the teaching of future orthopedic surgeons. Her teaching positions include: assistant instructor in orthopedic surgery at University of Pennsylvania, 1957-60; professor in orthopedic surgery at University of Maryland, 1961-96; and clinical associate professor in pediatrics at University of Maryland, 1991-96.

Dr. Diamond is a member of numerous professional societies including the American Academy of Orthopedic Surgery; the Medical and Chirurgical Faculty of Maryland and Baltimore City and Baltimore County Medical Society; the American Medical Association; and the Maryland Orthopedic Society, of which she was president from 1971-72. In addition, she has served as consultant orthopedic surgeon at Maryland General Hospital and consultant pediatric orthopedist at Greater Baltimore Medical Center, Franklin Square Hospital and Union Memorial Hospital.

Her contributions are numerous, but her ability to comfort patients afflicted with various deformities is nothing short of miraculous. Her successes over the many years she has practiced can only be counted in the faces of the thousands of children she has helped.

Beatrice Frankie Fowler, known as the Mother Teresa of Baltimore and St. Bea, Bea Gaddy rose from a life of poverty to become Baltimore's leading advocate for the homeless and poor.

Beatrice Frankie Fowler was born in Wake Forest, N.C., in 1933. Her family was very poor and suffered under the stresses of the Great Depression. She learned about domestic violence and poverty firsthand during her childhood. She said her father often threw her and her brother out of the house and that her mother lived in constant fear of being beaten.

By the time Ms. Gaddy was in her mid-20s, she was a twice-divorced mother of five, living on and off welfare. She moved to New York and worked as a housekeeper in Brooklyn for \$50 a week. In 1964 she came to Baltimore as a single mother with few hopes or dreams.

While in Baltimore, a neighborhood attorney saw her potential and encouraged her to go to college. She enrolled in courses in mental health at Catonsville Community College and went on to earn her bachelor's in human services from Antioch University in 1977.

Helping others was a mission for Ms. Gaddy, and in the early 1970s she joined the East Baltimore Children's Fund. Her home became a distribution point for food and clothing for the poor. She used the experience to found a homeless shelter, which eventually became the Bea Gaddy Family Centers Inc.

Her Thanksgiving event, which would become a mainstay in the community and brought greater recognition to Ms. Gaddy's work to aid the needy, began in 1981. With \$290 she won on a 50-cent lottery ticket, Ms. Gaddy bought enough food to feed 39 of her neighbors. She then decided to start a community kitchen for the needy.

At the beginning, the Thanksgiving dinner was held on the sidewalk in front of her home. Ms. Gaddy cooked most of the meal herself. To accommodate the growing numbers of diners, the dinner was held at a local middle school. Resourceful and persistent, Ms. Gaddy relied on donors to aid her work: local grocers donated canned goods, Shady Brook Farms donated turkeys and the Maryland Correctional Facility in Hagerstown assisted with cooking.

Ms. Gaddy also started a furniture bank and a program that refurbished abandoned row homes for families in need. She became an ordained minister in order to perform marriages and bury the poor at no cost to the families. She was also involved in running summer youth programs and teaching voter education. Ms. Gaddy was elected to the Baltimore City Council in 1999.

Over the course of her life, Ms. Gaddy earned numerous honors, which include Unsung Hero Award, 1972; Afro American Woman of the Year, 1984; Baltimore's Best Award, 1984; National Council of Negro Women Humanitarian Award, 1988; Mayor's Citation, 1988; and Baltimore City Council Award, 1987 and 1989. In addition, she was a member of many organizations which include Martin Luther Church; Women's Auxiliary Butchers Hill Association Member; and assistant chairperson in the Johns Hopkins Day Program.

In 1998 Ms. Gaddy was diagnosed with breast cancer. She underwent chemotherapy treatments, and the disease went into remission. It returned in 2001. Ms. Gaddy died October 3, 2001, at the age of 68. Her daughters have carried on her mission and continue the message that drove Ms. Gaddy's life and career: *Let us share with those that are not as fortunate as we, care for the young children and help our fellow humans to stand tall with pride and dignity!*

Rebecca Alban Hoffberger is known as a leader in the arts, a philanthropist, an educator and a tireless advocate for the betterment of communities in Maryland and around the world, Rebecca Alban Hoffberger exemplifies vision and creativity in every aspect of her life.

Ms. Hoffberger is both founder and director of the American Visionary Art Museum, America's official national museum for self-taught artists. She conceived the museum as a treasure house for the public exploration of a wide-range of intuitive and artistic inventions.

Hailed as an innovative museum, AVAM houses much more than paintings, sculptures and ceramics, it is home to the spirit and power of the individual. The museum celebrates creativity, uniqueness, self-expression, vision and compassion for differences. AVAM is alive with ideas, action and thought. It is not a holding place for inanimate objects but a catalyst for social justice and change.

Since the age of 16 when she left the United States to study with famed mime Marcel Marceau, Ms. Hoffberger has been involved in creative projects, culminating in the vision and dream of an art museum that features the work of self-trained artists from across the nation. While serving as director of development and public relations for Sinai Hospital's People Encouraging People, a program that helped psychiatric patients return to the community, the idea for AVAM was sparked. "I was so impressed with their imagination. I looked at their strengths, not their illness," she recalled in an interview with *American Style* in June 2005.

Ms. Hoffberger spent 10 years planning the museum's development. The museum would display "outsider art," which in the *American Style* article was defined as the work of untrained artists who often have unconventional visions of art. American Visionary Art Museum opened in November 1995 near Baltimore's Inner Harbor. Today, the museum is known internationally and welcomes 65,000 visitors a year.

Filled with art created out of such items as toothpicks, wire, bottle caps, seashells and beads, to name a few, the museum displays the imagination of individuals such as prisoners, psychiatric patients, recovering addicts, a tenant farmer, a former biker-gang member and a Holocaust survivor.

Her own words at the opening of the museum reflect her philosophy that has such a positive impact on those whose lives she touches: *It is our hope that you will be inspired to become more open, more sure-footed in your own life's unique possibilities, while being ever more sensitized to the bounty and lessons afforded to us by (our surroundings) to help us on our way.*

Ms. Hoffberger has been a vital part of many organizations, and her varied interests contribute to her being a modern "Renaissance" woman. She has served as vice president of Essential Research Associates, a project for the study of nontraditional medicine in Mexico. As a staff consultant for the Management Fund, Inc., she developed and implemented a program to establish emergency medical clinics in Nigeria. She has been active with Associated Jewish Charities of Baltimore, serving as their vice president of education in the Women's Department and on the board of the National Foundation for Jewish Culture. She has also served as a member of the Baltimore City Chamber of Commerce and as the director of development for the New City Ballet Company in Baltimore.

In recognition of her leadership, she has been the recipient of many prestigious awards and honors which include Maryland's Top 100 Women; Sarah's Circle Award from College of Notre Dame of Maryland; and the Baltimore Urban League's Award for Outstanding Involvement and Support of Equal Opportunity. She was honored by the Maryland Women's History Project for her outstanding work in the arts and received an honorary doctorate from Maryland Institute College of Art.

A Maryland resident since 1976, **Marilyn Hughes Gaston, M.D.**, has dedicated her career to improving medical care for poor and minority families and to the promotion of health care equality for all Americans. Dr. Gaston is internationally recognized for her leadership in combating sickle cell disease and changes in management of children with this illness that have significantly decreased suffering and mortality in the world, including Maryland.

By the time she was 9 years old, Dr. Gaston knew she wanted to be a doctor. When she was 13 her mother collapsed at home, bleeding profusely from what was later determined to be cervical cancer. The family had no health insurance and no car to reach the medical help that was miles away. Her mother survived, but that event served as a driving force in her dedication to ensuring that the poor, minorities and the undeserved and uninsured are provided quality health care.

Because she was poor and black, Dr. Gaston was advised against from pursuing her dream of being a doctor. Undeterred, she initially studied zoology at Miami University in Ohio and then enrolled at the University Of Cincinnati College Of Medicine, where she was one of only six women and the only African American woman in her class. She earned her medical degree in pediatrics in 1964.

After earning her degree, Dr. Gaston rejected an offer to practice medicine in a middle-class neighborhood in Cincinnati, instead choosing to help establish a community health center in the low-income neighborhood of Lincoln Heights, Ohio. In recognition of her dedication, Lincoln Heights and Cincinnati established a day in her honor. In addition, the University Of Cincinnati College Of Medicine selects two disadvantaged students annually to receive full four-year scholarships called Gaston Scholars.

In 1986, while working at the National Institutes of Health, Dr. Gaston published the results of a sickle cell disease study that led to a nationwide screening program to test newborns for immediate treatment. One of the most significant conclusions of her study was that the complications of sickle

cell disease could be avoided with early treatment, a life-saving practice that became a central policy of the U.S. Public Health Service. The study resulted in congressional legislation to encourage and fund sickle cell disease screening programs nationwide. Less than a year later, 40 states had begun such programs, including Maryland.

In 1990, Dr. Gaston became director of the Bureau of Primary Health Care in the U.S. Health Resources and Service Administration. She was the first African American woman to direct a major public health service bureau and only the second African American woman to achieve the position of assistant surgeon general and the rank of rear admiral in the U.S. Public Health Service. As director, she focused on improving health care services to undeserved, uninsured and disadvantaged families. Under her direction, significant expansion of community health centers, migrant health centers, and the National Health Service Corps occurred. Maryland was among the states to receive significant benefits from the programs.

Dr. Gaston is a member of the Montgomery County African American Health Program Advisory Committee and a faculty member of the Johns Hopkins School of Public Health. She is also a member of the Institute of Medicine of the National Academy of Sciences. She is currently the co-director of the Gaston and Porter Health Improvement Center in Potomac, a nonprofit service organization whose vision is to help close the gap of health disparities despite race, ethnicity, gender, culture and socioeconomic status.

She has received numerous awards and recognitions that include two honorary doctor of science degrees, one from the University of Pennsylvania and the other from Dartmouth University; an honorary doctorate in humane letters from the University of Medicine and Dentistry of New Jersey; the National Medical Association's Scroll of Merit, the organization's highest honor; and the Dr. Nathan Davis Award from the American Medical Association. She is also a member of Ohio Women's Hall of Fame.

Grace Snively, 92, is a modest and gracious lady, medical educator, civil rights and voter's rights activist as well as an outstanding volunteer. Her dedication to her community has illustrated the immense importance of her work within her local area and across the State of Maryland.

Mrs. Snively was a volunteer medical educator in the segregated sections of Hagerstown in the 1950s when women of color were fearful of taking Pap smears and lacked the necessary information to understand new scientific breakthroughs to ensure improved health. She worked with the American Cancer Society during this time to bring information to residents. Mrs. Snively went door-to-door handing out home Pap smear kits used for early cancer detection.

