



June 30, 2013

The Honorable Thomas V. Mike Miller, Jr.  
President of the Senate  
State House, H-107  
Annapolis, Maryland 21401-1991

**RE: MSAR#6075—2012 Annual Report of the  
Maryland Commission for Women**

Dear President Miller:

On behalf of the Maryland Commission for Women, I am please to submit the 2012 Annual Report pursuant to the Human Services Article §2-406(b), which requires the Commission to submit an annual report including recommendations based on the Commission's studies to the Governor and to the General Assembly.

In these difficult times—when so many families are struggling just to make ends meet—women across Maryland are doing extraordinary work and making a real difference in our communities. The Department applauds the Commission for the work it does to address issues that impact women in Maryland.

The Department will continue to work collaboratively with the Commission. If you should have any further questions or require additional information, please contact me at 410-767-7109 or Allyson Black, Executive Director of Government, Corporate and Community Affairs at 410-767-6586.

Sincerely,

Theodore Dallas  
Secretary



June 30, 2013

The Honorable Michael E. Busch  
Speaker of the House  
State House, H-101  
Annapolis, Maryland 21401-1991

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Sincerely,

Theodore Dallas  
Secretary



# Maryland Commission for Women



ANNUAL REPORT  
2012







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

We are pleased to present the 2012 Annual Report for the Maryland Commission for Women. This year, the O'Malley-Brown Administration recognizes some of Maryland's most outstanding citizens through the induction of five women into the Maryland Women's Hall of Fame. With contributions in the fields of education, advocacy, and politics, the actions of these tremendous women are moving Maryland forward.

The Maryland Commission for Women is charged with expanding social, political, and economic opportunities for women. The Commission is focused on the future by honoring Women of Tomorrow – girls and young women who will help lead our state in the years ahead. By working together, we can ensure that Maryland remains a great place for women of all ages and backgrounds to succeed.

We look forward to continuing the work of the Commission and building on its efforts to serve and recognize the women of our state.

*Martin O'Malley, Governor*  
*Anthony G. Brown, Lt. Governor*



## *Message from the Secretary*

The Department of Human Resources (DHR) commends the Maryland Commission for Women for its commitment to identifying issues that impact Maryland women, increasing awareness and understanding of these issues and striving to find solutions that will enhance the quality of life for all Maryland women and their families.

Every day women across the state are doing amazing work that makes a real difference in their communities and the Maryland Commission for Women champions these efforts. They work to improve women's access to essential health care, expand educational and career opportunities for our young girls and provide a voice for women in the policy and legislative decisions that affect their lives.

To date, 142 Maryland women have been recognized for their unique contributions and inducted into the Maryland Women's Hall of Fame. They are physicians, educators, and inventors, scientists, publishers, and politicians. All of them have left a lasting legacy and serve as continuous reminders of our human potential.

Since 1997, in the Maryland Commission for Women's Women of Tomorrow Program, 86 young women from Middle and High Schools across the State have been recognized for their commitment to community service and academic excellence, encouraging them to become our future leaders.

DHR will continue to support and promote the Commission as it works to advance solutions that will benefit Maryland women and make Maryland a stronger state for all of its residents.

*Theodore Dallas, Secretary*  
*Department of Human Resources*



## *Message from the Chair*

The Maryland Commission for Women works with Maryland State Government to advance the vision that all Maryland women have full social, political and economic equity.

In 2012, the Commission was composed of approximately 21 members of diverse backgrounds, from a variety of careers and interests. Members serve their local communities in many non-profit and volunteer organizations. We are geographically diverse, hailing from all parts of the great state of Maryland.

We held annual signature events, The Maryland Women's Hall of Fame and the Women of Tomorrow. Our Committees were active on a host of activities that are detailed in the reports which follow.

The Strategic Plan was built upon and expanded during a Commission Retreat in September where a detailed action plan was developed and a focus for 2013 of Health Care Reform Implementation was selected. At that retreat, an Ad Hoc Governance Committee was appointed, Committee assignments were selected and Commissioners chose their liaison to Commissions in the State of Maryland.

We held a successful Commission Leadership Institute in Annapolis inviting all Commissions in the State of Maryland to participate in the "*We are the Captain of our Ships*" agenda which included workshops:

Setting Your Course – Setting Priorities, Strategic Plans for CFW  
Negotiating Troubled Waters – CFW Survival Strategies  
Wind in our Sails – Commissioner Exchange  
Keeping an Even Keel – Managing Conflict  
From Sea to Shining Sea - NACW

The Maryland Commission for Women continues our close relationship with the Women's Legislative Caucus and the Maryland Women's Heritage Center, involving both organizations in our signature events. Throughout the year, our members participated in meetings of the local Women's Commissions and attended events throughout the state. We are privileged to work with this motivated group of impressive Maryland women.



