

THE NEWSLETTER OF THE MONTGOMERY COUNTY CHAPTER OF THE NATIONAL ORGANIZATION FOR WOMEN

Same Sex Marriage Panel at February Chapter Meeting

DR. DANA BEYER, Vice-President, Equality Maryland

Dr. Beyer is a co-author of The Dallas Principles (www.thedallasprinciples.org):

The national organization supporting marriage equality with the largest budget is the American Foundation for Equal Rights (AFER.) AFER has filed a lawsuit in California, *Perry v. Schwarzenegger*, challenging Proposition 8. The legal team is led by Theodore Olson, the Solicitor General of the United States in the second Bush administration, and David Boies. Mr. Boies was the lead counsel for former Vice President Gore in *Bush v. Gore*.

This is a high-risk, high-reward agenda because there is a possibility of losing the case in the Supreme Court, even though there is no rational justification for this form of discrimination. It is unconstitutional.

Dr. Beyer pointed at that advocacy organizations must be at the table in policymaking discussions, because, according to a Washington adage, "if you're not at the table, you're on the menu."

RICCI LEVY, Executive Director, the Woodhull Foundation

The mission of the Woodhull Foundation is to affirm sexual and reproductive freedom as a fundamental human right. The only time that a minority can control a majority is when the majority is silent.

Sexual autonomy is the ability to make decision about your own body such as who owns it and who can touch it. This issue is larger than the issue of same-sex marriage. The issue is marriage.

Same-sex ballot initiatives have lost in 31 states. People do not see the right to get married as equal rights. Everyone should be able to have the domestic structure they choose. There are many people in this country who are not married, but are cohabiting.

The Woodhull Foundation is looking at marriage in a slightly different way to engage more of the population by reframing the issue as separation of church and state.

Ms. Levy speaks to all kinds of groups, including church groups, and including Catholic Church groups.

(see Marriage, page 3)

Don't Get Mad, Don't Get Even, Get Elected

BY NANCY NYLAND

**Panel on Achieving Elected Office
Women's Legislative Briefing
January 31, 2010**

- The Hon. Addie C. Eckardt, Maryland House of Delegates, District 37B – Caroline, Dorchester, Talbot & Wicomico Counties
- The Hon. Linda Thornton Thomas, Prince George's County Board of Education
- The Hon. Jennie Forehand, Maryland Senate District 17, Montgomery County
- The Hon. Nancy Floreen, Montgomery County Council President, At-Large

Four Maryland legislators shared their experiences getting elected to office at the state and county level. First, don't be dissuaded from running because you are a woman, even if you encounter resistance. Businessmen in her district told Addie Eckardt that they didn't want any more women involved, but she won, anyway.

Although candidates do have to raise money, Jennie Forehand started her first campaign with \$300. Linda Thornton Thomas ran a campaign on \$3500. It helps to be comfortable asking people for money, but if you are not, ask them for their vote and if you can keep in touch with them. There are a lot of ways to communicate and raise money that are not expensive. Nancy Floreen has a Facebook page. Use the contributor lists that are on-line at the Maryland Board of Elections.

(see Get Elected, page 4)

MCNOW March Chapter Meeting Panel for Women's History Month: Women's History Comes in Many Colors

Panelists:

- Jewish Panelist: Ms. Jill Moss Greenberg
- Latina Panelist: Lillian Cruz
- Asian Panelist: Lily Qi
- Caribbean Panelist: Derrice Deans
- Middle Eastern Panelist: Nesreen Khashan

Monday, March 1, 7:00 to 9:00 pm
Wheaton Public Library
11701 Georgia Ave., Wheaton, MD 20902
For more information: info@mcmdnow.org

Montgomery County NOW
P.O. Box 2301
Rockville, MD 20847-2301

NEW PHONE: (301) 368-1917

EMAIL: info@mcmdnow.org

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MC NOW President's Message

WRITING WOMEN BACK INTO HISTORY



*Vanessa Ali
President, Montgomery
County Chapter, National
Organization for Women*

Not so long ago, women were barred and discouraged from pursuing careers. They were encouraged to stay at home and raise a family. The economy has changed, women have changed and women have come a long way. Women's History Month is a time when we focus on the essential roles that women have played and continue to play in society. This year is the 30th anniversary of the founding of the National Women's History Project. The public celebration of women's history in the United States began in 1978 as Women's History Week in Sonoma County, California. After several years of lobbying, President Carter issued a Presidential Proclamation declaring the week of March 8, 1980 as the first National Women's History Week. Seven years later in 1987, after several rallies and lobbying efforts from various women's organizations, Congress expanded the week into a month and March was declared as National Women's History Month.