"I was known as the cancer woman, and they wouldn't let me in and said they weren't interested," Mrs. Snively recalled in an interview with *The Herald-Mail* published April 24, 2005.

She persevered, however, and served as a role model and leader by convincing women to undergo the new procedure. To lessen irrational fears, Mrs. Snively used the example of two women who had been diagnosed with cancer and survived for many years due to early detection from the Pap smear kits.

Mrs. Snively was successfully able to reverse community perceptions so that women came to welcome the new health information and intervention. She continues her involvement with the American Cancer Society today and participates in fundraising events.

Additionally, Mrs. Snively worked jointly with

the Washington County Health Department and March of Dimes to administer polo vaccines within her community.

Mrs. Snively was also a civil rights leader during the 1950s and 1960s and encouraged people to register to vote and to vote. When no one else would push for voter registration during this period of segregation, Mrs. Snively promoted social consciousness and advanced society throughout Western Maryland. In 1993, the NAACP honored her with a Community Service Award for "participation in and support of civil and human rights."

Her work led to an appointment as a Washington County Election Board judge, a position she held for 30 years, concluding her service as chief judge. Other volunteer activities include serving on the boards of the American Red Cross and Community Action Council. Mrs. Snively served as a United Way liaison to the Salvation Army, Boy Scouts, Red Cross and Day Nursery. She also served as state president of the Daughters of the Elks. Her life is so thoroughly intermingled with that of the community that it's hard to tell where one ends and the other begins.

Today, Mrs. Snively continues her involvement in the community by phoning for the Red Cross bloodmobile and participating in cancer awareness events. She has also been the recipient of many honors including recognition in 1998 by the Easter Seals Society as one of the Top Ten Lady Leaders in the Tri-State area; Governor's Volunteer Award in 1999; and induction into the Maryland Senior Citizens Hall of Fame in 1999.



OUTREACH - 2006

During 2006 the Maryland Commission for Women's Outreach and Maryland Women's Heritage Center (MWHC) Committees participated in many events and community fairs. The Outreach and Heritage Committees partnership provided many outreach opportunities for the Maryland Commission for Women (MCW) and helped develop connections for the Heritage project. Between the Outreach Committee and the Heritage Committee over one hundred events, programs and seminars were attended. The Commissioners and Staff are continuously building relationships and partnerships with a wide diversity of agencies, private organizations and business groups. Below are the highlights of the some of the outreach in which the Maryland Commission for Women participated.

Working with the Women's Legislative Caucus the Maryland Commission for Women provided staff and commission support for the 23rd Women's Classic and the Commissions' Legislative Briefing.

Community Café – Women's Roundtable
–Saturday, February 28, 2006 at Bertucci's Ristorante in Annapolis provided the MCW an opportunity to hear from women's organizations, local commissions and state agencies on what issues they would like to see addressed.

Hall of Fame - Thursday, March 9 in the Miller Senate Building the MCW recognized the outstanding accomplishments of Maryland Women who will be an essential feature of the Maryland Women's Heritage Center



2nd Annual Mentoring Conference –Wednesday, March 15 at the College of Notre Dame
– In partnership with the Governor's Office on Community initiatives, the Maryland Commission for Women's Outreach and Heritage Committees set up an information table, while the Executive Committee provided workshop coordinators

Since March is Women's History month the MCW was very busy attending and giving presentations on the accomplishments of Maryland Women and how the Heritage Center will tell the story of the women of the State. The MCW and the Heritage Center had a table at the **Women in Business** Conference and the **Montgomery Co. Women's**





Fair, Women of Different Cultures, and Women in BioTechnology.

Presentations were given at the **Women's History Month Luncheon** for Prince George's County Community and Ethnic Affairs Advisory Council, **Women's History Month celebration** of the Greater Baltimore History Alliance, and at the **Women's History Symposium**. The MCW had information tables at the **2006 Domestic Violence & Sexual Assault Conference**, and the **Girl Power Conference**

Outreach attended the **League of Women Voters Baltimore Housing Committee** forum, the **2nd Annual Hispanic Awards Breakfast**, **Conference for Women Professionals**, **YWCA Leadership Luncheon** in celebration of Women in Leadership, **Women's Health Seminar at Johns Hopkins Bayview**, **Women's Executive Breakfast**, and the **Women of Tomorrow Awards**, **Women Executive's Networking Breakfast** and the **A Woman's Journey - Women's Health Issues**.

Other events that the MCW attended were the **Housing Fair** - affordable housing for BRAC (Base Realignment and Closure) in Maryland, **Governor's Workforce Conference** and the **Housing Conference Breakfast – More House 4 less**. The MCW had information tables and partnered with other commissions at the **Maryland Association Conference of Counties**, **CSA EXPO** – Information sharing, **Korean Festival**, **AACC NonProfit Resource Expo**, **Apple Festival** and the **Dialogue for Progress**.

Overall the Maryland Commission for Women had a very busy and productive year reaching out to build networks with women's organizations, local commissions and local government and state agencies to spread the word about the Maryland Commission for Women's resources and events.

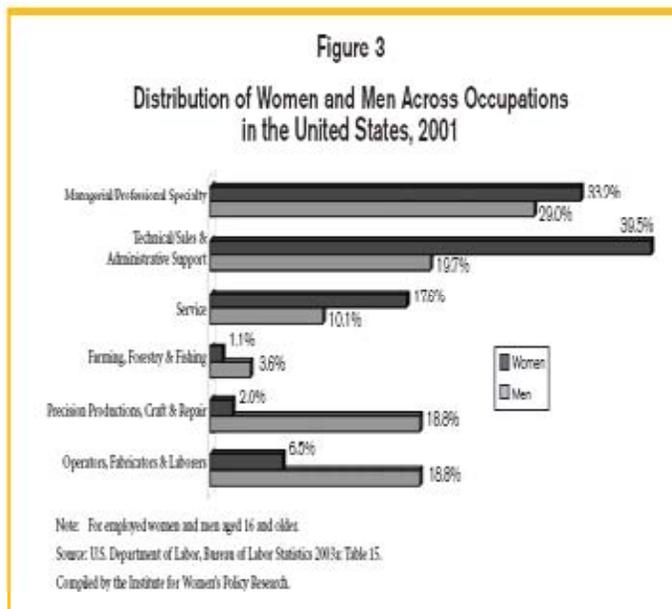


THE STATUS OF WOMEN IN MARYLAND: HIGHLIGHTS

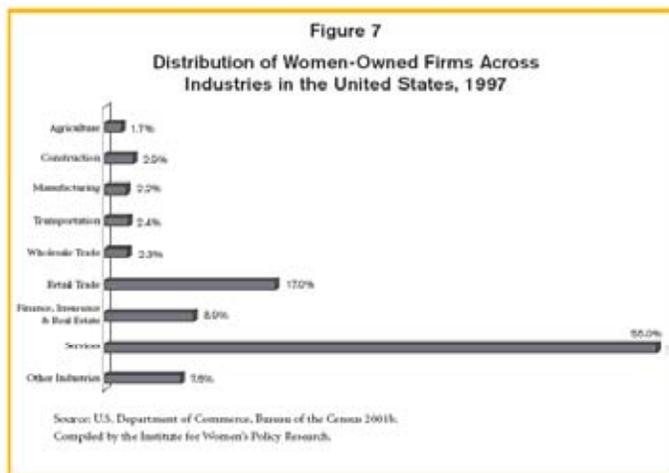
The Status of Women in Maryland: Highlights

Economic Status of Maryland Women

In the report on **WOMEN'S ECONOMIC STATUS IN THE STATES: Wide Disparities by Race, Ethnicity, and Region** by Authors: Amy Caiazza, Ph.D., April Shaw, and Misha Werschkul, states that although women have made gains in all these areas in past decades, they still earn less, are less likely to own a business, and are more likely to live in poverty than men across the states. With median annual earnings of \$30,100, women in the United States still earn only 76.2 percent of what men earn. Among working women, 33.2 percent work in professional and managerial positions. About a quarter (26.0 percent) of businesses are women owned, and 87.9 percent of women live above poverty.³



Even when women work in higher-paid occupations, such as managerial positions, they earn substantially less than men. An IWPR study (1995b) shows that women managers are unlikely to be among top earners in managerial positions. If women had equal access to top-earning jobs, 10 percent of women managers would be among the top 10 percent of earners for all managers; however, only 1 percent of women managers have earnings in the top 10 percent. In fact, only 6 percent of women managers have earnings in the top 20 percent (for all managers). Similarly, a Catalyst study (2002) showed that only 5.2 percent (just 118) of the highest-earning high-level executives in Fortune 500 companies were women in 2002.



Still, women's growing participation in managerial and professional jobs is an important component of women's status, as it reflects their educational preparation and employers' willingness to promote them to positions of responsibility and authority, and challenges the glass ceiling as well. These types of jobs often allow women more control over their work lives, pay well, and are relatively highly regarded. Women in the Northeast and Mid-Atlantic states are among the most likely to work in managerial and professional jobs.

Race and ethnicity are important factors related to women's occupations. Among women, Asian American women are most likely to work in professional and managerial positions, at 41.4

Data on women-owned businesses are not available by race by state or for the nation as a whole.

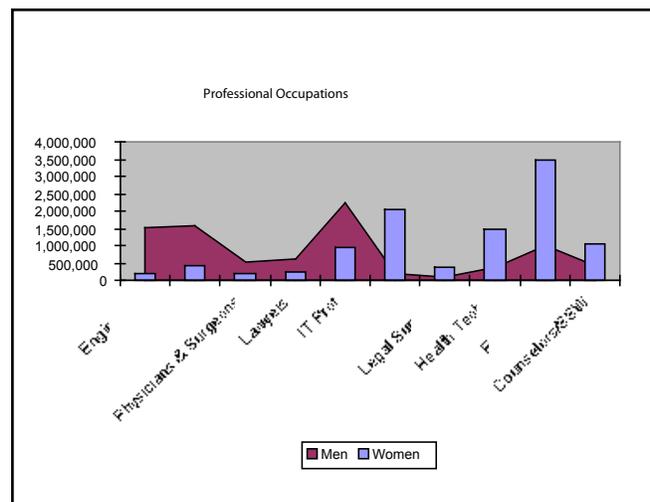
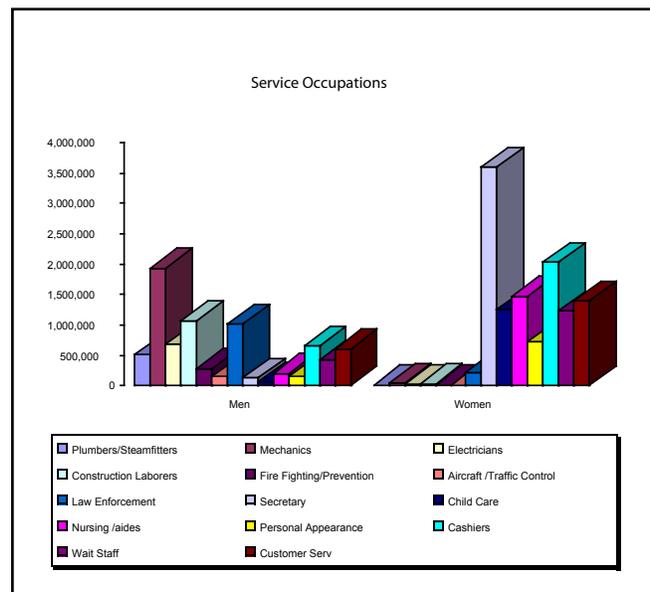
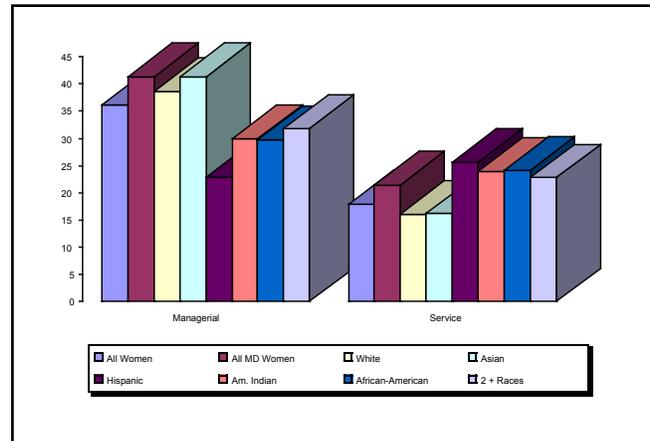
³Women's Economic Status in the States - Amy Caiazza, Ph.D., April Shaw, and Misha Werschkul