*Susan Carol Elgin, Chair  
2011-2012*



*Patricia Cornish, Chair  
2012-2013*

*Maryland Commission for Women  
2012 Membership*

NAME	COUNTY	TERM
Tanisha Boldin	Baltimore	1st
Darlene Breck	Charles	1st
Kimberly Brown, PhD,	Anne Arundel	2nd
Patricia E. Cornish	Talbot	2nd
Susan Elgin, Esq	Baltimore City	2nd
Lynn R. Fitrell	St. Mary's	2nd
Helen Holton,	Baltimore City	2nd
Ginger Miller	Pr. Georges	1st
Patricia Omana	Howard County	1st
Patricia Owens	Frederick County	1st
Anita Riley	Carroll	1st
Deborah Risper	Baltimore	2nd
Varsha Mathur Sharma	Charles County	1st
Cara Tenenbaum	Montgomery	1st
Roseanna Vogt	Calvert	2nd
Dr. Kathleen White	Baltimore	2nd
A. Diane Williams	Prince George's	2nd

*2012 Commission Staff*

Crystal Young, *Program Administrator*

Ellie Elgin, *Director of Outreach*

*Maryland*



# *History of the Commission*

The Commission originated in 1965 as the Governor's Commission on the Status of Women.

As issues of equality and social change continued to impact women, the Commission was reactivated in 1968 as the Maryland Commission on the Status of Women. Governor Spiro Agnew directed the Commission to review the previous Commission's recommendations on education, employment, and community and civic participation, and implement those most pertinent.

The Commission also cooperated with state and local organizations to identify problems and improve opportunities for women to serve in a variety of fields. In 1971, legislation was introduced by Rosalie S. Abrams during the General Assembly Session through SB 190 "calling for the creation of an independent state commission on the status of women." As a result of these efforts, the law creating the "Maryland Commission on the Status of Women" went into effect on July 1, 1971 and the commission became part of the Department of Human Resources. The Commission adopted its present name in 1976 (Chapter 119, Acts of 1976 Maryland Manual, 1989-1990, pp. 315-315).

The Commission consists of 25 bi-partisan members (women and men); appointed by the Governor with the advice and consent of the Senate. The Chair and Vice Chair of the commission are elected by its membership. The Executive Director of the Commission shall be a merit employee of the Department appointed by the Secretary of the Department of Human Resources (Chapter 9, Acts of 2006; Code 1957, Art. 49C, secs 1-8).

## *Mission*

The Maryland Commission for Women works with Maryland State Government to advance solutions and to expand social, political and economic equality.

## *Goals*

- Advise government, as a voice for Maryland women in the development of executive, legislative and judicial policies
- Promote solutions which address the needs of women in Maryland
- Serve as a statewide resource center for Maryland women
- Choose one area each year for focus
- Develop Annual Report
- Be an influential leader to whom Maryland women come for assistance, advice (conducts selective research)
- Be recognized as an authoritative leader with which to partner
- Have a dedicated professional staff

## *Activities*

- Shall stimulate and encourage throughout the State study and review of the status of women in the State and may act as a clearinghouse for all activities to avoid duplication of effort
- Shall strengthen home life by directing attention to critical problems confronting women
- Shall promote more effective methods for enabling women to develop skills, continue their education and to be retrained
- May make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health and safety, new and expanded services, legal rights, family relations, human relations and volunteer services
- Shall secure appropriate recognition to women's accomplishments and contributions to this state
- Shall work to develop healthy attitudes within the framework of the Commission's responsibilities
- Shall inform the executive and legislative branches of the government on issues concerning women, including offering testimony on these issues before legislative and administrative bodies





## *Heritage Center Committee Report*

*Helen Holton, Chair*

*Ellie Tryon Elgin, Outreach Director and Heritage Center Liaison*

The Maryland Women's Heritage Center is home to the Maryland Women's Hall of Fame, which currently exhibits on 63 of the 148 women who have been inducted into the Maryland Women's Hall of Fame. The Maryland Hall of Fame plaque was transferred from the Maryland Law Library and Archives in Annapolis to the Maryland Women's Heritage Center after the 2012 Maryland Women's Hall of Fame.