This year's theme is "Writing Women Back into History". It often seems that the history of women is written in invisible ink. National Women's History Month helps to increase dialog about women's contributions that often are overlooked. One of my role models is Shirley Chisholm. She was the first African-American woman elected to the US Congress. She was elected as a Democrat to the House of Representatives and served in Congress for seven terms. She was also the first African-American woman to run for a major-party presidential nomination. I remember seeing her on television and how she spoke out and fought for the rights of women and minorities.

For generations, women have helped to bring forth justice and civil rights to all Americans. They have taken a stand for equality. They know the feeling of being looked down upon and considered less than equal. Doors really began to open as women gained the right to vote and pushed for equality. It has been the signature role of women providing daily guidance that has made a difference in strengthening communities and families.

Women have an active voice in history. This month creates opportunities to learn about significant and historic female role models and to take time out of our busy schedules to recognize the accomplishments of women. It means acknowledging the milestones women have reached in history. Women have also paved the way in helping others to realize their dreams. They continue to stay motivated. Women's History Month brings forth the challenges of the past that denied women a fair chance at making contributions to all levels of society. Women's History Month is a reminder to men and women of the progress achieved and the progress left to achieve.

Pass It On, Act & Learn

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Marriage (continued from page 1)

SUE SILBER, Attorney

Ms. Silber led the first anti-discrimination law campaign in Montgomery County in 1983. In 1984 they won the battle to keep it off as a referendum, so the law stood.

The option to marry should be available to all families. Problems arise every day through couples not having a clear legal recognition of rights. For example, in Maryland we have second parent adoption, although the appellate courts have not ruled on this issue. In the past, there had been recognition of a “de facto” parent as a co-parent if they had been acting as a co-parent. In the last two years, the highest Maryland appellate court struck down the recognition of a de facto parent. They proposed an “exceptional circumstances” way of thinking about it, but this was not used in two recent cases.

Legislation may be proposed to give legal standing to a de facto parent. We still have a long way to go. For example, there is no such thing as alimony in civil unions. A married couple who gets divorced can transfer pension rights without a tax effect, but people in a civil union cannot.

There is still a lot of hostility to LBGT interests.

MORGAN MENESES-SHEETS, Executive Director, Equality Maryland

The majority of people in Maryland are in favor of marriage equality. One of the issues in the legislature this year will be a marriage equality bill. Equality Maryland is meeting with people in both the African-American community and Catholic churches.

Other legislative issues will be: getting the same civil protections for transgender people as those currently in place for the gay and lesbian community; passing an expansion of the Family and Medical Leave Act; passing a bill recognizing “de facto” parents; defeating Delegate Emmett Burns’ *House Bill 90* to pre-empt the Attorney General’s opinion on recognizing same-sex marriages from other states; and driver’s licenses that accurately reflect the status of transgender individuals.

Del. Burns has been saying that same-sex marriage is bad economic policy. It actually hurts the state to deny marriage equality. The government ends up paying for things that could have been paid for by benefits. Del. Burns’ bill, the *Same Sex Marriages – Foreign Jurisdictions – Invalidity Act*,

was defeated in the Maryland House Judiciary Committee on February 3rd by a vote of 12 to 8.

LBGT people would not need all of these individual bills if they were recognized as equal. There are more than 425 provisions in Maryland law that discriminate against same-sex couples. Equality Maryland has compiled these in a report available on their Web site, *Marriage Inequality In the State of Maryland* at www.equalitymaryland.org

LARRY JACOBS, Attorney and President of the Equality Maryland PAC

Mr. Jacobs started doing wills and trust for LBGT clients when he realized that some of his clients, friends and neighbors were on very thin ice, legally. The house they lived in was owned by only one of the partners. If the partner who owns the house dies, the other partner can be out on the street. Mr. Jacobs urged his listeners not to wait until the eleventh hour to think about how to protect their family.

People talk about the symbolic importance of marriage, but it is more than symbolic. For example, there are three ways to own a home together: as tenants in common, joint tenants with right of survivorship, and joint tenants by the entirety. The only one that protects one partner from having a lien put on his or home due to debts of the other partner is joint tenants by the entirety. This method of owning a home is only available to married couples.

