

Wyoming Council for Women's Issues  
c/o Wyoming Business Council  
214 West 15th Street  
Cheyenne, WY 82002

PRESORTED  
STANDARD  
US POSTAGE  
PAID  
CHEYENNE, WY  
PERMIT NO. 7

**Get added to the WCWI electronic mailing list!** If you'd like to be added to our email list to receive occasional emails with news briefs and other timely notices pertaining to women, please email [info@wyomingbusiness.org](mailto:info@wyomingbusiness.org) and put WCWI LIST in the Subject.

**Not on our newsletter Mailing List?** Email your mailing address to [info@wyomingbusiness.org](mailto:info@wyomingbusiness.org) or call 307.777.2800 and ask for MARKETING. The WCWI News is a quarterly print publication focused on news and information of value to women in Wyoming.

## NATIONAL

### Women in Red: Equal Pay Day in the U.S.

Did you know that April 15th was Equal Pay Day?

Women are still in the red when it comes to pay. According to the most recent U.S. Census Bureau statistics, women today, on average, are paid only 76 cents in wages for every dollar that men are paid. That represents a snail-like increase of less than a cent per year since the Equal Pay Act was passed in 1963, when women were paid 59 cents compared to a man's dollar in wages. If the same pace continues, we may not achieve parity until 2042.

The shortfall in women's wages in comparison to men's is a persistent inequality that has broad implications. In order to receive the wages that a man is paid in a year, a woman would have to work more than three additional months into the next year.

pay discrimination for women and their families is profound. Families have less money for their children's college education, less savings to meet emergencies and greater retirement insecurity. Single and divorced women who often must rely on only one income are even more disadvantaged because of pay discrimination.

For more information, visit the following web sites:



National Committee on Pay Equity (NCPE) - [www.feminist.com/fairpay/](http://www.feminist.com/fairpay/)  
BPW USA Equal Pay Day - [www.bpwusa.org/content/fairpay/equalpayday/equalpayday.htm](http://www.bpwusa.org/content/fairpay/equalpayday/equalpayday.htm)

Employment Policies Institute  
<http://www.epionline.org/>

[Information obtained from the NOW web site at [www.now.org](http://www.now.org)]

See the Legislative Section of this newsletter for an update about the wage disparity report for Wyoming.

### Prevalent, Pornographic

by Dakota Smith - excerpted from:  
[www.womensenews.com](http://www.womensenews.com)

More e-mail in boxes are flooded with sexually explicit spam, yet most agree little can be done to limit the annoyance.

Overall, spam accounts for 40 percent of all e-mail, according to Brightmail Inc., an anti-spam software company. For spammers, sending out the smut is a lucrative business. Few lawmakers have made the pornographic nature of the spam a central issue in proposed bills.

Groups such as the American Civil Liberties Union have cried censorship at most federal efforts to regulate spam. Ultra-conservative groups, such as Concerned Women for America, are lobbying Congress as part of their campaigns to ban all hard-core pornography.

#### NOTE FROM WCWI EDITOR:

A new spam-blocking software is SpamArrest at [www.spamarrest.com](http://www.spamarrest.com).



# WCWI

www.wyomingbusiness.org/women

Volume 1 Issue #2 Spring 2003

## HEALTH

### Wyoming Race for a Breast Cancer Cure

Sign up to walk or run to raise funds for breast cancer research.

The WCWI will once again organize a team for the August 16th Komen Wyoming "Race for the Cure." You can participate as a runner, walker or as a phantom participant.

Look for the WCWI team application in the WCWI's summer newsletter or at <http://www.wyomingbusiness.org/women>.

Of the money raised in Wyoming, 75% of net proceeds stays in Wyoming to fund local programs that provide early detection, mammography, screening, education and community outreach. The remaining 25% of net proceeds goes to the Komen International Grant Program to help fund research.

For more information on the Komen Wyoming "Race for the Cure," visit [www.wyrfc.org](http://www.wyrfc.org) or call 800.204.1332.

