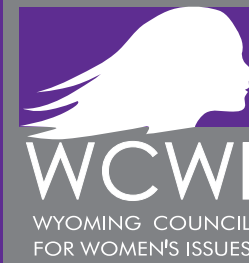




Wyoming Council for Women's Issues
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WCWI News

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Governor signs Equal Pay Day proclamation

CHEYENNE - Wyoming Gov. Dave Freudenthal signed a proclamation declaring April 22 as Equal Pay Day in Wyoming, recognizing the wage gap between working men and women around the nation. According to statistics released by the U.S. Census Bureau, women are paid on average 77 cents for every dollar their male counterparts are paid – a gap of 23 cents.

According to the Wyoming Department of Employment, women's pay in the state is less than the national average. In 2006, all women whether full or part-time, across all industries were paid 55 cents for every dollar their male counterparts were paid – a gap of 45 cents. Year-round, full-time working women earned only 66 percent of year-round, full-time working men. In 2006, there were approximately 128,670 women in Wyoming's workforce; they comprised 36 percent of total workers in the state.

"Pay equity is a growing national movement," said Teresa de Groh, chairman of the Wyoming Council for Women's Issues. "States around the country are introducing pay equity legislation and women continue to recognize the importance of this legislation.

Pay inequity penalizes families, and this inequity has been enhanced due to the energy boom in the state. We must address it when trying to boost and diversify the economy.



WCWI members and supporters stand by as Wyoming Gov. Dave Freudenthal signs a proclamation declaring April 22 as Equal Pay Day. The event recognizes the wage disparity between the nation's working men and women.

At the rate we are going, the gap will not be eliminated until 2040. Women and families cannot afford to wait that long."

Women, who are paid less than average, must discuss the problem with their employer. If discrimination persists, file a complaint with the Wyoming Department of Employment, Labor Standards Division or the U.S. Equal Employment Opportunity Commission.

Wyoming Council For Women's Issues looking to fill vacant positions

CHEYENNE – The Wyoming Council for Women's Issues (WCWI) is seeking applicants for a vacant position in Judicial District 6 – Campbell, Crook and Weston Counties; as well as Judicial District 2 – Carbon and Albany Counties.

The WCWI is charged with focusing attention on the status of women in Wyoming. It publishes reports, researches issues and educates the public and government on the current status of Wyoming women.

The appointment distribution consists of 13 members with representatives from each of the nine judicial districts, four at-

large members and one ex-officio member from the Wyoming Business Council.

The Governor, through the boards and commissions application process, appoints WCWI members. No more than nine members from the same political party actively participate in the WCWI at the same time.

For further information or an application, contact Patti Burns, Boards and Commissions at (307) 777-5647, or pburns@state.wy.us. You may also visit the Governor's Web site at <http://www.state.wy.us/governor/boards>.

Komen Wyoming Race for the Cure slated for August

This year's Komen Wyoming Race for the Cure is scheduled for Saturday, Aug. 9, 2008.

The Wyoming Affiliate of Susan G. Komen for the Cure—along with those who generously support it with their talent, time and resources—is working to better the lives of those facing breast cancer in our community.

Komen Wyoming joins more than 100,000 breast cancer survivors and activists around the globe as part of the world's largest and most progressive grassroots network fighting breast cancer.

Through events like the Komen Wyoming Race for the Cure more than \$1,545,000 has been invested in local breast health and breast cancer awareness projects in Wyoming.

Up to 75 percent of net proceeds generated by the Komen Wyoming Affiliate stay in state. The remaining income goes to the national

Susan G. Komen for the Cure Grants Program for energizing science to find the cures.

The organization began in 1982 when Nancy G. Brinker promised her dying sister, Susan G. Komen, she would do everything in her power to end breast cancer forever.



Today, Komen for the Cure is the world's largest grassroots network of breast cancer survivors and activists fighting to save lives, empower people, ensure quality care for all and energize science to find the cures.

Thanks to events like the Komen Race for the Cure, nearly \$1 billion has been invested to fulfill this promise, becoming the largest source of nonprofit funds dedicated to the fight against breast cancer in the world.

Sign up for this year's race online at www.komenwyoming.org or by e-mail at race@komenwyoming.org.



WCWI News is a quarterly publication focused on news and information of value to women in Wyoming. To be added to the mailing list, call 307-777-2800.

Visit www.wyomingwomenscouncil.org for more information.