percent, while Hispanic women are least likely to do so, at 22.9 percent. White women are the second most likely group to work in professional and managerial jobs at 38.7 percent. Native American women (30.0 percent) and African American women (29.7 percent) have lower rates of working in these jobs. Because of the benefits that managerial and professional jobs can extend to women workers, the low proportions of Hispanic, African American, and Native American women in these jobs also affect their ability to achieve economic autonomy and flexibility in their work. In contrast, these women are more likely than white and Asian American women to work in lower-paying service jobs, which generally provide less flexibility and fewer benefits.

Economic Status by Ethnicity

Native American women earn considerably less than African American, Asian American, and white women, and, with a poverty rate of 25.0 percent, they are more likely to be in poverty than any other major racial or ethnic group. Poverty is worst among Native American women in several predominantly rural states with relatively large American Indian/Alaska Native populations. South Dakota, for example, has the worst rate of Native American women's poverty among all the states. Montana and North Dakota also have more than two in five Native Americans living in poverty; Wyoming and Arkansas do not fare much better. Besides Arkansas, which has the 20th largest population of American Indian/Alaska Native women in the country, each of these states ranks among the top eight states for the proportion of women who are Native American. In contrast, in the best states for American Indian/Alaska Native women living above poverty (including Virginia, Kansas, New Jersey, Indiana, and **Maryland**), they make up only 0.3 percent or less of the total population of women.

African American women have seen many advances in their economic status in past decades. They have increased their educational attainment more quickly than white women have (Adams 2001), and they have moved into increasingly stable, diverse, and well-paying jobs. For example,



in the period between 1940 and 1980, the proportion of African American women in private household jobs decreased from 58.4 percent to 6.2 percent (Cunningham and Zalokar 1992). During that same period, African American women moved into more middle-class, white collar positions, and their rising earnings and professional status contributed to the rise of an African American middle class, particularly in the decades since the 1960s (Patillo-McCoy 1999). At the same time, African American women continue to earn considerably less than white and Asian American women in the United States and they are much more likely to live in poverty than either group. They earn more than Hispanic or Native American women, but they have the lowest rate of employment in professional and managerial occupations of any group besides Hispanics. The median annual earnings for full-time year-round African American women in 1999 were \$27,600, \$3,300 less than those for white women. Even these depressed earnings would seem generous for some African American women, though: in some states, their earnings are considerably lower. For example, in the worst state for African American women's earnings, Louisiana, women earned just \$19,400; in Mississippi and Arkansas, they earned \$19,900 and \$20,800, respectively. By contrast, in the best state for African American women's wages, California, they earned \$35,300 in 1999; in Maryland and the District of Columbia, they earned \$34,200 and \$33,700, respectively.

The Economic Status of Asian American Women:

Important Strides, but Not for Everyone

Asian American women, considered as a group, earn more than any other major racial or ethnic group of women, and they are less likely to live in poverty than any group besides white women. Asian American women are also more likely to work in professional/managerial jobs than other women. They are among the most highly educated women in the United States: according to the United States Census Bureau, 43.8 percent of Asian American women aged 25 and older,

compared with 27.3 percent of white women, held a college degree or more as of 2002 (U.S. Department of Commerce, Bureau of the Census 2003a). These high levels of education contribute to their higher earnings and lower poverty. Nonetheless, there are important variations in the progress of Asian American women. Not all Asian American women are benefiting equally from the economic advantages achieved by some. The fact that Asian American women workers as a group earn more than white women workers, but are also more likely to live in poverty, points to the existence of substantial earnings and income inequalities within this group.

In fact, research shows that Asian American workers are more likely than whites to earn both the highest wages (more than \$250 per hour) and the lowest (less than \$5 per hour; Cohen 2002). The wage differential between the highest-earning group of Asian American women, Japanese Americans, and the lowest earning, Vietnamese Americans is striking. While the earnings of Japanese American women are \$39,300 for full-time, full-year workers—well above the annual earnings of white women, at \$30,900—the earnings of Vietnamese American women is almost \$13,000 less, at \$26,500. Japanese women earned 89.0 percent of white men's earnings in 1999, compared with 67.5 percent for all women relative to white men; Vietnamese women earned just 60.0 percent of white men's wages. Poverty rates also range widely according to specific Asian heritage. While a relatively low proportion of Filipina women live in poverty (6.5 percent), a much higher proportion—16.7 percent—of Hawaiian/Pacific Islander women have family incomes below the federal poverty line. These differences among Asian American women are partially related to disparities in educational attainment, labor force participation, and job opportunities, as well as immigrant status (Foo 2003; Ro 2001). Although many Asian Americans are highly educated and earn high wages, many others, including Asian immigrants, work in low paying positions and have limited English and educational attainment. These

women have comparatively few opportunities for higher earnings and job promotion. Among Asian American women, earnings for those born in the United States are \$38,700, compared with \$33,133 for those who are born outside the country. Poverty rates are also higher for foreign-born Asian American women, at 12.7 percent compared with 11.2 percent. There is also evidence that wage discrimination affects the earnings and career mobility of Asian Americans (Woo 2000), particularly in areas of the country where they comprise relatively low proportions of the population (Mar 2000). In addition, their overall higher earnings are partially related to living in concentrated populations in urban areas, such as New York and San Francisco.

The Economic Status of Hispanic Women *Wages and Poverty Vary by National Origin*

Over the past few decades, Hispanic women have experienced important gains in their social and economic status. Hispanic families have increased their incomes and are one of the fastest growing groups in the U.S. middle class, particularly among those born in the United States (Bean et al. 2001). Hispanic women are increasingly responsible for sustaining their families' incomes, as their labor force participation grew by 4.3 percentage points between 1992 and 2002, compared with 1.9 percentage points among white women (U.S. Department of Labor, Bureau of Labor Statistics 2004). But Hispanic women also earn less than women in any other racial or ethnic group in the United States, they are more likely to live in poverty than Asian American and white women, and they are far less likely to be employed in professional or managerial jobs than any other group. Both the progress of Hispanic women and the remaining obstacles they face are illustrated by the significant differences that mark their economic status based on their specific heritage. For example, Cuban women fare better than any other group of Hispanic origin. They

rank first for earnings and the wage ratio with white men, and they are the most likely group of Hispanic women to live above poverty. At the opposite end of the spectrum, Mexican women rank near the bottom among Hispanic women for both earnings and poverty. The disparities dividing Hispanic women are evident in the range of earnings within this group. While Cuban women earned \$28,700 in 1999, for example, Central American women earned almost \$9,000 less, at \$19,900, and Mexican women earn only slightly more, at \$22,100.

Interestingly, while Puerto Rican women rank near the top of Hispanic women for their earnings and the wage ratio with white men, they rank last for the percent of women living above poverty. A total of 26.4% of Puerto Rican women lived in poverty in 1999, compared with a rate of 15.5% percent among Cuban women. Worse poverty rates among Puerto Rican women may stem in part from lower labor force participation rates among these women, which lead to greater economic hardship in the families of those who are outside the labor force (Bean and Tienda 1988).

For many Latinas, immigration status poses a unique set of issues and obstacles. Among Hispanic women, earnings for those born in the United States are \$26,500, compared with \$19,900 for those who are born outside the country (data not shown; Urban Institute 2004b). A majority of all Hispanic workers are foreign-born, and immigrant workers tend to have lower levels of education, less proficiency in English, and less awareness of their legal protections (which are often fairly weak themselves); these factors all create barriers to higher earnings and better job placement (Thomas-Breitfeld 2003). Poverty rates are also higher for foreign-born Hispanic women, at 24.7 percent compared with 20.0 percent for native-born Hispanic women.

Economic Indicators for Hispanic Women in the United States, 1999, by Origin

	Median Annual Earnings (for full-time, year-round workers)	Ratio of Women's Earnings to Non-Hispanic White Men's Earnings	Rank for Earnings and the Earnings Ratio, by Type of Hispanic Origin	Percent of Hispanic Women Above Poverty	Rank for Women Above Poverty, by Type of Hispanic Origin
All Hispanic Women	\$23,200	52.5%		77.5%	
Cuban	\$28,700	65.0%	1	84.5%	1
Puerto Rican	\$27,600	62.5%	2	73.6%	6
South American	\$26,100	59.0%	3	83.4%	2
Other Hispanic	\$24,300	55.0%	4	77.8%	4
Mexican	\$22,100	50.0%	5	77.0%	5
Central American	\$19,900	45.0%	6	78.7%	3

Notes: For women and men aged 16 and older. All figures are in 2003 dollars. See Appendix II for methodology.

Hispanics may be of any race.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

HEALTH CARE STATISTIC FOR WOMEN³

Information received from Department of Health and Mental Hygiene

While women survive longer than men quality of life in older ages is worse for women. Women report more functional limitation than men and the gap increases with age. Moreover, women experience poorer care than men in a variety of debilitating conditions, such as HIV-related illness, and women with diabetes are less likely than men to receive all recommended process measures for care.