This year the Maryland Women's Heritage Center has played host to the first National Town Hall Meeting with Secretary of Interior Ken Salazar to bring recognition of the many contributions of women nationwide. The MWHC also hosted the STEM – (Science, Technology, Engineering and Math) girls program in conjunction with the Goddard Space Center – NASA exhibit and STEM timeline. This was in addition to hosting Kidgineers, Day of the Girl and culminated with the Title IX event for 2012.

It is with the continuous support of the Maryland Commission for Women and the Department of Education that the Center's growth and development is maintained. The Maryland Women's Heritage Center is located at 39 W. Lexington St., Baltimore, MD 21201. The hours are Wednesday through Saturday from 10 a.m. until 4 p.m. Docent opportunities are available at the Heritage Center. For more information call 443-708-2442.

## *Public Relations Report*

PR/Marketing Report for January 2012-June 2012

Commissioners were asked to provide their bios and a photo to be included on the MCW website and/or the Facebook page. Spotlights were given via Facebook to Commissioners who had either a personal or professional recognition.

The 2 main events hosted by MCW, Hall of Fame and Women of Tomorrow received PR via Facebook and LinkedIn. In addition, various Commissioners participation in women and girls events throughout Maryland, as representatives of the MCW was recognized on Facebook and LinkedIn. Also, MCW was mentioned in the newsletter for the Women's Heritage Center.



*Tanesha Bouldin, Chair  
2011-2012*



*Patricia Omana, Chair  
2012-2013*

## *Legislative & Public Policy Committee*

The Legislative and Public Policy Committee began meeting in September, 2012, to participate in working with the Maryland Legislative Agenda for Women (MLAW). The MLAW 2012 Conference in October was held at the Women's Heritage Center. At the conference, bills were proposed by various groups for consideration and support from MLAW for the 2013 Legislative Session. As a member of the Board of Directors of MLAW, Maryland Commission for Women has the opportunity to vote for the 2013 Legislative priority bills that support women and families the Commission supports as well. It was the responsibility of the Legislative and Public Policy Committee to follow these supported bills and update the Maryland Commission for Women their status throughout the 2013 Session. Below is the legislation that the MCW tracked and supported through MLAW for 2012.

### **HB 351/SB 642 Criminal Law – Third Degree Sexual Offense – Burglary**

This bill would add burglary in the first, second, or third degree to the list of aggravating factors that would raise a fourth degree sexual offense to a third degree sexual offense. The bill adds a degree of seriousness to sex crimes committed in conjunction with the crime of burglary, and it is particularly important to the victims of this crime.

### **HB 1153/SB 526 Tobacco Tax – Healthy Maryland Initiative**

Increases the tobacco tax rate on cigarettes and other tobacco products. Provides that the Tobacco Use Prevention and Cessation Program will receive funding from the Other Tobacco Products Tax Fund under specified circumstances. Requires money from the Fund to supplement appropriations to the Tobacco Use Prevention and Cessation Program to reach a specified level of funding.

### **HB 443/SB 238 Maryland Health Benefit Exchange Act of 2012**

This bill requires the Maryland Health Benefit Exchange to make specified, qualified dental plans available to specified individuals and employers. Requires the Exchange to establish and implement specified navigator programs on or before January 1, 2014. Establishes qualifications for specified navigators.

### **HB 1074/SB 612 Criminal Law – First Degree Assault – Strangulation**

This bill amends the criminal code by expressly including strangulation as an act that qualifies as first degree assault, a felony. Although research shows that episodes of domestic violence are often preceded by episodes of strangulation, there is no specific Maryland statute that addresses that crime. This bill will address the failure of the state code to address this lethal problem.

### **HB 168/SB 277 Human Relations – Housing Discrimination – Source of Income**

Also referred to as the Maryland HOME (House Opportunities Made Equal) Act. This bill would amend Maryland's Fair Housing law to include source of income as a protected class. Source of income, as defined in the bill, includes child support, alimony, pension benefits, and housing vouchers (all of which disproportionately affect women.) This bill would amend Maryland's Fair Housing law to prohibit discrimination based on source of income.

### **HJR 11/SJR 5 Gift of a Statue of Harriet Tubman to the United States Government**

The bill provides for private fundraising for a gift from the citizens of Maryland of a statue of Harriet Tubman to the government of the United States, to be placed in the U.S. Capitol. The inclusion of this statue at the U.S. Capitol would help represent contributions by Maryland's women and minorities to our nation's development.