Equality Maryland’s Lobby Day is purposely scheduled for very early in the session. Ongoing pressure is needed to pass their legislation. Legislators from other counties often don’t hear from constituents. Phone calls make a difference, even though nine times out of ten you will be talking to a staffer. Continued contact makes the state legislators realize that Equality Maryland is not going away.

WOODHULL FREEDOM FOUNDATION NEWSLETTER

The mission of the Woodhull Freedom Foundation is to affirm sexual freedom as a fundamental human right. Ricci Levy, the Executive Director of the Woodhull Freedom Foundation, would like to invite all of the members of NOW and Equality Maryland to subscribe to the *Woodhull Daily Sexual Freedom eNews*, a daily distribution of between eight and twelve articles from a variety of media that reflect the broad range of issues that fall under the umbrella of Sexual Freedom as a Fundamental Human Right. There is no charge for this service. The *eNews* is available in digest form (to subscribe, e-mail digest@woodhullfoundation.org) and as individual e-mails (to subscribe e-mail individual@woodhullfoundation.org).

Submissions to Newsletter Welcome

SUBMISSION DEADLINE FOR THE APRIL ISSUE:
MARCH 10, 2010

From NOW On reserves the right to edit submissions. Ads are accepted for nominal fees.

Call 301-236-0069 or Email Nancy Nyland:
nancy.nyland@verizon.net

Write P.O. Box 2301, Rockville, MD 20847-2301

Get Elected (continued from page 1)

You do have to know why you are running. Ms. Eckardt ran to improve the economic situation in her district. Ms. Thomas was motivated to run to improve the school system. A health issue that was not being addressed by existing candidates initially motivated Jennie Forehand. Find the issues that energize you, and just don't quit. Get an issue and don't let go.

Develop a campaign plan with a timeline. Create a press packet with a picture. Create some standard comments and keep them on your laptop. Always have a three-minute speech ready. Think about how what you are doing every day contributes to your ultimate goal. But Nancy Floreen recommends not over-analyzing the process, because men don't – they just get in the game. You don't have to be doing this for years, working your way up. "Just do it."

You have to be familiar with the issues in your community, but not all of them right away. You can learn as you go along. Read all of the newspapers that cover your community. One legislator felt that she didn't know anything when she was first in the legislature, but she figured that she could handle it if some of these other people had. You do not have to have all of the answers. Find the person in your area who is most knowledgeable about your issue.

Get out and meet all the people that you can, shake hands and call them by their first name. You have to let people know that you care, and take the time to listen to them. If you always carry a pen and have something to write on, people will be reassured that you are really listening to their issue. You can also use this to note down contact information for every person you meet. Or get a card from them and when you get home, e-mail them. Always say thank you.

Go and meet the "underdog" in your community. People want you to feel their pain, because people are suffering all the time. Others expect you to listen to why they are mad at you. Nancy Floreen suggests that you can always ask, "How can I help make this better?" Everybody's vote is important. Nancy Navarro won by 62 votes. Ms. Thomas thought that she had lost an election until 816 absentee ballots came in.

When meeting people, be yourself and be genuine. The voters want real people who are like them. Take every opportunity to speak to any group that you can, even if they are in a different political party. Often it does not matter whether a person is a Democrat or a Republican when you are fighting for women's issues. People want to know that you are fighting for their community, even if you don't win.

It is good to know whether your family is going to support you. Although it is helpful to have family support, it is not absolutely required. Find the people and groups who are going to support you, whether they are church groups, women's business groups, central party committees, sororities, or whatever groups you have been involved with. The League of Women Voters, Commissions for Women, and political organizations can be very helpful. If they have a PAC, you can begin to raise funds for your campaign.

Other practical suggestions from women legislators, who know: carry bottles of water in your car; find one outfit that you really like and look good in, and wear it a lot (people will recognize you); whenever there is a photographer in the room, get in the picture; give money to other people and get their fundraising flyers; know your audience and their issues; and ask other people for help and advice.

Don't assume anything, because there are no rules. Some candidates had family support, and others didn't. Some candidates are more comfortable doing fundraising than others, but you can just tell yourself that this is part of the job. Some candidates began running early, others decided to run at the last minute.

If you don't want to run, consider working on someone else's campaign. Start giving money to candidates. Write the check for more than you had originally thought of giving. Back up your support of women's issues with contributions to candidates who support women's issues. It is a shame, but in politics, money does talk.