Diabetes in Women – the latest statistics show that minority women are at higher risk for diabetes than white women (Office of Minority Health Resource Center, 2002). Diabetes can be undetected for many years, leading to blindness, amputation, kidney disease and premature death from heart disease and stroke. One in three African American women ages 65 – 74 years have diabetes, 25% of Hispanic women have been diagnosed with Type 2 diabetes, and about 33% of deaths are attributed to diabetes. American Indian and Alaskan women have almost three times the risk of being diagnosed with diabetes as their White age counterparts.

Cancer in Women – In 2002, mortality rates for cervical cancer were 117% higher for African American women as for White women, uterine cancer was 100% higher and breast cancer was 37% higher. Figures on prevalence versus outcomes for cancer by racial/ethnic groups are most disturbing. White women have the highest cancer incidence rates; however, African American women have the highest cancer death rates. i.e., although breast cancer is diagnosed 24.5% less frequently in African American women than White women, African American women are 33% more likely to die from the disease and the disparity appears to be increasing. American Indian women are 1.9 times likely to die from cervical cancer as compared to White women.

The disease remains the leading cause of death for Asian American women. Chinese and Japanese women have the higher rates of breast cancer than women of their same age in China and Japan. It is believed that the cause of this high cancer rate in Asian American women is due to this group having the lowest rates of preventive screening such as pap smears. The data limitations for Asian, American Indians, and Hispanics may underestimate age-adjusted death rates for certain types of cancers.

² Department of Health and Mental Hygiene

Prenatal Care

In 2003, compared to White women, the percent of births to women receiving late or no prenatal care was:

- About 3 times higher for African American and Hispanic women,
- About 2 times higher for Native American women, and
- About 50% higher for Asian women.

Facts about women and cardiovascular diseases

- Cardiovascular disease (CVD) ranks first among all disease categories in hospital discharges for women.
- Nearly 39 percent of all female deaths in America occur from CVD, which includes coronary heart disease (CHD), stroke and other cardiovascular diseases.
- CVD is a particularly important problem among minority women. The death rate due to CVD is substantially higher in black women than in white women.
- In 2003, CVD claimed the lives of 483,842 females; cancer (all forms combined) 267,902.
- In 2003, coronary heart disease claimed the lives of 233,886 females compared with 41,566 lives from breast cancer and 67,894 from lung cancer.
- 38 percent of women compared with 25 percent of men will die within one year after a heart attack.
- Stroke is a leading cause of serious, long-term disability; an estimated 15 to 30 percent of stroke survivors are permanently disabled.
- Misperceptions still exist that CVD is not a real problem for women.

Women lack understanding of their risks

A 2003 American Heart Association study of over 1,000 women conducted by Harris Interactive, Inc., revealed the lack of understanding women have of the dangers of heart disease and stroke. According to the results, a mere 13 percent of women in America believe that heart disease and stroke are the greatest health threat to women. This reveals the lack of knowledge and understanding a majority of women have for their most serious health threat. In addition, despite the fact that minority women face the highest risk of death from heart disease and stroke, they have lower risk factor awareness.

Important facts about women's risk, diagnosis and treatment

- Risk of heart disease and stroke increases with age, and in the year 2003, over 45 million American women were 50 and older.
- More women than men die of stroke.
- Low blood levels of “good” cholesterol (high density lipoprotein or HDL) appear to be a stronger predictor of heart disease death in women than in men in the over-65 age group; high blood levels of triglycerides (another type of fat) may be a particularly important risk factor in women and the elderly.
- Regular physical activity and a healthy weight reduce the risk of non-insulin-dependent diabetes, also called type-2 diabetes, which appears to be an even stronger contributing risk factor for heart disease in women than in men.
- Diagnosis of heart disease presents a greater challenge in women than in men.

QHData Topic	2006 Women's Health Indicators	US	State MD	HP2010 Goal	Year, Original Source and Notes
Access	1. Percent women ages 18-64 without health insurance	17.5	12.1	0	2004, BRFSS, age adjusted
HP2010	2. Percent adult women over age 20 who are obese (BMI \geq 30)	23.4	24.2	15	2004, BRFSS, age adjusted
Prevent	3. Percent adult women who engage in moderate to vigorous activity often	42	43.5		2003, BRFSS, age adjusted
Prevent	4. Percent women age 65 and older who have had a pneumonia vaccine	64.5	65.2		2004, BRFSS, age adjusted
Prevent	5. Percent women age 40 and older who have had a mammogram in the past 2 years	74.3	78.8	100	2004, BRFSS, age adjusted
Prevent	6. Percent women who have had a Pap smear in the past 3 years	84.9	87.8	90	2004, BRFSS, age adjusted
Disease	7. Percent women age 50 and older who have ever had a sigmoidoscopy	53.6	62.2	50	2004, BRFSS, age adjusted
Disease	8. Percent adult women with high blood pressure	24.2	24.2	16	2003, BRFSS, age adjusted
Disease	9. Percent adult women with diabetes	6.6	7.3	2.5	2004, BRFSS, age adjusted
Disease	10. Rate of Chlamydia per 100,000 women	463.6	486		2003, Individual States; CDC STD Surveillance
Disease	11. Rate of AIDS per 100,000 women age 13 and older	9.3	22.3	<1	2003, Individual States; CDC STD Surveillance
Mental Health	12. Percent adult women who are smokers	19	17.1	12	2004, BRFSS, age adjusted
Mental Health	13. Percent adult women reporting poor mental health	16.1	15.1		2004, BRFSS, age adjusted
Mental Health	14. Percent adult women who engage in binge-drinking	7.8	7.7	<6	2004, BRFSS, age adjusted
Violence	15. Rate of forcible rapes per 100,000 females	58	47.8	NA	2003, FBI
Maternal Health	16. Percent pregnant women receiving prenatal care during their first trimester	83.7	84.1	90	2002, NCHS
Repro Health	17. Percent pregnancies unintended	42.6	43.8	30	2002, PRAMS; HP goal 70% intended pregnancies
Repro Health	18. Pregnancy rate per 1,000 females ages 15-17	68	26.2	43	2002, NCHS; Individual States
Repro Health	19. Percent mothers who breast-feed their infant for at least 6 months	36.2	40.8	50	2004, CDC NIS

It is note-worthy that compared to White women; African American women have higher breast cancer mortality despite lower rates of new cases of breast cancer. This suggests that African American women have breast cancer diagnosed at later stages and may experience more barriers to accessing timely, high-quality breast cancer treatment.

Disparity in age-adjust mortality – Female Gender-specific cancers, Maryland 2001

Cancer	Black	White	Rate Ratio	Rate difference per 100,000
Breast	32.0	25.9	1.24	6.1
Cervical	4.6	2.3	2	2.3

Osteoporosis

Maryland data:³

- An estimated 168,500 Maryland men and women age 50 and older have osteoporosis in 2002, and an additional 582,300 have osteopenia (National Osteoporosis Foundation, 2002).
- The economic burden placed on Maryland’s health care system to manage the disease was \$74 million in 1995, and it is expected to increase to nearly \$250 million by the year 2010 (Borisov NN, Balda E, and King AB, 2002).
- Osteoporosis is a major public health threat for an estimated 44 million Americans, 68 percent of whom are women. It is *not* an inevitable consequence of aging.
- Not enough is being done in Maryland to address this disease; 59% of the facilities surveyed are not offering any osteoporosis programs.
- Existing programs are not targeting youth, the population that would derive the greatest benefit from osteoporosis prevention messages.
- Osteoporosis is characterized by porous bones that are more susceptible to fracture. It is *not* the same condition as osteoarthritis (a joint disease).

Economic cost in Maryland of care for osteoporosis⁴

The cost is shared by public and private health plans, patients, their families, and taxpayers.

- 750,800 Maryland residents were estimated to have osteoporosis or osteopenia (low bone mass) in 2002. Prevalence is expected to grow 19% to 891,600 by 2010 and 38% to 1.04 million by 2020.
- Fracture incidence in Maryland was estimated to be 21,000 in 2005, with direct medical cost of \$232 million, increasing to over 29,000 fractures in 2025 at a cost of \$320 million in 2005
- Women accounted for 80% of estimated direct medical costs of osteoporosis,
- Fractures outside the spine accounted for 90% of costs, and
- Hospital care represented over one-third (45%) of total costs and nursing home care over one-third (46%). People hospitalized with osteoporotic fractures averaged 5 days in the hospital in 2000, and 59% were discharged to nursing homes. Medicaid pays about half of long-term care costs, or \$41 million in 2005. Medicare Advantage plans bear risk for hospital costs.

3 Maryland Department of Health & Mental Hygiene - Family Health Administration - Division of Cardiovascular Health & Nutrition

4 National Institutes of Health - Osteoporosis and Related - Bone Diseases ~ National Resource Center

A substantial gap persists between guidelines and medical practice.

In 2002, the US Preventive Services Task Force recommended routine osteoporosis screening for women aged 65 years and older. In 2004, the US Surgeon General called for prevention, lifestyle changes, and early diagnosis and treatment to prevent osteoporosis and fractures.

- **Reality:** Three-fourths of US women aged 65 years and older (73%) are at risk for fracture because they have osteoporosis (25%) or osteopenia (48%),⁶ yet most do not know that Medicare helps pay for diagnostic testing, and few are screened by the Medicare program (9% in 2000).

Many people are not aware that osteoporosis can cause fractures across the body.

In Maryland,

- Over three-fourths (90%) of osteoporotic fractures occur at the pelvis and other sites such as ankle, arm, or shoulder. *These fractures may not trigger an evaluation for osteoporosis, which is traditionally associated with hip, spine, and wrist fractures.*

Diagnosis and treatment are uncommon even in high-risk patients who have already fractured.

- Only 18% of US women in Medicare Advantage plans were either tested or treated for osteoporosis in the six months following a fracture in 2004.
- **The serious and debilitating consequences of osteoporosis are often unrecognized.** After a hip fracture, about 20% of people die within a year, one-fourth become disabled because of the fracture, and one fifth require nursing home care. A hip fracture is as likely to impair mobility as a stroke.