*Pat Cornish, Chair  
2011-2012*



*Anita Riley, Chair  
2012-2013*



*Girls Committee*

*The Women of Tomorrow Program*

*Tanesha Boldin, Chair*



FROM LEFT TO RIGHT: Emily Petersen, Luz Tamargo, Claudia Alarco, Mackenzie Peperak, Sabrina Donnicks, Mackenzie Leigh Chapman.

The Women of Tomorrow Awards was established in 1997 to honor and acknowledge extraordinary young women that have demonstrated a commitment to community service and academic excellence. Maryland will continue to flourish because of our future women leaders and their unceasing commitment to the community. The Women of Tomorrow Awards gives us the opportunity to honor these remarkable young women. These young women are selected for honor through a process that begins with an annual statewide call for nominations. An independent, all-volunteer selection committee reviews the applications and selects six young women; two per grade grouping. The 2012 honorees include:

*GRADES 7-8 HONOREES*

*Honoree*

Mackenzie Chapman, Charles County

*Honorable Mention*

Mackenzie Peperak, Washington County

*GRADES 9-10 HONOREES*

*Honoree*

Claudia Alarco, Montgomery County

*Honorable Mention*

Sabrina Donnicks, Baltimore City

*GRADE 11-12 HONOREES*

*Honoree*

Christina McIntyr, Harford County

*Honorable Mention*

Emily Petersen, Howard County

*Honorable Mention*

Luz Camargo, Frederick County



## *Education and Outreach Committee*

In 2012, The Maryland Commission for Women was engaged with extensive community and state educational outreach endeavors for Maryland's Women. The Commission has been involved with educational opportunities to support various programs, outreach initiatives and events sponsored by local county Commissioners and Women's organization.

Throughout the state of Maryland, the Commissioners and staff participated in programs for young girls. At the Girl Power Conference, held in March, attendees received information about role and responsibilities of the Maryland Women Heritage Center and the Maryland Commission for Women. Our continue commitment to the involvement of young girls in all aspects of academia was demonstrated through the STEM Expo held at the Johns Hopkins University Applied Physics Laboratory. Commissioners and staff were actively engaged with experiencing the wealth of talents, extensive knowledge base and skills of the young girls in Maryland, as they pursue careers as our future leaders in the fields of Science, Technology, Engineering, and Mathematics. MCW was part of the "Women Moving Forward" conference that is held in Oct 2012 at the Patapsco Female Institute. The MCW has ongoing transitional education support for incarcerated women who are being released within six months of this conference with an understanding of vital role social media information and the potential impact on the education and employment women of Maryland, staff and the Chair of the Education and Outreach Committee presented at the Social Media in Government Agencies, held in Washington, DC. Participants received information about the Maryland Women Heritage Center, the use of Technology in the Workplace, and how to gain access to Social Media for daily use.

To further enhance the contributions of women to the state of Maryland, the staff for the Maryland Commission for Women attended the Greater Baltimore Historical Association meeting. At this meeting participants shared information about the importance of maintaining and keeping Women's history a viable source of reference to enhance the education to Maryland's citizens.

The committee continues to plan future STEM education projects, community outreach initiatives, and to assist with the education of Maryland's women about Health Care Reform.



*Dr. Kathleen White  
Chair*

## Health & Wellness Report

The Maryland Commission for Women, Health and Wellness Committee serves as an advocate for Health and Wellness issues to educate, engage, empower and improve the well-being of women, girls and families. The Health and Wellness Committee has been actively involved in health activities throughout the State of Maryland.

During Cervical Cancer Awareness Month on January 27, 2012 the Chair attended an Evening Dialogue on Preventive Care, Surviving Cancer and The Legacy of Mrs. Henrietta Lacks' *"Issues of Blood: Rights and Responsibilities"* sponsored by HANDS, Inc., an agency dedicated to raising awareness on the three primary gynecologic cancers, and supporting women and their families in their day-to-day survival after initial diagnosis.

The Committee attended the 2012 Women's Legislative Briefing on January 29, 2012 at the Universities at Shady Grove, Rockville, MD. The briefing entitled "Health Care/Health Care Reform for Women" consisted of topics including Health Care Reform/Health Benefits Exchange, Reproductive Health, and Tobacco Tax for Health Care.

The Committee and staff attended Johns Hopkins Medicine of Woman's Journey Executive Women's Breakfast on May 10, 2012 at the Carriage House at Evergreen Museum & Library. There was an Exclusive Briefing on Advances in Women's Health featuring Johns Hopkins University School of Medicine faculty physicians. The sessions included: "An Urgent Task: Delivering the Right Cancer Drug to the Right Person at the Right Time, Why I Can't Remember the Client's Name", and "Toxins on the Vanity".