If you still want more information, there are books about how to run. But Nancy Floreen recommends not reading *Notes From the Cracked Ceiling* about why women still can't win elections. These four legislators do not agree. Instead, adopt Senator Barbara Mikulski's axiom: "Don't get mad, don't get even – get elected!"

ERA CAMPAIGN DURING WOMEN'S HISTORY MONTH

The DC Equal Rights Campaign is looking for a Senator to sponsor a bill to lift the time limit on the ERA. Maryland Senators Mikulski and Cardin need to hear from Maryland residents that the ERA is important to us. If you are willing to make a phone call or send an e-mail during March, contact Carolyn Cook at ERACampaignDC@verizon.net

Sen. Mikulski's Washington office: (202) 224-4654
Office nearest to Montgomery: Greenbelt (301) 345-5517

Sen. Cardin's Washington office: (202) 224-4524
Office nearest to Montgomery: Bowie (301) 860-0414

If you don't know what to say, you can make the message simple:

"Hello, I am a Maryland resident calling to ask for your leadership to remove the ERA's time limit in 2010. There is no need to start all over again. We must finish what we started. There are only three states left to vote YES on this long-overdue amendment to put women in the Constitution. Please make the ERA a priority in 2010. Thank you."

Trailblazer: Harriet Tubman

BY LINDA MAHONEY



Harriet Tubman, born into slavery as Araminta Ross in approximately 1822, was an African-American abolitionist, humanitarian, and Union spy during the American Civil War. After escaping from slavery, she returned to the South, making 13 forays to rescue over 70 slaves through the Underground Railroad. She later worked as a Union spy, and in the

post-war era struggled for women's suffrage.

Araminta "Minty" Ross was born to slave parents Harriet Green and Ben Ross, probably on a plantation near Blackwater River in Madison, Maryland. No exact birthplace or birth date was recorded, as was common with many slaves in the United States.

As a child, Minty was told that her maternal grandmother, who arrived in the U.S. on a slave ship, was of Ashanti lineage. Nothing is known of her other ancestors. Her mother was a cook, and her father was a skilled woodsman. They married around 1808, and had nine children. Minty was hired out as a very young child to help with a neighbor's baby, and later worked in the fields and forests, driving oxen, hauling logs, and plowing. Even at a very early age, as a slave in Dorchester County, Maryland, Minty was beaten and whipped. She bore those scars for the rest of her life. She tried to escape, but returned, starving, to more beatings.

Although her parents struggled to keep their family together, the owner sold three of the daughters. When he threatened to sell the youngest son, Minty's mother hid him for a month and later threatened to split open the head of whoever entered her house. The owner reconsidered and decided to stop the sale. Biographers agree that this event sparked her belief in the possibilities of resistance.

On an errand, adolescent Minty suffered a traumatic head wound when an irate overseer, intending to hit another slave, threw a heavy metal weight. The injury caused disabling seizures, headaches, visions and dreams, which may have resulted from a form of epilepsy due to the trauma. She came to regard the visions as religiously inspired.

By 1840, Minty's father Ben was manumitted – released from slavery - at the age of forty-five, as stipulated in a former owner's will, though his real age was closer to fifty-five. They subsequently discovered that Minty's mother should have been freed, as well, but the owners would not comply, and there was no legal recourse for a slave.

Around 1844, Minty married a free black man named John Tubman, and soon afterward changed her name from Araminta to Harriet. Little is known about their time together, but the union was complicated due to her slave status, which required that any children born to Harriet and John would be enslaved. Such blended marriages were fairly common on the Eastern Shore of Maryland, where half the black population was free.

Upon the death of her owner in 1849, Harriet faced the prospect of being sold and separated from her husband. She escaped to Philadelphia, taking two brothers with her. Almost immediately she returned to Maryland to rescue a niece and her family who were threatened with separation. In 1851 she bought a suit for her husband and returned to Maryland to engineer his escape, but he had taken another wife and refused to join Harriet. She continued her rescue trips, taking small groups of relatives to freedom, then other slaves, using the network of safe houses known as the Underground Railroad provided by sympathetic antislavery activists, including possibly the home of abolitionist and former slave Frederick Douglass. Douglass wrote a letter to be included in an early biography of Tubman.