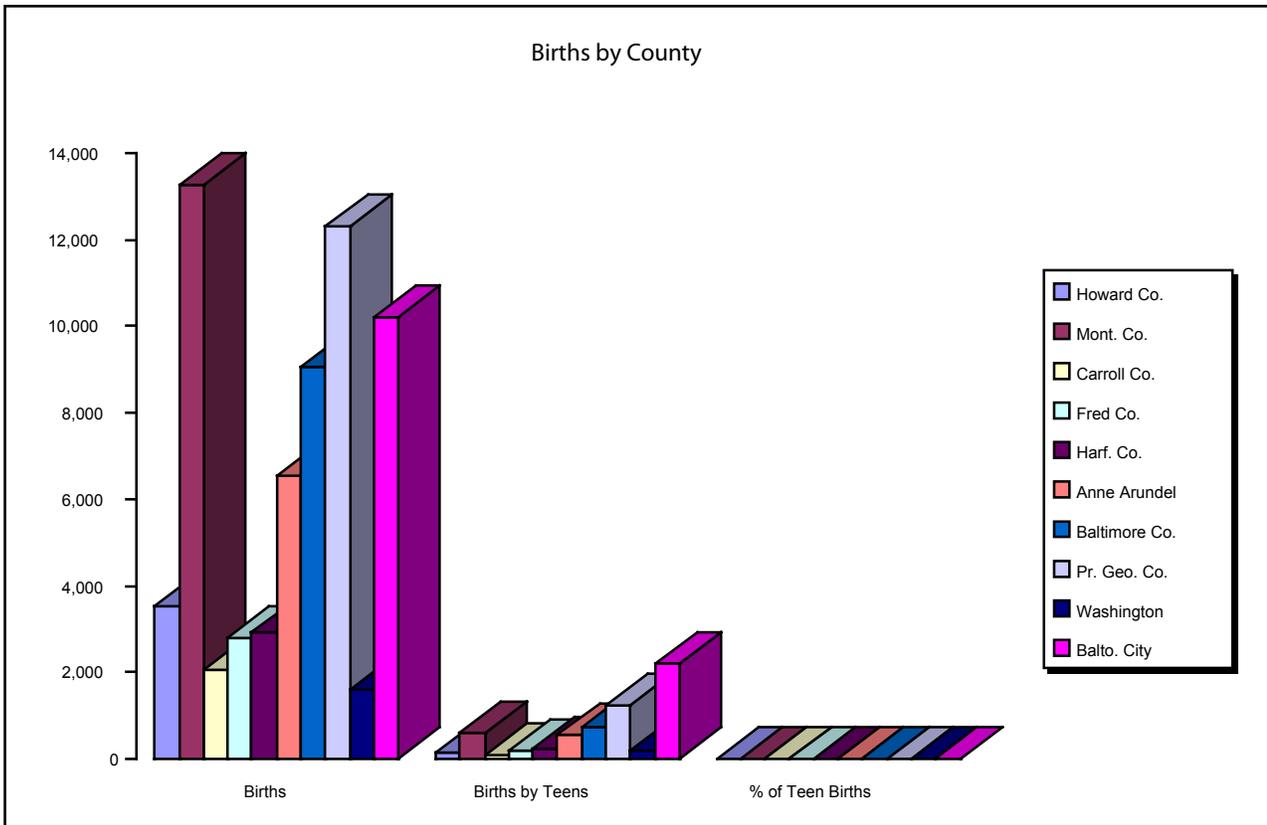
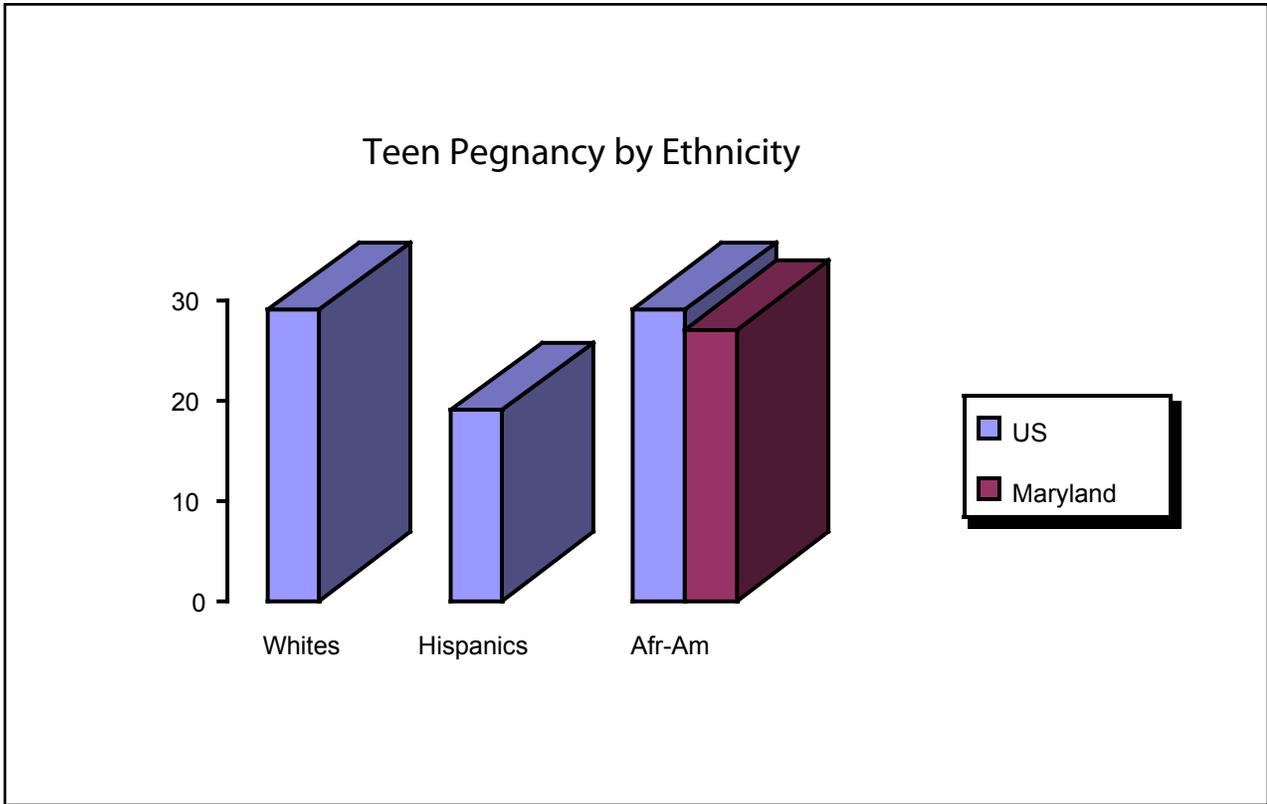
Osteoporosis education programs should include a special focus on senior citizens to avert fractures.

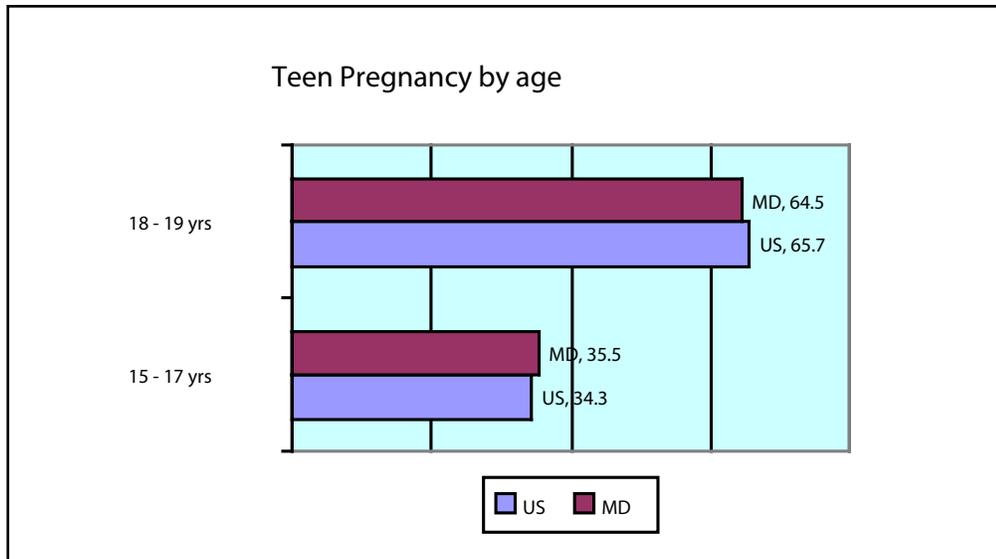
90% of Maryland’s osteoporosis costs occur in people aged 65 years and

Pregnancy Data on Young Women

- The United States has the highest rates of teen pregnancy and births in the western industrialized world. Teen pregnancy costs the United States at least \$9 billion annually.⁵
- Thirty-one percent of young women become pregnant at least once before they reach the age of 20 – about 750,000 a year. Eight in ten of these pregnancies are unintended and 81 percent are to unmarried teens.
- The teen birth rate has declined slowly but steadily from 1991 to 2005 with a decline of 35 percent for those aged 15 to 19. These recent declines reverse the 23-percent rise in the teenage birth rate from 1986 to 1991. The largest decline since 1991 by race was for black women. The birth rate for black teens aged 15 to 19 fell 48 percent from 1991 to 2006. Hispanic teen birth rates declined 22 percent between 1991 and 2005. The rates of both Hispanics and blacks, however, remain higher than for other groups. Hispanic teens now have the highest teenage birth rates. Most teenagers giving birth before 1980 were married whereas most teens giving birth today are unmarried. The rate for the State of Maryland rates at 91 and ranks 38 in teen pregnancy.

<u>State</u>	<u>Change</u>	<u>Rank</u>
Maryland	22.9%	28
United States	24.7%	





2000 County Birth Statistics (most recent data)

State and County	Total Number of Births in County	Total Number of Births to Teens in County	Percent of Total Births to Teens in County	Rank (458= highest %)*
Maryland - Howard	3,540	116	3.3%	8
Maryland - Montgomery	13,268	601	4.5%	21
Maryland - Carroll	2,059	98	4.8%	29
Maryland - Frederick	2,802	183	6.5%	67
Maryland - Harford	2,918	222	7.6%	94
Maryland - Anne Arundel	6,527	530	8.1%	119
Maryland - Baltimore	9,063	740	8.2%	121
Maryland - Prince George's	12,313	1,252	10.2%	184
Maryland - Washington	1,591	192	12.1%	260
Maryland - Baltimore city	10,213	2,198	21.5%	457

Statistics from Maryland Network Against Domestic Violence

Domestic Violence in Maryland

These statistics are taken from *Crime in Maryland, the 2005 Uniform Crime Report* and represent data collected by law enforcement agencies during the 2005 calendar year. It is important to note that the following statistics only include incidents in which domestic violence was identified as the cause and a police report was written. The Department of Justice estimates that about 25% of domestic violence assaults are actually reported to the police.

A total of 22,092 domestic violence crimes were reported by law enforcement agencies during the 2005 calendar year.

Of the total number of domestic violence crimes reported, 4,668 of them were aggravated assaults, representing 23% of the total reported domestic violence assaults. Examples of aggravated assaults include the use of a firearm, knife, other dangerous weapons, hands or fists.

Non-aggravated, simple assaults accounted for 77% of all reported domestic violence crimes.

76% of reported domestic violence victims were female and 24% were male.