### Stats: Teen Pregnancy

For facts and stats about teen pregnancy rates in Wyoming, go to: [www.teenpregnancy.org/america/states/pdf/wy800.pdf](http://www.teenpregnancy.org/america/states/pdf/wy800.pdf)

### Inside This Issue

- Health.....1
- Funding.....1
- Wyoming Women.....1
- Chair's Column..... 2
- Legislative..... 2
- Recent Events.....2
- Education/Employment..... 3
- Community..... 3
- Calendar.....3
- National.....4

## WYOMING WOMEN

### SBA Small Business Week Winners 2003

Each year, the Small Business Administration (SBA) gives awards during Small Business Week (May 4-10). This year's Wyoming awardees ([www.sba.gov/wy/](http://www.sba.gov/wy/)) included:

Exporter of the Year 2003 - The Best Kept Secret and owner Julie Weber of Clearmont. The Best Kept Secret also was named Regional Small Business Exporter of the Year.

Journalist of the Year 2003 - Lynn Montoya, Vice President and General Manager of radio stations K-Jewel (KJLL) and KQY AM 1630 in Cheyenne.

Minority Small Business Advocate of the Year 2003 - Marjorie Rowell, Small Business Development Center in Fremont and Teton Counties.

Small Business Person of the Year 2003 - Brenda Sue Mosher, owner of Interim HealthCare of Wyoming, Inc. in Casper.

Women in Business Advocate of the Year 2003 - Amy C. Lea, Training & Resource Coordinator for the Wyoming Women's Business Center (WWBC) in Laramie.

### Nominations For the 2003 ATHENA Award Being Accepted

Nominations for the 2003 ATHENA Award are now being accepted by the Greater Cheyenne Chamber of Commerce's ATHENA Committee. This award is given to one man or woman in Laramie County who has helped women reach their full leadership potential while finding their own success in business and community efforts. The Award will be presented at the Chamber's November Luncheon on Friday, November 7, 2003.

The inspiration for the ATHENA program originated in 1980. Martha Mayhood Mertz, owner of Mayhood/Mertz Realtors, Inc., was asked to serve on the Board of Directors of the Lansing (MI) Regional Chamber of Commerce. Finding she was the only working woman serving on the Board and that her chamber had only once honored a woman, she knew the time had come to bring into focus outstanding professional and business women in communities. She also wanted to help women get into leadership positions within the chamber. Through this "voice of business," women would participate in guiding the present and shaping the future. The first ATHENA Award was presented in 1982, and the ATHENA spirit was born.

Since then, thousands of women and men have received the ATHENA Award in communities throughout the United States, Canada and Russia. The award is established through local chambers of commerce in partnership with the program's national underwriters, local businesses and local sponsors. Cheyenne's program began in 1996 and seven local professionals have been honored. ATHENA honors exceptional leaders and inspires others to achieve excellence.

The local ATHENA program is sponsored by Halladay Motors, Wells Fargo Bank, First American Title, Frontier Refining and Marketing, and the Greater Cheyenne Chamber of Commerce. For more information, or to make a nomination, call Angi Harper at 307.778.1404. **Deadline for submissions is September 17.**

## CHAIR'S COLUMN

Snow, rain, additional funding, a full Council, and a completed wage disparity study -- so much to be excited about!

The Council was granted increased funding for the interim budget. We are currently in the planning stages of how this money can best be put to use to benefit the women, children and families of Wyoming.

We are currently working on several ideas that we believe will be useful and further our efforts in the committees we currently have as set forth in Wyoming State Statute which are home and community; education and legislation; and health.

The Wyoming Council for Women's Issues has just finished working with the legislature appointed committee that oversaw the Wage Disparity Study done by the University of Wyoming. What an amazing process to be involved in and what a true collaborative effort.

The committee members who served worked as volunteers on a project that will hopefully have a positive impact on the women, children, and families of Wyoming.