Prominent in the antislavery movement were the Quakers, and the Quaker communities in Caroline County, Maryland and Wilmington, Delaware were probably important stops on Harriet's escape route. The journey of nearly 90 miles to safety in Pennsylvania, on foot and at night guided by the North Star, would take between five days and three weeks. Harriet avoided the slave catchers, relying on her familiarity with the woods and marshes of the region, hiding during the day, making 13 expeditions, mostly during the winter. Because the routes she followed were used by other fugitive slaves, Harriet would not speak about them until much later, during an interview with author Wilbur Siebert in 1897.

Congress passed the Fugitive Slave Law in 1850, which imposed heavy punishments on those who abetted escape. It forced law officers to aid in capturing fugitives. The law increased risks for escaped slaves, whose route to freedom lengthened north to Canada. As she led more and more individuals out of slavery, Harriet became popularly known as "Moses" – a reference to the prophet in the Bible who led the Hebrews to freedom.

Large rewards were offered for the capture and return of many of the people she helped escape. Her journeys back into the land of slavery put her at tremendous risk. Once a slave agreed to join her expedition, there was no turning back – and she threatened to shoot anyone who tried to return. A legend persists about a \$40,000 reward offered for Tubman's capture, but no such reward has been found in period newspapers. The efforts of the slaveholders were unsuccessful regarding Harriet and the fugitives she guided. One of her last missions into Maryland was to transport her aging parents, who were suspected of harboring a group of escaped slaves. Years later, she told an audience: "I was conductor of the Underground Railroad for eight years, and I can say what most conductors can't say – I never ran my train off the track and I never lost a passenger."

Harriet worked with John Brown prior to his assault on Harpers Ferry, recruiting escaped slaves for an insurgent force. During this time she became a popular speaker at abolitionist gatherings. After the unsuccessful raid,

abolitionist Senator William H. Seward sold Tubman a small piece of land on the outskirts of Auburn, New York, which became a haven for Harriet's family and friends.

When the American Civil War broke out in 1861, Harriet worked for a Union victory as a key step toward the abolition of slavery, first as a cook and nurse, and then as an armed scout and spy. When Lincoln put the Emancipation Proclamation into effect in January 1863, Tubman considered it an important step toward liberation. Before long she was leading a band of scouts through the land around Port Royal. The marshes and rivers in South Carolina were similar to those of the Eastern Shore of Maryland. Her group, working under the orders of Secretary of War Edwin M. Stanton, mapped the unfamiliar terrain and reconnoitered its inhabitants. She later worked alongside Colonel James Montgomery, and provided him with key intelligence which aided in the capture of Jacksonville, Florida.

Later that year, Tubman became the first woman to lead an armed assault during the Civil War. When Montgomery and his troops conducted an assault on a collection of plantations along the Combahee River, Harriet served as a key adviser and accompanied the raid guiding three steamboats around Confederate mines in the waters leading to the shore. Once ashore, the Union troops set fire to the plantations, destroying infrastructure and seizing thousands of dollars worth of food and supplies. More than seven hundred slaves were rescued in the raid. Newspapers heralded Tubman's "patriotism, sagacity, energy, [and] ability", and she was praised for her recruiting efforts: most of the newly liberated men joined the Union army.

For two more years, she worked for the Union forces, tending to newly liberated slaves, scouting into Confederate territory, and eventually nursing wounded soldiers in Virginia. After the Confederacy surrendered in April 1865, Harriet headed home. Despite her years of service to the Union Army, Harriet never received a regular salary, and was for years denied compensation, only receiving a government pension in 1899. Her humanitarian work for her family and former slaves, meanwhile, kept her in a state of constant poverty, and her difficulties in obtaining a government pension were especially taxing.

After the war, Harriet met and married a bricklayer in Auburn. Supporters wrote several books about her, which provided a small revenue. She was profiled in a series of articles on "Eminent Women," and there was a series of receptions honoring Tubman and her service to the nation. She donated land to the African Methodist Episcopal Zion Church in Auburn to be used for "aged and indigent colored people".

In her later years, Harriet worked with Susan B. Anthony and Emily Howland to promote women's suffrage. She spoke in New York, Boston, and Washington, D.C. in favor of women's voting rights, describing her efforts during the Civil War, as well as the sacrifices of countless women throughout modern history as evidence of women's equality

to men. A founder of the National Federation of Afro-American Women in 1896, Tubman was the keynote speaker at its first meeting. She remained a pillar of the Suffrage Movement until her health failed.