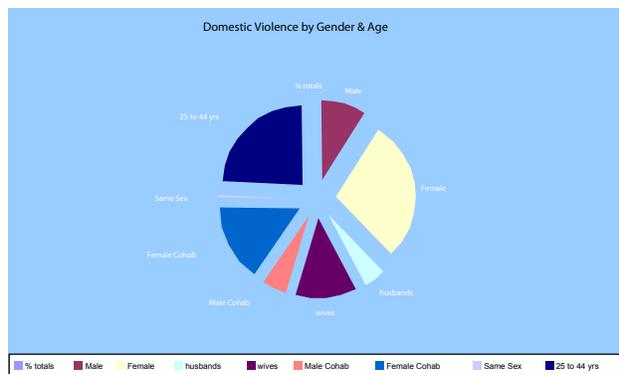
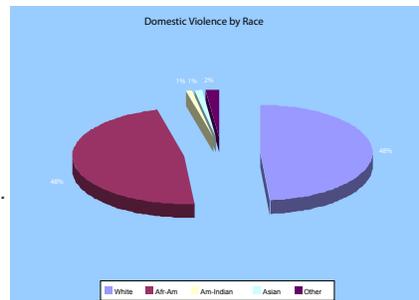
In looking at the relationship between victim and perpetrator, 32% of victims were wives, 12% of the victims were husbands, 42% of the victims were females assaulted by male cohabitants, 13% were males assaulted by female cohabitants, and 1% of victims were involved in same sex relationships.

The majority of domestic violence victims (65%) were between the ages of 25 and 44 years old.

In examining the racial background of victims, 49% of reported domestic violence victims were white, 48% were black, less than 1% was American Indian or Asian and 2% were of other races. Race selection categories are limited to American Indian, Asian or Pacific Islander, Black, White and Other.

Over 43% of reported domestic violence crimes occurred on Saturday or Sunday. 35% of domestic violence crimes occurred between the hours of 7:00 PM and 1:00 AM. This would indicate that an intensive period for domestic violence crimes occurs between 7:00 PM and 1:00 AM on Saturday and Sunday.

The use of alcohol, drugs or both by either the perpetrator or the victim was reported in 27% of the documented domestic violence incidents.



02/07 Maryland Network against Domestic Violence

Disparity in age-adjusted all-cause mortality by sex, Maryland 2004

Mortality Rate in deaths per 100,000³

Sex	Black	White	Rate Ratio	Rate difference per 100,000
Female	818.9	654.2	1.25	164.7
Male	1220.8	888	1.37	332.8

⁶ DHMH Minority Health Disparities Report 2006

2006 Key Accomplishments

- Continuous outreach to community groups and local commissions with an increase in communications with local commissions
- Community Café 2006 – A gathering of women’s organizations, State agencies, local county women’s commissions, and interested persons to examine women’s issues and partner with the Maryland Commission for Women to expand relationships and develop a long term strategic plan
- Partnered with the Governor’s Office on Community Initiatives on the Second Annual Mentors’ Conference at the College of Notre Dame in Baltimore
- Partnered with the Women Legislators of Maryland for the Third Annual Women’s Classic
- Presented the 2006 Hall of Fame Award Ceremony at the Miller Senate Office Building in collaboration with the Maryland Women Legislators
- Presented the 2006 Women of Tomorrow Award Ceremony, in partnership with the Girl Scouts of Central Maryland, at the Miller Senate Office Building
- First Annual Girl Power Leadership Conference in partnership with Sheppard Pratt with the goal of providing young women with tools for success.

MARYLAND COMMISSION FOR WOMEN STRATEGIC PLAN: 2006-2007

The Maryland Commission for Women continues working on the goals and objectives of the 2005/2006 strategic plan along with encouraging interested persons from around the State to submit their interest in volunteering their time and talents as a commissioner to the Governor, Speaker of the House and President of the Senate.

1. Goal: To advise government, as a voice for Maryland women, in the development of executive, legislative, and judicial policies
 - 1.1. Objectives: Support 3 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. 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 website (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
Girl's 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. A public service announcement campaign for 2007 that seeks to increase public awareness about the signs and symptoms of perinatal depression and provide informational resources for further assistance. The public service announcement would be aimed at women of childbearing age and providers to those women. The Maryland Commission for Women considers this an important goal for 2007 based on the Center for Disease Control's 2001 Pregnancy Risk Assessment Monitoring System survey of Maryland mothers that indicated, among other things, 60% of respondents reported experiencing depression; of those, 11% were moderately depressed, 7% were very depressed and 1.9% needed help.

The Maryland Commission for Women will work with the Maryland Department of Health and Mental Hygiene through meetings and other forms of collaboration to develop the appropriate communication vehicle(s), information content, and venue to reach the largest audience with the maximum value and impact. The Education and Dissemination Committee will represent The Maryland Commission for Women in this effort to collaborate with the Director and members of the Department of Health and Mental Hygiene to accomplish this mission during 2007.

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

Ellen Cascio-Purcell
ABC Baltimore (Assoc. Builders & Contractors)
1220B E. Joppa Rd Ste 322
Towson, MD 21286
410-821-0351
www.abcbaltimore.org

ABC Doula Services
713 Summer Ridge Ct
Odenton, MD 21113
410-672-1477
www.abcdoula.com

Montgomery County Abused Persons Program
1301 Piccard Drive
Rockville, MD 20850
240-777-4673 - 24 hours
240-777-4195 – Weekdays

Advocates for Children & Youth
8 Market Pl., Ste. 500
Baltimore, MD 21202
410-547-9200
www.acy.org

Africa Speaks
1434 E. Baltimore St
Baltimore, MD 21231
410-558-3714

Afro Resources Inc
P.O. Box 192
Temple Hills, MD 20748
301-894-3855

Allegany County Commission for Women
P.O. Box 6308
Cumberland, MD 21501
301-777-5923

Alliance Of Minority Women For
Business & Politics
P.O. Box 13933
Silver Spring, MD 20911
301-565-0258

American Association Of
Black Women Entrepreneurs
P.O. Box 13933
Silver Spring, MD 20911
301-565-0258

American Association Of University Women
842 Cottonwood Dr
Severna Park, MD 21146
410-544-5133
www.iaatnet.com/aauw/aauw.htm

American Business Women's Association
P.O. Box 6337
Annapolis, MD 21401
410-518-6465

American Physiological Society on Women
9650 Rockville Pike
Bethesda, MD 20814
301-530-7164

AMI Coaching
12504 Kavanaugh Lane
Bowie, MD 20715
301-903-3939

Annapolis Women's Network
1517 Ritchie Highway
Arnold, MD 21012
410-626-7800

Annapolis Youth Services Bureau
92 W. Washington St.
Annapolis, MD 21401
410-626-1800

Anne Arundel County Commission for Women
2664 Riva Rd
Annapolis, MD 21401
410-222-1260

Anne Arundel Moms Group Anne Arundel County
Anne Arundel County, MD 21144
410-551-2345

Anne Arundel Women Giving Together
914 Bay Ridge Road., Ste 211
Annapolis, MD 21403
410-280-1102
www.communityfoundationchesapeake.org

Arnold/Broadneck Women's Club
P.O. Box 25
Arnold, MD 21012
410-757-2249

Arthritis Foundation
9505 Reisterstown Rd Ste 1 N
Owings Mills, MD 21117
410-654-6570 x 227
www.arthritis.org

Asian (Women's) Self-Help Association
P.O. Box 34303
W. Bethesda, MD 20827
888-417-2742
www.umiacs.umd.edu/users/sawweb/sawnet/asha

Association For Women In Mathematics
University Of Maryland
College Park, MD 20740
301-405-7892

Association Of Executive & Professional Women
8600 Lasalle Rd, Ste 308
Baltimore, MD 21204
410-321-6699

AWC: Association For Women In Communications
1244 Ritchie Hwy # 6
Arnold, MD 21012
410-544-7442
www.womcom.org

Baltimore Coalition Of Black Lesbians And Gays
3835 Reisterstown Rd.
Baltimore, MD 21215
410-542-6218

Baltimore County Commission for Women
400 Washington Av Ste 124
Baltimore, MD 21204
410-887-3448

Nancy J. Miller
Baltimore County Dept of Health
6401 York Rd
Baltimore, MD 21212
410-887-2705

Baltimore N.O.W.
P.O. Box 253
Timonium, MD 21094
410-668-4399

Blacks United For Gay & Lesbian Equality
P.O. Box 13429
Baltimore, MD 21202
410-542-1784

B'nai B'rith Allen J. Reiter Lodge
3746 Thomas Point Road
Annapolis, MD 21403
410-280-3746

Diane K. Burnes
BPW
1900 M Street Ste 310
Washington, DC 20036
202-777-8988

Thea Pinskey, executive coordinator
Brandeis University National Women's Committee
Annapolis Chapter
524 Horn Point Dr.
Annapolis, MD 21403
410-974-1962

Lillie Shockney RN.
Administrative Director of the Breast Center
601 North Caroline Street, room 4161
Baltimore, MD 21287
410-614-2853

Breastfeeding Matters
1037 Bayberry Dr.
Arnold, MD 21012
410-626-7050

Pamela Devine
Business Learning Institute
10280 Old Columbia Rd Ste 245
Columbia, MD 21046
443-632-2321
www.bislearning.net

Calvert County Commission for Women
175 Main St
Pr. Frederick, MD
410-586-2205

Cambodian Women For Progress
8102 Bonair Ct
Silver Spring, MD 20910
301-386-0202

Casa, Inc (Citizens Assisting and Sheltering the Abused)
116 W Baltimore St
Hagerstown, MD 21740
301-739-8975
www.casainc.org

Nancy Shualy
CCBC - Project 2nd Start
800 S. Rolling Rd Bldg B
Baltimore, MD 21228
410-455-6970

Sally Thompson
Cecil Co. Dept of Soc Serv
170 E. Main St
Elkton, MD 21921
410-996-0330

Cecil County Commission for Women
129 E. Main St
Elkton, MD 21921
410-996-5200

Center for Research on Mothers and Children
Bldg 61e Room 4b05k
Bethesda, MD 20892
301-496-5097

Charles County Commission for Women
P.O. Box 2150
La Plata, MD 20646
301-645-0580

Charles County Women's Club Inc
P.O. Box 2621
La Plata, MD 20646
301-743-5238

Chesapeake Birth Companions -
A Maryland Doula Service
860 Clamshell Ct
Edgewater, MD 21037
443-254-3138
www.chesapeakebirthcompanions.com

Chesapeake Harmony Chorus
3303 Pocahontas Dr
Edgewater, MD 21037
410-798-4246

Maggie Gresham
Chesapeake Women's Club
8199 Bayside Dr.
Pasadena, MD 21122
410-255-9308

Child & Adolescent Mental Health Services
8818 Georgia Av. Ste 500, 1st flr
Silver Spring, MD 20903
240-777-1450

Citywomen
10310 Detrick Ave
Kensington, MD 20895
301-942-2332

Clearinghouse On Women's Issues
P.O. Box 70603
Friendship Hgts, MD 20813
202-362-3789

Ann Marie Beal
College Women's Club of Annapolis and Anne
Arundel County
2 Tucker St.
Annapolis, MD 21401
410-267-8221

Community Crisis Services
P.O. Box 149
Hyattsville, MD 20781
301-864-7095
www.communitycrisis.org