-- Michelle Aldrich, Chair

### WCWI Members

Michelle Aldrich (Judicial District 2)  
Marty Coe (Judicial District 5)  
Teresa de Groh (At-large)  
Mary England (At-large)  
Sherrill Helzer (Judicial District 8)  
Cynthia Chavez Kelly (At-large)  
DaNece Koenigs (Judicial District 6)  
Cleo Medina (Judicial District 9)  
Dr. Margaret Pilch (Judicial District 4)  
Merna Rierson (Judicial District 7)  
Nina Romero-Caron (At-large)  
Safa Suleiman (Judicial District 1)  
Jan Torres (Judicial District 3)

### Wyoming Business Council Liaison:

Diane Moser 307.777.2800  
[www.wyomingbusiness.org/women](http://www.wyomingbusiness.org/women)  
[WCWI13@state.wy.us](mailto:WCWI13@state.wy.us)

## LEGISLATIVE

### Disparity in Wages and Benefits Between Men and Women in Wyoming - 2003

The research conducted during late 2002 and early 2003 in response to the Legislature's request to study wage disparity between men and women in Wyoming is now contained in a report from the University of Wyoming.

According to the Executive Summary of the report, women earn less on average than men: globally, nationally, regionally, and in Wyoming. Wyoming's gap in wages between the genders is the highest in the region, in part because Wyoming men make more than the regional average and Wyoming women make less. It is, of course, illegal to pay men and women different wages for doing the same job under the same circumstances. Benefits for women working full time in Wyoming were found to be the same as for men working full time, but more women work part time than men, and the level of benefits is less for part time work than for full time.

The impact on Wyoming of the disparity in wages was found to be large and to include: the larger than average need for women to hold multiple jobs, higher childcare costs, lost income for families, higher job turnover, increased human capital out-migration, etc. It is estimated that the costs to Wyoming's economy exceed benefits by \$65 million annually.

The report contains several studies, one based on census data from 2000 and another based on a random telephone survey of Wyoming households. Possible solutions (tried elsewhere) are presented in the report along with examples of "best practice" private firms that have implemented some of the solutions. The solutions also include possible government and individual approaches along with the private industry suggestions.

Additional unevaluated ideas are also presented for dealing with wage disparity in Wyoming.

## RECENT EVENTS

### Governor Hosts Statewide Forum on Children and Families

Over 500 legislators, community leaders, educators, clergy and businessmen gathered in Cheyenne on April 29 to focus on problems facing Wyoming Children and Families.

The event was hosted by Governor Dave Freudenthal and First Lady Nancy Freudenthal and sponsored by the Wyoming Department of Family Services, the Casey Family Program and the Wyoming Youth Collaborative.

Reviewing vital statistics on population, birth rates, poverty levels, and employment, speakers and attendees addressed what they felt were the most pressing issues for families.

The state's high rate of substance abuse was discussed, along with rates of teen pregnancy, juvenile suicides, rates of placement for abuse or neglect and the lack

of service or treatment options at the community levels.

Faith leaders, including Catholic Bishop David Ricken, Rev. Clint Pollard, and others commented on the need for helping communities fill service roles that fall outside the role of government systems.

Speakers, including the First Lady, addressed the need to realistically assess the conditions facing families and work at all levels to help communities and schools provide appropriate support.

It's expected that the comments and findings of the Roundtable will be published in an executive report by the Department of Family Services within the next two weeks. That and additional reports will be hosted on the Department's website at <http://dfsweb.state.wy.us>. Contact: Rodger McDaniel or Tony Lewis at 307.777.7564.

## EDUCATION

### Website & Magazine for High School Students

Wyoming's NEXT magazine is distributed free to high school students in August of every year. To find out more about this publication and read resources for teens, go to: <http://www.wyomingnext.com>.

