

Womenews

Women's Center of Montgomery County



Executive Director's Notes By Maria Macaluso

As we close out our 2017/2018 fiscal year on June 30, 2018, I am pleased and proud to bring you the following highlights from the year in fulfillment of our strategic planning goals:

Grants – New Funding sources

In December 2017, the WCMC won a **Barra Award**, receiving a 2-year, \$25,000 a year grant award. Barra Awardees are nominated by their peers in the social sector. The award recognizes organizational leadership, performance and adaptability.

In March 2018, we received a 30-month grant through the **Victims of Crime Act (VOCA)** from the PA Commission on Crime and Delinquency to support implementation of the following new initiatives:

- Expansion of our hotline resources to include translation services for non-English speaking callers through Language Line
- Bi-Lingual counseling and advocacy services to Latino victims which are trauma-informed, cultural competent
- Outreach and inclusion of LGBTQIA (Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex and Asexual) victims with the creation of new services and resources
- More efficient coordination of the multiple legal services/court accompaniment services required by victims of domestic violence;

In May 2018 we secured three year grant award for \$10,000 from Independence Foundation (for FY 2018/19, 2019/20 and 2020/21).

Programmatic Growth:

In March 2018, the Women's Center was selected to serve on the Communications and Advocacy Design Teams of a newly formed coalition of safety net providers in Montgomery County, led by the HealthSpark Foundation. Over the next 10 years, this effort, known as the *Safety Net Resiliency Initiative*, aims to improve the capability of Montgomery County's health and human services safety net system to weather uncertainty and meet the needs of people across the county. This was accompanied by a \$6,000 grant to support staff time and efforts.

Other new initiatives implemented:

- Therapeutic garden for survivors started by the Bryn Mawr office
- Support group for the family members of dv victims started in Elkins Park
- Saturday support group now offered at Lansdale Hospital

- Pottstown – coordinated with Art Fusion which offers art instruction as a therapeutic opportunity for members of the support group. We secured \$500 from a local church to fund participation by Pottstown support group.
- Through a new position, expanded coverage at the courthouse satellite office so that we provide coverage 5 days a week until 4 pm.
- At the request of presiding PFA judge, our Legal Advocates now attend all scheduled ICC (Indirect Criminal Contempt of a PFA) hearings in addition to providing accompaniment at PFA hearings.
- Through our Community Education program, expanding our primary prevention curriculum to include Coaching Boys into Men, a dv curriculum for hair stylists, and beginning steps of an Intersectionality

Approach that is a multi-sector approach to working with dv victims.

Expanding IT/Equipment Capacity

- Upgraded computer hardware and software in all offices
- Replaced phone systems and internet service in Norristown, Pottstown and Bryn Mawr
- Installed new copiers with scanning capabilities in all offices.

Governance:

- Worked with pro bono MBA team from Compass to review Board committee descriptions and functions to ensure that they are governing rather than operational committees. The project deliverables proposed revisions to Board Committee descriptions to clarify boundaries and scope, changes to our bylaws, and recommendations for best practices for Board reporting/minutes and recruitment practices of new Board members.
- Began analysis of Membership status. As a result and first step toward change, increased annual membership fee from \$35 to \$50 as of 7/1/18.

Advocacy and Public Policy:

- In August 2018, our Board of Directors approved the following *Guiding Principles* for our public policy work to promote positive social change.

The WCMC supports the following key principles and related specific components and strategies to achieve those ends, through awareness, advocacy and action:

The WCMC advocates for empowering women with education, training, resources and support so they may progress steadily toward achieving economic self-sufficiency and freedom from abuse. The WCMC supports a public and private economic and social system in Montgomery County based on shared responsibilities and guided by the following principles:

Basic Needs:

1. Women must have safe, secure housing;
2. Women must have access to nutritious food and reliable transportation
3. Women must have access to comprehensive integrated services;

4. When assistance is needed, it must be provided in a manner that enables women to be as independent as possible and to achieve their full capacity in the economy;

Jobs and Education:

1. Women must have educational opportunities to achieve financial literacy;
2. Women must have an adequate supply of employment opportunities which pay family-sustaining wages;
3. Women must have access to high quality, affordable childcare (including early care and education), eldercare, assistance to disabled individuals and caregiver support;
4. Women must have workplace training and development needed for ongoing marketability and advancement;

Health and Safety:

1. Women must have access to appropriate health care for all family members;
2. Women must be freed from predatory, exploitive, and abusive practices and persons.