Dana Wilson
Contemporary Health Prac
1215 Cresthaven Dr
Silver Spring, MD 20903
301-502-8082

Tara K. Turner
Coppin State Univ
2500 W. North Av
Baltimore, MD 21216
410-951-3812
www.coppin.edu

Rita L. Robinson, PhD
Creative Learning Enterprises Inc
10900 New England Dr
Clinton, MD 20735
301-297-7769

Crisis Center
1301 Piccard Dr
Rockville, MD 20850
240-777-4000

DC Metro Mommies
Anne Arundel County Chapter
2608 Chancellor Ct.
Odenton, MD 21113
410-867-6854

Department of Health & Mental Hygiene
201 W. Preston St
Baltimore, MD 21201
410-767-6490

Department of Housing & Community Dev.
100 Community Pl
Crownsville, MD 21032
410-514-7192
www.mdhousing.org

Nan Brittingham
Dept of Disabilities
217 E. Redwood St Ste 1300
Baltimore, MD 21202
410-767-3948

Randy Javins
Dept of Tech - BACO Schools
1940-G Greenspring Dr
Timonium, MD 21093
410-887-7681

Bob Lehmkuhl
DHCD
100 Community Pl
Crownsville, MD 21032
410-514-7289
www.mdhousing.org

Jeanne L. Brinkley
DHMH
201 W. Preston St. Rm 317
Baltimore, MD 21201
410-767-5596
www.mdpublichealth.org

Directory Of Special Opportunities For Women
Garrett Park Press - Pob 190b
Garrett Park, MD 20896
301-946-2553

Domestic Violence Center Of Howard County
5457 Twin Knolls Rd. Ste 310
Columbia, MD 21045
410-997-2272
www.dvcenter.org

Turning Point
Essex Community College
7201 Rossville Blvd
Baltimore, MD 21237
410-682-6000

Business Women's Network of Howard County
P.O. Box 2575
Columbia, MD 21045
410-740-0126
www.bwn-hoco.org

Family Crisis Center
P.O. Box 3909
Baltimore, MD 21222
410-285-4357

Feminist Studies
C/O Women's Studies University of MD
College Park, MD 20742
(301) 405-7415

Gay Women's Alternative
P.O. Box 968 Blair Station
Silver Spring, MD 20910
301-369-6003

Fifty Plus One
817 Silver Spring Ave
Silver Spring, MD 20910
301-587-8061
www.interguru.com/fiftyplusone/front.htm

GBMC Women's Resource Center
6569 N Charles St # 300
Baltimore, MD 21204
410-828-3301
www.wrc-gbmc.org

Fort Severn Chapter Daughters of
the American Revolution
209 Sutton Wick Rd
Pasadena, MD 21122
410-647-2995
www.fortseverndar.4t.com

Irene McElwee, President,
GFWC Central Arundel Civic Club
1218 Green Holly Drive,
Annapolis, MD 21401
410-349-0234
www.gfwcmd.org

Diane E. Bovenkamp, Ph.D
Foundation Fighting Blindness
11435 Cronhill Dr
Owings Mills, MD 21117
410-568-0144
www.fightblindness.org

GFWC Central Arundel Jr. Women's Club
1013 Tred Avon Ct
Arnold, MD 21012
410-518-6842
www.gfwcmd.org

Frederick County Commission for Women
12 E. Church St
Frederick, MD 21701
301-694-1066

GFWC Severn Town Club
3102 Drogue Ct
Annapolis, MD 21403
410-263-2659
www.gfwcmd.org

Frostburg Womens Center
Frostburg State University
Frostburg, MD 21532
301-687-4000
www.frostburg.edu

GFWC Woman's Club of Linthicum Heights
P.O. Box 301
Linthicum, MD 21090
410-859-4433

Garrett County Commission for Women
P.O. Box 623
Oakland, MD 21550
301-334-8653

Girl Scouts of Central Maryland
4806 Seton Dr
Baltimore, MD 21215
410-358-9711
www.gscm.org

Gay And Lesbian Alliance Against Defamation
241 W Chase St, #400
Baltimore, MD 21201
410-837-8639

Toya L. Fitch
Go Small Biz
P.O. Box 2212
Baltimore, MD 21203
443-677-6313
www.prepaidlegal.com

Gay And Lesbian Teachers Of Maryland
P.O. Box 5604
Baltimore, MD 21210
410-747-8968

Felix J. Jackson
Go Small Biz
9722 Groffs Mill Dr. Ste 110
Owings Mills, MD 21117
888-592-4866
www.prepaidlegal.com

Women's Center
Goucher College
1021 Dulaney Valley Rd
Baltimore, MD 21204
410-337-6274

Women's Studies
Goucher College
1021 Dulaney Valley Rd
Baltimore, MD 21204
410-337-6274

Goucher College Women's Issues Group
1021 Dulaney Valley Rd
Baltimore, MD 21204
410-337-6123

Governor's Office of Community Initiatives
301 W. Preston St Ste 1502L
Baltimore, MD 21201
410-767-1177

Governor's Office on Service & Volunteerism
301 W. Preston St 15th Flr
Baltimore, MD 21201
410-767-1674

Aisha Burgess
Greater Baltimore Urban League
512 Orchard St
Baltimore, MD 21201
410-523-8150

Harford County Commission for Women
220 S. Main St
Bel Air, MD 21014
410-638-3389

League of Women Voters Of Maryland - Harford Co
403 Devonshire Ct.
Aberdeen, MD 21001
410-272-1815

Harriet's List
P.O. Box 16361
Baltimore, MD 21210
410-377-5709

Heartly House
P.O. Box 857
Frederick, MD 21705
301-662-8800

Hood College
401 Rosemont Ave
Frederick, MD 21701
301-663-3131
www.hood.edu

House Of Ruth, Baltimore
201 N. Charles St. Ste 1300
Baltimore, MD 21201
410-234-1091
www.hruth.org

Richard W. Story
Howard Co. EDA
6751 Columbia Gateway Dr Ste 500
Columbia, MD 21046
410-313-6500

Howard County Commission for Women
P.O. Box 348
Simpsonville, MD 21150
410-313-6400

Howard County Sexual Assault Center
10015 Old Columbia Rd # G-118
Columbia, MD 21046
410-290-6432
www.softaid.net

Institute For Women's Policy Research
6815 Connecticut Ave
Chevy Chase, MD 20815
301-656-5867

Intrepid: National Project To Prevent Violence
P O Box 30563
Bethesda, MD 20814
301-261-7374

Jewish Caucus National Women's Studies
University Of Maryland
301-454-3757

Laura Sutton
Jewish Women International
1728 Tipton Dr.
Crofton, MD 21114
410-721-0679

Michelle Hawkins
Johns Hopkins Healthcare
6704 Curtis Ct.
Glen Burnie, MD 21060
410-424-4693

Junior League of Annapolis, Inc.
Parole Professional Center
134 Holiday Ct, Suite 306

Annapolis, MD 21401
410-224-8984
www.jlannapolis.org

Juvenile Justice Services
240-777-1430

Joan Blum
JWI – Jewish Women's Institute
1722 Golden Court
Crofton, MD 21114
301-261-3177

Kensington Wheaton Youth Services
3950 Ferrara Dr.
Silver Spring, MD 20906
301-933-2818 x 204

La Leche League of Annapolis
410-263-6698

La Leche League of Greater Ft. Meade
81 Westridge Cir
Odenton, MD 21113
410-674-7925

Language Solutions
15611 Passaie Lane
Bowie, MD 20716
301-218-4085

Laurel-Fort Meade La Leche
301-604-0058

League Of Women Voters Of Maryland
200 Duke Of Goucester St
Annapolis, MD 21401
410-269-0232
www.bcpl.lib.md.us/~lwv/state/lwv-state.home.html

Marian House
948 Gorsuch Av
Baltimore, MD 21218
410-467-4121
www.marianhouse.org

Maryland Assn, of Resources for
Families & Youth
1517 Ritchie Hwy Ste 102
Arnold, MD 21012
410-974-4901
www.marfy.org

Maryland Association of Women Executives
PMB 266, 1121 Annapolis Road
Odenton, MD 21113
410-279-1308

Maryland Federation Of Business
& Professional Women
7750 Carrico Mill Ln
Charlotte Hall, MD 20622
202-720-0294
202-720-3984

Maryland Network Against Domestic Violence
11501 Georgia Ave # 403
Silver Spring, MD 20902
1-800-634-3577

Maryland New Directions
611 Park Av
Baltimore, MD 21201
410-230-0630

Maryland Public Health Assn
624 N. Broadway Rm 325
Baltimore, MD 21205
410-955-3660
www.mdpha.org

Marcie Taylor-Thoma
Maryland State Department of Education
200 W. Baltimore St.
Baltimore, MD 21201
410-767-0519

Maryland State N.O.W.
PO Box 7216
Silver Spring, MD 20907
301-987-5831

Maryland State Police
1201 Reisterstown Rd
Baltimore, MD 21208
410-653-4376

Maryland Women's Gathering / In Gaia's Lap
21300 Heathcote Rd
Freeland, MD 21053
410-329-6708
www.voiceofwomen.com

Planned Parenthood - Right to Choose
P.O. Box 2397
Annapolis, MD 21401
410-576-2162

Rosalind Howard
Mayor's Office of Employment Dev
3001 E. Madison St
Baltimore, MD 21205
410-396-9035

Marilyn Thomas Leist
MD Am. Assoc of University Women
19201 Forest Brook Rd
Germantown, MD 20874
301-924-9120

Barbara Berlin
MD Assoc of CPA
Dulaney Center II,
901 Dulaney Valley Rd Ste 710
Towson, MD 21204
443-632-2313
www.macpa.org

Jorge I. Austrich
MD DBED
217 E. Redwood St 10th Flr
Baltimore, MD 21202
410-767-6678

www.blis.state.md.us
MD Department of Disabilities
217 E. Redwood St., Ste 1300
Baltimore, MD 21202
410-767-3948

Laurie E. Atherholt
MD Dept of Veterans Affairs
16 Francis St
Annapolis, MD 21401
410-260-3840

MD Small Business Development Ctr.
8000 York Rd
Baltimore, MD 21252
410-704-5006
www.towson-edu/sbdc

Grace Orlansky
MD Women's Political Caucus
7727 Rocton Av
Chevy Chase, MD 20815
301-652-1061

Montgomery County Commission for Women
401 N. Washington St., Ste 100
Rockville, MD 20850
240-777-8330

Mothers of Preschoolers (MOPS)-Edgewater
Central Av
Edgewater, MD 21037
410-798-1413
www.4thelord.org/mops.html

Leslie D West
MPT
11767 Owings Mills Blvd
Owings Mills, MD 21117
410-581-4102
www.mpt.org