WCWI Members

Michelle Aldrich - Judicial District 1
 Vacant - Judicial District 2
 Jan Torres - Judicial District 3
 Maureen Neavill - Judicial District 4
 Kim Capron - Judicial District 5

Vacant - Judicial District 6
 Lori Clifford - Judicial District 7
 Sherrill Helzer - Judicial District 8
 Teresa de Groh - Judicial District 9
 Donna Whitson - At-Large

Suzey Delger - At-Large
 Scarlet Skorcz - At-Large
 Pamela Downing - At-Large
 Diane Moser - Wyoming Business Council
 Ex-Officio Member

Calendar of Events

May 15

Women in Science Conference
For more information, please contact the Space Grant Office, (307) 766-2862 or by e-mail: wsgc@uwyo.edu.
~ Laramie

May 28 - 29

Summit on Workforce Solutions
For more information, please visit wyowdc.org
~ University of Wyoming, Laramie

June 10 - 12

Career and Technical Conference
For more information, please visit www.wacte.net or e-mail Tracy Dearinger at dearinger@sheridan.edu.
~ Laramie

July 12

WCWI meeting in Powell.
~ Powell

July 31

Closing date for Summit Award nominations. For more information visit the WCWI Web site: www.wyomingwomenscouncil.org

August 9

For more information about the Susan G. Komen Race for the Cure, please visit www.komenwyoming.org or e-mail race@komenwyoming.org
~ Cheyenne

October 1 - 3

The Wyoming Library Conference will be held at the Parkway Plaza in Casper. For more information, please visit the Web site: www.wyla.org
~ Casper

October 3 - 4

Fourth Annual Wyoming Women's Expo will be held at the Casper Events Center. For more information visit the Web site: www.wyomingwomensexpo.com.
~ Casper

October 22 - 23

Nontraditional Career Fair
For more information, please contact Michelle Aldrich at (307) 433-0837 or by e-mail at teachwyo@yahoo.com
~ Cheyenne

'08 Gov's Summit speakers announced

The fourth Governor's Summit on Workforce Solutions will take place May 28 and 29, 2008 at the University of Wyoming in Laramie.

The Wyoming Workforce Development Council, in partnership with the Wyoming Department of Workforce services, is sponsoring the event. The summit is designed to assist Wyoming businesses in developing solutions to the many workforce issues they face.

The theme of the 2008 Summit is Defining Our Future. Topics will include human resources, customer service, recruitment, youth issues, education, healthcare and others.

This year's keynote speaker is Rick Tate. Tate is an internationally recognized expert on leadership and service quality. He has been speaking, training, writing and developing state of the art concepts

that challenge people's mind-sets for more than 20 years.

Tate's keynote "Creating an Engaged Workforce - People Leave Managers... Not Organizations!" discusses how human performance in growing as a recognized and critical "product" of any organization.

"We are excited to have Rick Tate serve as the 2008 Governor's Summit on Workforce Solutions keynote speaker. Rick will be speaking about how you can create an engaged workforce," said Jeremiah Rieman, 2008 Governor's Summit organizer.

"Rick will give us a greater understanding of how businesses and industries" maintain a strong and efficient workforce, Rieman said.

For more information about this year's Summit, please visit www.wyowdc.org.

Nontraditional Career Fair scheduled

CHEYENNE - The deadline for participants to register for this year's Young Women's Nontraditional Career Fair is Sept. 1, 2008.

The career fair is free but requires an early RSVP to reserve group seating. It will be held at Laramie County Community College, Center for Conferences and Institutes, Room 130.

The 3rd annual fair, scheduled for Oct. 22 - 23, 2008, is a one-day workshop geared toward high school-aged women featuring female speakers who have succeeded in nontraditional careers.

The event is a chance for young women to meet these professional women as well as learn about the path the speakers have taken to reach their goals.

"The nontraditional career fair is an opportunity for female students in small communities to have an opportunity to explore nontraditional careers for women that they may have never thought or even

dreamed about before," said career fair coordinator Michelle Aldrich.

The forum was developed from a proactive position: The most effective way to approach Wyoming's gender-based wage disparity - detailed on the cover of this issue - is to educate young women about occupational opportunities otherwise overlooked.

Aldrich said students who attend will not be disappointed. "It is empowering for female students to take the time to learn about careers not normally occupied by women and to dare to dream," she said.

The Young Women's Nontraditional Career Fair is sponsored by the Wyoming Council for Women's Issues and Laramie County Community College.

To register for the 2008 Young Women's Nontraditional Career Fair, please e-mail Michelle Aldrich at teachwyo@yahoo.com or call her at (307) 433-0837.