The Committee Co-Chair, Debbie Risper attended the Baltimore County Department of Aging workshop in May 2012. The topic was "Mixing Meds – The Towson State University Pharmaceutical students held a workshop sharing information with senior citizens about their medication – what they should avoid taking together.

The Committee achieved their goal of collaborating and partnered with Prince George's County Commission for their Women's Health Fair initiative - Founder's Day, Healthy Communities on July 21, 2012. The Global Vision Foundation provided Free Health Screenings.

The Maryland Commission for Women, through the Health and Wellness Committee, works with the Maryland Women's Coalition for Health Care Reform, to achieve universal health care for all Marylanders through education, outreach and advocacy.

In July, new Committee Chairs began their terms. The entire Commission attended a retreat in the fall to discuss strategic planning, where we decided to focus our efforts on engaging the community in health reform. Some effects of health reform were already in effect by the close of 2012, but significant changes will be taking place in 2013 in preparation for two large programs that begin in 2014: health insurance marketplaces and Medicaid expansion. In November, Leni Preston from the Maryland Women's Coalition for Health Care Reform, of which the Maryland Commission for Women is a member, gave the Commissioners an overview of the status of health reform in Maryland. The Commission decided to move forward as part of the coalition in sharing the important changes happening due to health reform.

The Health and Wellness Committee participated in a forum at the annual Maryland Legislative Agenda for Women (MLAW) meeting on October 20, 2012. The Chair was on a panel discussing methods of advocacy along with Carrie Evans from Equality Maryland and Martha Baker from the New York Paid Leave Coalition.

The Committee will continue to do outreach regarding health reform throughout 2013.



Diane Williams, Chair  
2011-2012



Cara Tenenbaum, Chair  
2012-2013



Maryland Women's Hall of Fame  
*2012 Hall of Fame Inductees*



FROM LEFT TO RIGHT: Margaret Dunkle, Diana Gribbon Motz, Alice Mancue, Delegate Susan C. Lee, Treasurer Nancy Kopp, Gwendolyn Rooks and Dr. Maureen Black, Ph.D

**Dr. Maureen Black, Ph.D.**

Nominated by Jay A. Perman, M.D., President of University of Maryland Baltimore

**Margaret Dunkle**

Nominated by Bernice R. Sandler, Women's Research & Education Institute

**Honorable Diana Gribbon Motz**

Nominated by Honorable Albert J. Matricciani, Jr. U.S. Court of Special Appeals

**Treasurer Nancy Kopp**

Nominated by Carol S. Petzold, Former Delegate

**Dr. Alice Manicur**

Nominated by Colleen Peterson, President, Capacity Builders Consulting

**Gwendolyn Rooks**

Nominated by Jo Ann C. Jolivet, Retired Colonel, United States Army



The Maryland Women's Hall of Fame was established in 1985 through the efforts of the Maryland Commission for Women and the Women Legislators of Maryland. The purpose of the Maryland Women's Hall of Fame 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 our future women leaders. The annual ceremony acts to enhance the visibility of women's contributions to the communities they serve, the state of Maryland and to the wider world.

Each year the Maryland Commission for Women and Women Legislators recognize women of achievement through the Maryland Women's Hall of Fame. The selected honorees' contributions have made significant and lasting impressions in all areas of achievement, including areas such as the environment, science and technology, education, the arts, social justice, civil rights, the armed services, and religion. Through the creation of the Maryland Women's Heritage Center, the Hall of Fame exhibit has a home. The exhibit provides a face and access for all Marylanders to get to know the Maryland Women who have contributed so much to society and the world.

Visit the Maryland Commission for Women's website [www.marylandwomen.org](http://www.marylandwomen.org) to access the Maryland Archives to learn more about the women who have been inducted into the Maryland Women's Hall of Fame. Also visit the Maryland Women's Heritage Center to see the Maryland Women's Hall of Fame exhibit. The exhibit features 63 of the 142 women who have been inducted into the Hall of Fame.

The Heritage Center is a 501(c)(3) that was founded by the Maryland Commission for Women and the Maryland State Department of Education and is supported by the Maryland Women's Legislative Caucus.

*OWPOME*

# *Maryland Commission for Women*

## *Strategic Plan: 2012*

Adopted February 16, 2012

The Maryland Commission for Women's Strategic planning meeting identified the following goals, objectives and strategies ranging from short term and long-term strategies for the next five years.