By 1911, Harriet was so frail that she had to be admitted into the rest home named in her honor, which she had helped open years earlier. A New York newspaper described her as "ill and penniless", prompting supporters to offer a new round of donations. Surrounded by friends and family members, Harriet Tubman died of pneumonia on March 10, 1913. She was buried with military honors at Fort Hill Cemetery in Auburn. The city commemorated her life with a plaque on the courthouse. Booker T. Washington delivered the keynote address at the dedication ceremony.

Harriet Tubman became an American icon. A survey at the end of the twentieth century named her as one of the most famous civilians in American history before the Civil War, third after Betsy Ross and Paul Revere. She inspired generations of women and African Americans struggling for equality and civil rights.

Birthplace of Harriet Tubman Green Briar Road
Cambridge, MD 21613 (410) 228-0401

Harriet Tubman Museum and Gift Shop 424 Race St.,
Cambridge, MD (410) 228-0401

The **Harriet Tubman Underground Railroad State Park** is located in Dorchester County on Maryland's Eastern Shore.

Harriet Tubman Day is March 6, 2010.

"The difference between us is very marked. Most that I have done and suffered in the service of our cause has been in public, and I have received much encouragement at every step of the way. You, on the other hand, have labored in a private way. I have wrought in the day—you in the night. ... The midnight sky and the silent stars have been the witnesses of your devotion to freedom and of your heroism. Excepting John Brown—of sacred memory—I know of no one who has willingly encountered more perils and hardships to serve our enslaved people than you have."

– Frederick Douglass letter to Harriet Tubman

Books about Harriet Tubman written by contemporaries:

Scenes in the Life of Harriet Tubman

Harriet, the Moses of her People

Sources:

<http://www.pbs.org/wgbh/aia/part4/4p1535.html>

<http://www.harriettubman.com/>

<http://www.nyhistory.com/harriettubman/>

http://en.wikipedia.org/wiki/Harriet_Tubman

<http://www.harriettubmanbiography.com/>

<http://www.answers.com/topic/harriet-tubman>

<http://www.civilwarhome.com/tubmanbio.htm>

30th Annual Women's Legislative Briefing

The women of Montgomery County flexed their political muscle at the 30th annual Women's Legislative Briefing (WLB) on January 31st. The first briefing in 1980 had 12 sponsors. The second WLB had 15 sponsors and 200 attendees. In 2010, the WLB grew to more than 80 co-sponsors and 650 attendees. The event attracted the County Executive, County Council members, Maryland state legislators, and Montgomery County's Congressional representatives, including Senator Barbara Mikulski.

The Hon. Donna Edwards, U.S. House of Representatives, pointed out that when you invest in women, you invest in families, your community, and your country. She started out as an intern at the Women's Equity Action League in the 1980's, working on pay equity legislation. County Executive Ike Leggett pointed out that we are still talking about pay equity, and that we have to do better.

Congressman Chris Van Hollen reminded us that 40 million Americans do not have access to quality health insurance. Women are more affected because they are denied health insurance due to pre-existing conditions, which can be defined as being a victim of domestic violence.

Sen. Barbara Mikulski brought the pen that President Obama gave her when he signed the Lily Ledbetter Act one year ago, the first bill that he signed. Sen. Mikulski led the campaign for passage of the Lily Ledbetter Act because she knows that there are lots of Lily Ledbetters. Fair pay legislation is only the beginning. We need health care reform, childcare, and elder care. We need an economic plan that supports families. When a woman is safe in her home and has a job where she is paid equitably, she can take care of herself and her family.

Keynote Speaker: Lilly Ledbetter, Pay Equity Advocate

Lily Ledbetter began work as a supervisor in a Goodyear Tire plant in 1979. She worked there for 19 years as one of only a few women supervisors. One of her supervisors told her that women don't belong in a tire factory because they just cause trouble. Another supervisor told her that she would have to go to a hotel with him to get promoted. She turned him down, but in spite of his threats, still received a performance award in 1996.

Goodyear had a policy that employees were not allowed to talk about their salaries, but someone left a list of salaries on her desk anonymously. It showed that as a supervisor with 19 years experience, she was making less than the lowest-paid, less-experienced male supervisor. She sued Goodyear, who tried to claim in court that she was paid less because she was a poor performer. The jury awarded her \$3 million, which was reduced by the judge to \$300,000 due to legal caps on damage awards.