## CALENDAR OF EVENTS

### June 2003

**6/6,7,8 - Wyoming Writers Inc. Statewide Conference, Cody.** Page Lambert, one of the best women writers of the contemporary West, presents. Details: [www.wyowriters.org](http://www.wyowriters.org)

**6/26-27 - Seeking Safety Clinical Training, Casper.** Seeking Safety is present-based therapy to help people attain safety from both Post-Traumatic Stress Disorder (PTSD) and Substance Abuse. (Developed by Lisa Najavits, PhD of Harvard Medical School/McLean Hospital), Parkway Plaza; 9:00am - 4:30pm; ctc: Safa Suleiman at 307.777.5480 or [ssulei@state.wy.us](mailto:ssulei@state.wy.us)

### July 2003

**7/17-20 - Quilt Wyoming 2003, Douglas.** Wyoming State Fair Grounds. For more information or to receive a brochure, contact Betty James at P.O. Box 1618 Douglas, WY 82633 or [quiltwy@hotmail.com](mailto:quiltwy@hotmail.com)

**7/21 - 2003 Chicks Run, Buffalo.** All womens' motorcycle run to benefit Wyoming Against Domestic Violence. 12noon - Buffalo City Park. Check out: [www.chicksrun.com](http://www.chicksrun.com)

### August 2003

**8/16 - Komen Wyoming "Race for the Cure," Cheyenne.** For more information, call 800.204.1332 and [www.wyrftc.org](http://www.wyrftc.org)

### HOLD THE DATE!

**September 13, 2003 - 4th Annual WY Women's Conference, Casper.** Holiday Inn, call 307.766.3084

## COMMUNITY

### Marilyn Coy has a New Home...

A little over a year ago, 10 women with the Wyoming Council for Women's Issues (WCWI) came together to work on the Casper Affiliate Habitat for Humanity-Heart of Wyoming, Women's Legacy Build House. They met Marilyn Coy who would be the recipient of the house and found her to be quite excited and handy with a few tools.

The women proved to be real pros with some guidance from the construction supervisor. Within a few hours, much progress had been made. Marilyn met some new friends and WCWI learned what decent housing can do for women who need a hand up, not a handout.

Marilyn will be repaying the cost of materials to build the house and the cost of land to Habitat for Humanity but with no interest added to her mortgage payment. This arrangement is what makes these homes affordable for the families in need and provides the basis for building the next house.

Marilyn is moving into her new home with her daughter and grandson. At the dedication of her home, Marilyn said she had several families. One was her church family who stood by her through the ups and downs of construction and volunteered time to help her complete her house. Another was her work family who supported her with helpful ideas for interior decorating and landscaping and included her boss who gave her time off to work on her house. And finally, her Habitat for Humanity family, dedicated volunteers who arrived every Saturday (and other days when possible), to give their time to help build Marilyn's house.

Marilyn is a receptionist for the Small Business Administration in Casper and is very involved with her church. She has put in over 500 hours of sweat equity helping to build her own home and an additional 82 hours toward a new home that is in the process of being built for another family. Habitat for Humanity is about Building Houses and Building Lives and it is working in Wyoming.

### Giving Back to Wyoming Communities

Being a resource team member for community assessments in Wyoming can be an incredibly rewarding experience.

A volunteer resource team consisting of diverse professionals from Wyoming goes into a community for one to three days of listening sessions with different segments of the community's population. A typical day might consist of listening to middle and high school students, senior citizens, educators, agriculture industry workers, business owners and families.

The job of the resource team members is to listen and take extensive notes on the community's responses to three questions: "What are the problems and challenges of your community?"; "What are the strengths and assets of your community?"; and "What projects do you see happening in your community in 2, 5, 10 and 20 years?"

After the sessions, the team summarizes the recurring themes and gives a presentation at a Town Hall meeting to discuss potential projects the community could take on to reach their goals. Within six to eight weeks, the team submits a written report with extensive lists of resources, potential funding sources and contact information for experts who can consult the community.

Throughout the process, the relevant regional director from the Wyoming Business Council is on hand to help.

To find out how to train as a resource team member, contact Mary Randolph with the Wyoming Rural Development Council at 307.777.6430 or [mrando@state.wy.us](mailto:mrando@state.wy.us).

### Great Sites for Teen Girls

Dollar Diva  
[www.dollardiva.com](http://www.dollardiva.com)

gURL  
[www.gurl.com](http://www.gurl.com)