N.O.W., Northern Prince Georges
P.O. Box 815
Greenbelt, MD 20768
301-927-2033

National Assn on Mental Illness
711 W. 40th St. Ste 460
Baltimore, MD 21211
1-800-572-6426

National Association Of Professional Asian-
American Women
304 Oak Knoll
Rockville, MD 20850
301-785-8585

National Association Of Women Business Owners
1100 Wayne Ave # 830
Silver Spring, MD 20910
301-608-2590
www.alphasports.comNAWBO/NAWBO.html

National Center For Women Healthcare
6518 80th St
Cabin John, MD 20818
301-320-7861

National Coalition For Sex Equity In Education
200 W Baltimore
Baltimore, MD 21201
410-333-2239

National Fdn for teaching Entrepreneurship
3225 Ellerslie Av Ste A307
Baltimore, MD 21218
443-451-7482

National Foundation For Women Business Owners
1100 Wayne Ave # 830
Silver Spring, MD 20910
301-495-4975
www.nfwbo.org

National Institute On Drug Abuse:
Program For Women
5600 Fishers Lane
Rockville, MD 20852
301-443-3693

National Order Of Women Legislators
3517 Marlborough Way
College Pk, MD 20740
301-935-6270

National Organization for Women Anne Arundel
County Chapter
410-263-3199

National Organization of Women NOW
P.O. Box 253
Timonium, MD 21094
410-668-4399
www.baltimorenow.org

Alfreda A. Robinson
National Women's Prison Project
2530 N. Charles St Ste 300A
Baltimore, MD 21218
410-366-0600
www.nationalwomensprisonproject.org

National Women's Studies Association
(301)405-5573

New Port In A Storm
4330 E Lombard St
Baltimore, MD 21224
410-732-5608
www.cris.com

Darlene M. Ajayi
NFTE
3225 Ellerslie Av Ste A307
Baltimore, MD 21218
443-451-7482

Jack Pinkham
No Limits Program
803 N. Salisbury Blvd Ste 2100
Salisbury, MD 21801
410-677-0624

Ruth Anderson-Cole
Ofc of the Sheriff
6855 Crain Highway
LaPlata, MD 20646
301-609-3244

Ann F. Hosmer
Power Excel
644 S. Charles St
Baltimore, MD 21230
410-752-3437
www.powerexcel.org

Audrey E. Scott
Pr. Geo. County Council
County Admin Bldg
Upper Marlboro, MD 20772
301-952-3094

Pr. George's County Commission for Women
5012 Rhode Island Av Rm 226
Hyattsville, MD 20787
301-985-3532

Professional Moms at Home
P.O. Box 885
Annapolis, MD 21404
410-451-2167
www.pmah.net

Program For Hispanic Women
Hood College
Frederick, MD 21701
301-663-3131
www.hood.edu

Quixote Center
P.O. Box 5206
Hyattsville, MD 20782
301-699-0042

Reality Inc. Halfway House For Women
419 Main St
Laurel, MD 20707
301-490-5551

Samhati: Bangladesh Women's Organization
6108 Robinwood Rd
Bethesda, MD 20817
301-229-6597
www.umiacs.umd.edu/users/sawweb/sawnet/samhati

Rose Lovelace
Severn Town Club
P.O. Box 572
Annapolis, MD 21404
410-266-8932

Sexual Assault & Domestic Violence Center
6229 N Charles St
Baltimore, MD 21212
410-377-8111

Sexual Assault/Spouse Abuse Resource Center
18 S. Main St.
Bel Air, MD 21014
410-836-8431
www.sarc-maryland.org

Sisterhood Is Global Institute
4343 Montgomery Avenue, Suite 201
Bethesda, MD 20814
301-657-4355
www.sigi.org

Soroptimist International of St. Mary's Co
P.O. Box 202
Leonardtwn, MD 20650
301-475-2504

Tere A. Geckle
Sogeti
1005 Red Run Blvd Ste 100
Owings Mills, MD 21117
410-456-7768
www.sogeti.com

Marco F. Cocito-Monoc, Ph.D
Southeast CDC
3700 Eastern Av
Baltimore, MD 21224
410-342-3234
www.southeastcdc.org

Southern Prince Georges N.O.W
P.O. Box 296
Temple Hills, MD 20757
301-449-8608

St. Mary's County Commission for Women
P.O. Box 653
Leonardtown, MD 20650
301-475-4632

The Women's Institute
P.O. Box 6005
Silver Spring, MD 20916
301-871-6106

Survivors Of Incest Anonymous
7702 Dunmanway
Baltimore, MD 21222
410-282-3400

The Women's Law Center
305 W. Chesapeake Ave
Baltimore, MD 21204
1-800-845-8550

The Association for Women in Communications
780 Ritchie Hwy Ste 28-S
Severna Park, MD 21146
410-544-7442
www.womcom.org

Women's Issues Group
Towson State University
7909 York Rd
Baltimore, MD 21204
410-337-6466

The Breastfeeding Connection
804 Oak Grove Circle
Severna Park, MD 21146
410-647-2350

Women's Studies
Towson State University
7909 York Rd
Baltimore, MD 21204
410-830-2660

The Empower Program / Women's Way
Self-Defense
7300 Pearl St # 220
Bethesda, MD 20814
301-469-3939
www.dgsys.com

Towson State University Gay & Lesbian
Organization
7909 York Rd
Baltimore, MD 21204
410-828-0622

The Equity Institute
P.O. Box 30245
Bethesda, MD 20824
301-654-2904

Tranquility Birth Services
1262 Holmespun Dr
Pasadena, MD 21122
410-360-1404
www.tranquilitybirth.com

The Feminist Institute & Clearinghouse
P.O. Box 30563
Bethesda, MD 20824
301-951-9040

Barbara Breslau
UMBC - Tech Center
5523 Research Park Dr, Ste 310
Baltimore, MD 21228
443-543-5594
www.umbc.edu/activate

The International Alliance
P.O. Box 1119
Baltimore, MD 21203
410-472-4221
www.t-i-a.com

Women's Studies
University Of Baltimore
Charles At Mt Royal
Baltimore, MD 21201
410-837-4200

The International Alliance
8600 LaSalle Rd #617
Baltimore, MD 21286
410-472-4221

University of Maryland
7100 Baltimore Blvd.,
College Park, MD 20740
301-403-0525
www.feminist.com/nwsa.htm

Jennie Queen-Baker
University of Maryland - Biotech Institute
701 E. Pratt St.
Baltimore, MD 21202
410-576-5792

Gwen Young
University of Maryland - School of Social Work -
Kaplan Hall
525 W. Redwood St.
Baltimore, MD 21201
410-706-7870

Vintage Annapolitans
Annapolis, MD 21403
410-268-3404
www.vintageannapolitan.com

Washington County Commission for Women
100 W. Washington St
Hagerstown, MD 21740
301-791-3090

Wicomico County Commission For Women
815 E. Main St
Salisbury, MD 21802
410-572-8944

Women's Business Institute
8730 Mitchell Rd
La Plata, MD 20646
301-934-7581

Woman's Club of Linthicum Heights (General
Federation Woman's Club)
P.O. Box 301
Linthicum Hgts, MD 21090
410-859-5309

Women's Club of St. Mary's
3238 Army-Navy Dr
Mechanicsville, MD 20659
301-884-5906

Womanship International, The Boathouse
410 Severn Ave
Annapolis, MD 21403
410-267-6661

Womanspace Gay & Lesbian Community Center
241 West Chase
Baltimore, MD 21201
410-837-5445

Woman-To-Woman In Washington
8803 Walnut Hill Rd.
Chevy Chase, MD 20015
301-656-9442

C/O McAuley Institute
Women And Housing Task Force
8300 Colesville Road #310
Silver Spring, MD 20910
301-588-8110

Women Business Owners of Montgomery County
PO Box 1281; 500 N. Washington St.
Rockville, MD 20849
301-365-1755
www.wbo-mc.com

Women Empowering Women from Indian Nations
900 Swan Creek Road
Ft. Washington, MD 20744
301-292-2744

Women Entrepreneurs of Baltimore
1118 Light St Ste 202
Baltimore, MD 21230
410-727-4921
www.webinc.org

Robbie Melton
Women in Bio
P.O. Box 34043
Bethesda, MD 20827
703-819-7647
www.womeninbio.org

Nancy S. Badertscher
Women in Communications
780 Ritchie Highway Ste S-28
Severna Pk, MD 21146
410-544-7442
www.womcom.org

Women In International Security (WIIS)
Center for International Security Studies at
Maryland
301-405-7612

Carolyn B. Stegman, Ed.D
Women of Achievement
606 Fountain Rd
Salisbury, MD 21801
410-860-0742

Women's Alliance for Theology, Ethics and Ritual
(Water)
8035 13th Street
Silver Spring, MD 20910
301-589-2509
dneu@hers.com

Women's Alliance of MD
17 Dogwood Rd
Riva, MD 21140
410-956-5068

Women's Center
Montgomery College
Rockville, MD 20850
301-279-5063
www.montgomerycollege.edu

Women's Center - Prince George's Community
College
301 Largo Rd
Largo, MD 20870
301-336-6000

Phillis Sym
Women's Club of Annapolis at Heritage Harbour
P.O. Box 25
Riva, MD 21140
410-224-4945

Women's Growth Center
6006 Park Heights Avenue
Baltimore, MD 21215
410-358-1270
www.womensgrowthcenter.org

Women's International Public Health Network
7100 Oak Forest Lane
Bethesda, MD 20815
301-469-9210

Women's Work Inc
P.O. Box 5852
Tacoma Park, MD 20913
301-891-2506

Roseann Bridgman
Worcester Co. Commission for Women
8 Pinehurst Rd
Ocean Pines, MD 21811
410-641-7243

Y.W.C.A. Careers Program
167 Duke Of Gloucester
Annapolis, MD 21401
410-269-0378

Y.W.C.A. Woman's Center
1517 Ritchie Hwy
Arnold, MD 21012
410-268-4393

Y-Me Breast Cancer Network / Cumberland Valley
622 Potomac Ave
Hagerstown, MD 21740
1-800-963-0101

YWCA of Annapolis and Anne Arundel County
1517 Ritchie Hwy Ste 201
Arnold, MD 21012
410-626-7800

Dawn Fisk Thomsen
YWCA of Greater Baltimore
128 W. Franklin St
Baltimore, MD 21201
410-685-1460 x 402
www.baltimoreywca.com

Zonta of Charles County
P.O. Box 691
White Plains, MD 20695
301-870-6620



MARYLAND'S HUMAN SERVICES AGENCY

311 West Saratoga Street
Baltimore, Maryland 21201-3521
Toll Free 1-800-332-6347
TTY: 1-800-972-4434
www.dhr.state.md.us



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

E-mail: mcw@dhr.state.md.us

Martin O'Malley, Governor
Anthony G. Brown, Lt. Governor
Brenda Donald, Secretary, DHR