Her award was overturned by the Supreme Court in a 5-4 decision, denying her both damages and back pay. They ruled that an employee has to complain within 180 days, even if you don't know about it, or else tolerate lower pay for the rest of your life, which also affects pension contributions and Social Security benefits.

The Lily Ledbetter Fair Pay Act of 2009 restored employees' right to sue by a vote of 61-36 in the Senate. It defined an unlawful employment practice as including each time wages, benefits, or other compensation is paid. It also enacted protections prohibiting retaliation against employees who file complaints, or who discuss or disclose their own or other employees' wages. These changes come too late to help Lilly Ledbetter, but this did not stop her from fighting successfully for pay equity for women in the future.

MCNOW NEW OR RENEW MEMBERSHIP APPLICATION

Yes, sign me up for _____ years of NOW membership @ \$35/1 yr, \$65/2 yrs, \$95/3 yrs

I am a New Member

I am a Renewing Member

Member # _____

(Please fill in if you know your number. If not, MCNOW Membership Chair can find and fill in.)

Yes, I would like to join/renew, but have limited resources. I am enclosing \$ _____
(\$15-\$34/year sliding scale: what you can afford)

Yes, I would like to affiliate with MCNOW (chapter # MD0200)

I am enclosing an additional contribution to MCNOW in the amount of \$ _____

Name _____

Address _____

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Email* _____

* By giving us your email address, you will receive a periodic MCNOW Feminist Calendar, keeping you up to date on local news and events of interest to women.

Please make your check payable to **Montgomery County NOW** and mail along with this application to: **MCNOW**, P.O. Box 2301, Rockville, MD 20847-2301 (To renew online with credit card, visit www.mcnow.org)



Montgomery County Chapter of the National Organization for Women

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PERMIT #2032

MC NOW Calendar of Events

Chapter Meetings generally take place on the first or second Monday of each month. All members are welcome.

MARCH 2010: WOMEN'S HISTORY MONTH

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| 1 (Mon) | 7:00 – 9 pm MCNOW Chapter Meeting: Women's History Comes in Many Colors. Location: Wheaton Public Library, 11701 Georgia Ave., Wheaton. For more information: info@mcmdnow.org | 23 (Tue) | 12 – 1:30 pm Clearinghouse on Women's Issues monthly meeting, American Council on Education 8 th floor conference room, One Dupont Circle, N.W., Washington, D.C. Free and open to the public. No reservations required. For more information: www.womensclearinghouse.org |
| 3 (Wed) | 8:00 – 9:30 am Women's Studies Annual Scholarship Fundraising Breakfast, Theatre Arts, Montgomery College - Rockville Campus, 51 Mannakee Street, Rockville. For more information: nancy.nyland@montgomerycollege.edu | 23 (Tue) | 6:30 - 8:30 pm An Evening With Cokie Roberts, Sewall Belmont House. Talk, book signing and reception \$10. RSVP to rsvp@sewallbelmont.org or (202) 546-1210, x23. |
| 5 (Fri) | 7:30 – 9 am Montgomery Women Power Breakfast. Silver Diner, Rockville. An informal meeting, so drop in. | 24 (Wed) | 6:30 pm – 8:30 pm Loving Yourself As You Are: Building a Healthy Body Image. Commission for Women, 401 N. Washington St., Suite 100, Rockville, MD. (240) 777-8300. Registration fee \$20. |
| 8 (Mon) | 6:30 - 8:30 pm Celebrate International Women's Day at the Sewall Belmont House. Short program, reception and artisan bazaar free and open to the public. RSVP to rsvp@sewallbelmont.org or (202) 546-1210, x23. | 25 (Thu) | 11 – 12:30 pm Ann Crittenden, author of <i>The Price of Motherhood</i> . Book Talk, Sale and Signing Theatre Arts, Montgomery College-Rockville Campus |
| 10 (Wed) | 12 – 1:00 pm Planned Parenthood of Metropolitan Washington Brown Bag Lunch, 1110 Vermont Avenue, N.W., Suite 300. Call (202) 347-8500 x6300 or e-mail events@ppmw.org to RSVP. | | |

SAVE THE DATE

- April 5 (Mon) 7:00 – 9 pm MCNOW Chapter Meeting
June 11 (Fri) Mid-Atlantic Women's Studies Annual Conference, Montgomery College-Takoma Park/Silver Spring Campus