Nontraditional Career Fair gains Casper's media attention

CASPER - The Wyoming Council for Women's Issues annual Young Women's Nontraditional Career Fair was recently featured by Casper KTWO-TV news anchor Jackie Reeves.

As part of the broadcast, Reeves interviewed two women who exhibit the very essence of what the event is designed to illustrate to young women: A nontraditional career path is an exciting and viable option for all young women.

Detective Tina Tweedy, a Gillette native and a graduate of the University of Wyoming, has been a member of the Casper Police Department for nearly seven years; two-and-half as a detective and four as an officer walking the beat.

Besides serving the Casper community as a police officer, Tweedy also serves her country as a squadron commander in the Wyoming Air National Guard.


The second woman Reeves interviewed was Susan Franklin.

Franklin, a graduate of both Casper College and University of Wyoming, now excels in her role as an electronics instructor - currently teaching robotics courses - in the Casper College Engineering Department.

She and her colleague Megan Graham are the only two females in the Trades and Technology Division.

Graham shares Franklin's passion and success for achieving great goals set in unique careers.

Both women agree that getting young girls interested in engineering and physics is the best way to overcome preconditioned perceptions about what jobs women pursue and how far women can go in their respective fields.



3rd Annual
Young Women's Nontraditional Career Fair

Oct. 22-23, 2008
LCCC

Registration Deadline: September 1, 2008
To register, contact Michelle Aldrich at teachwyo@yahoo.com
or call her at (307) 433-0837

Chair's Column: Status Report Generating Awareness

On January 18, in conjunction with Wyoming's Equality Day, Governor Freudenthal was presented with the first issue of the Wyoming Women Status Report, prepared by WCWI. This report was also inserted into the WCWI Winter 2008 Newsletter.

The Wyoming Women Status Report has received significant media attention, which is an indicator of its success--our mission is to focus attention on women's issues.

When the press release for presentation of the Status Report was issued, WCWI immediately received several calls from media requesting more information. Wyoming Public Radio called for an interview, which aired the same day the report was presented to the Governor. KTWO-TV interviewed both the Governor and myself after the presentation. The Casper Star-Tribune and the Wyoming Business Report ran articles, as did the Associated Press, which focused on Wyoming's gender wage gap and resulted in the topic appearing in print media and on-line media throughout Wyoming and beyond our borders. Subsequently, additional media attention in the form of an editorial in the Casper Star-Tribune and

a more expansive article in the Wyoming Business Report have served to keep attention on the wage gap.

Wyoming's wage gap is on national Web sites, such as the Feminist Majority Foundation and the National Women's Law Center. First Lady Nancy Freudenthal lists wage equity as one of her initiatives and State Treasurer Joseph Meyer and the Bond Market Foundation discuss the wage gap as part of a women's issues section on the Web site www.wyoming.tomorrowmoney.org.

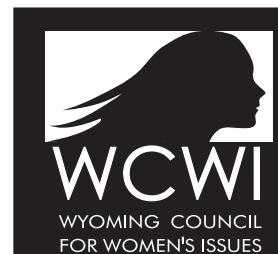
In February, KTWO-TV aired two interviews by Jackie Reeves of women in nontraditional jobs. These interviews were sparked by the Wyoming Women Status Report and the women interviewed had been presenters at the WCWI's first nontraditional job fair in 2006. The University of Wyoming (UW) Women's Studies program and Center for Advising and Career Services, and the Wyoming Women's Foundation (WWF) recently sponsored a series of workshops with the WAGE Project, Inc. WAGE stands for Women Are Getting Even and the WAGE Project, Inc. works to promote gender equality through equal pay, according to the WWF website. On April 7, 2008,

NPR interviewed Dr. Catherine Connolly, professor of women's studies and sociology at UW regarding the wage gap.

Our hope is that programs and trainings, such as the WCWI's Nontraditional Career Day and the WAGE Project, will continue to be made available to the women in Wyoming so they can better understand their ability to change the status quo. We also hope that programs and trainings will be made available to employers so they too better understand the issue and the economic and community benefits in narrowing our widest in the nation gender wage gap.

The Summit Award, jointly sponsored by WCWI, the Wyoming Business Council, the Wyoming Business Alliance, the Department of Workforce Services, and the Department of Family Services, is one such program that recognizes businesses that have workforce-friendly work practices, which includes gender pay equity. To nominate a business or find out more, go to the WCWI Web site, Employment Practices section.

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Nominations open for 2008 Wyoming Summit Award

Nominate workforce and family friendly businesses for the Summit Award!
Deadline for nominations is July 31, 2008.

Visit www.wyomingwomenscouncil.org.