**GOAL:** To advise government, as a voice for Maryland women, in the development of executive, legislative and judicial policies

**Objective:** Develop working relationship with Executive Branch

**Strategy:** Initiate and continue contact in Governor's Office

Contact made with Stacy Mayer in the Office of the Governor with steps taken to develop a working relationship and schedule periodic meetings. MCW request each new administration to designate contact

Task: Executive Committee

**Strategy:** Contact with Governor's Appointment Office

*Develop a closer relationship with Appointment secretary or specific person in*

Secretary of State's Office to give more input for appointments to MCW and develop process with office of Secretary of State and recommend individuals for appointment based on Commission needs

Task: Executive Committee, Program Administrator

**Goal:** Secure MCW position/place at DHR

**Objective:** Involvement with Legislative Branch

**Strategy:** Continue and enhance involvement with MLAW

Assure Commission members attend MLAW events and recommend Commission members to serve on MLAW Board

Task: PR and Legislative Committee

**Strategy:** Testify and support bills (or oppose) in MD General Assembly

Testify when needed and coordinate with MLAW coalition supporting legislative efforts

**Strategy:** Work with Women Legislators of Maryland

Strengthen working relationships on Hall of Fame and identify other areas of cooperation

**Strategy:** Identify area of law which affects women and introduce legislation

Continue to support and have representation on MLAW, identify specific areas of concern for MCW with MLAW and brainstorm at Commission meetings in the summer for legislative initiative.

Task: Executive Committee

**Objective:** Involvement with Judicial Branch

**Strategy:** Monitor gender bias in judicial branch

Follow up on Gender Bias studies

Task: PR and Legislative Committee

**GOAL:** Promote solutions which address the needs of women in MD

**Objective:** Continue and enhance the existing Commission Programs

**Strategy:** Hall of Fame

Strengthen cooperation with women legislators, expand pool of nominations, refine rules and regulations re: selection of honorees and Assure geographic diversity

**Strategy:** Women of Tomorrow

Enlist cooperation of Women Legislators in requesting nominations, expand pool of nominations and assure geographic diversity

Task: Hall of Fame and WOT Committees

**Objective:** Choose one area each year for focus:

For 2012 – economic empowerment/employment

For 2013 - health care reform implementation (January 1, 2014)

**Strategy:** Have semi-annually presentations/symposiums on this subject

**Strategy:** Work with the Women's Heritage Center on programs

Task: PR, Health and Wellness and Education Committees

**GOAL:** Serve as a statewide resource center for Maryland women.

**Objective:** Develop a comprehensive statewide database of women's organizations.

**Strategy:** Commissioners provide resume and information on her expertise/contacts.

**Strategy:** Assemble organization information in specific areas on MCW website. For example: domestic violence, employment

**Objective:** Prepare information on status of women

**Strategy:** Determine what statistics are easily available to research status of women in particular areas

**Strategy:** Determine resources available to create potential Status of Women Report.

**Strategy:** Contact local Commissions re: their research on the status of women.

**Objective:** Develop close working relationship with local Commissions

**Strategy:** Assign a Commissioner to each local Commission to be liaison

**Strategy:** Feature a local Commission at MCW meetings and invite local members to attend.

**Objective:** Contact and organize all past MCW members

**Strategy:** Once identified, have "reunion: meeting and find way for their continued participation

**Strategy:** Reconstitute active "Friends" organization

**Objective:** Develop/enhance Annual Report

**Strategy:** File Committee reports timely

**Objective:** Promote Women's Heritage Center

Task: All Committees

The Maryland Commission for Women has not made formal recommendations for executive or legislative action at this time, as it is currently reviewing the strategic plan adopted in February 2012. Although this five year strategic plan has not yet been formally implemented, it offers great promise toward the collective goal of increasing social, political and economic equality for women in Maryland. The Commission will continue to explore the aforementioned strategies in depth during the coming calendar year.

A listing of the local Women's Commissions is on-line at [www.marylandwomen.org](http://www.marylandwomen.org).

Resources on line at [www.marylandwomen.org](http://www.marylandwomen.org).





**The Maryland Commission  
for Women**

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Baltimore, MD 21201

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Toll Free: 1-877-868-2196

TTY Maryland Relay: 1-800-925-4434

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

E-mail: [cyoung2@dhr.state.md.us](mailto:cyoung2@dhr.state.md.us)