Our efforts to achieve these principles are guided by gender-specific data collection and analysis, and accountability of and support for all agencies and organizations working to implement these principles. Benchmarks have been set for the next five years and are reviewed quarterly to reflect the inherent dynamics of the economy.

Board of Directors Meeting Announcement

The next meeting of the Women's Center of Montgomery County Board of Directors will be held on **Thursday, September 20th** in our Elkins Park office **at 6:45 p.m.**

As with all Board meetings, this meeting is open to current members of the Center. Additionally current members can also join most of our Board committees. If you have an interest on serving on our standing committees – Finance, Special Events, Planning, Governance or Development – please contact our Board Co-Presidents Amy Stern and Rosie Santulli c/o the Elkins Park office.

In order to ensure that our Board operates at its most effective levels, we also recruit prospective members throughout the year for prospective nominees for Board candidacy. If you or someone you know would consider serving our Center at this level, please feel free to discuss with a Committee member or our executive director at our Elkins Park Office (215-635-7340). We are at present seeking persons with expertise/interest in the areas of finance, development, market and/or strategic planning, as well as connections to local corporations.

Please remember this is YOUR board and its composition and service reflects your interests and concerns. Your input is of great value to those of us currently on Board. We appreciate and honor each of you for all that you do. We look forward to hearing from you!

Hello.... Women's Center.... How May We Help You?

For those struggling with relationship troubles, it might not be easy to pick up the phone and seek help. Not knowing what to expect on the other end can be quite unnerving. The Women's Center strives to make the path of healing as stress-free as possible. Below, are some answers to FAQs about our Hotline:

What is the Women's Center's Hotline number?

1-800-773-2424. It is toll free.

What hours is the Hotline available?

The Hotline is in operation 24/7. A highly- trained support person is ALWAYS available to assist you.

How much do your services cost?

All of our services are **free** of cost.

Will the Women's Center tell anyone that I called?

All calls are strictly confidential. Every Hotline counselor is bound by that fact and will never disclose information about a call or a caller to anyone. We have no Caller ID.

What questions will you ask me?

The first question we will ask is: **Are you safe to talk now. Your safety is our first priority.** Beyond that, we will ask for some identifying information like name, gender and location. This is solely for our own confidential records so that we can continue to operate in the most productive way possible. A caller may choose not to disclose some or all of these details. It is up to their discretion.

Will you be able to tell me what to do?

The Women's Center believes in empowering victims to make their own decisions. We never tell a caller what to do, rather we guide. We compassionately listen and provide helpful and relevant recourses for the caller's consideration.

What if I need further help?

The Women's Center has five (5) offices located in: Elkins Park, Colmar, Bryn Mar, Pottstown and Norristown. We are also located at the Holy Redeemer Hospital, Abington Hospital and Lansdale Hospital. Callers wanting further support can arrange to meet one of our peer counselors in person during office hours if so desired. We also offer support groups throughout the county, legal advocacy and a variety of other services to meet a victim's unique needs. The Hotline counselor will direct the caller toward the best option.

If you are in an unhealthy relationship and need support, please do not hesitate to contact our dedicated team at anytime. Caring support is just a phone call away.

TEENS FACE A GENDER PAY GAP, TOO

By Joanna Nesbit -Washington Post

Published: Sunday, July 8, 2018

When my daughter started babysitting as a young teen, I offered what I thought were helpful tips for setting herself apart. Wash the dishes; tidy up after playtime; be extra creative and fun — habits from my own babysitting days, gleaned from a family expectation of strong work ethic. It didn't occur to me that I might be setting her up for an adulthood of compromised pay expectations until I stumbled across a new book, "The Cost of Being a Girl: Working Teens and the Origins of the Gender Wage Gap," by Yasemin Besen-Cassino, professor of sociology at Montclair State University.

The first real research to explore the teen gender pay gap, Besen-Cassino's work examines teens ages 12 to 19 in formal and informal work experiences. She found no pay gap for kids ages 12 to 13, but by ages 14 to 15, it emerges and widens with age. The gap is partially explained by the jobs teens choose — boys tend to move into formal positions while girls remain freelancers — but Besen-Cassino uncovered pay gaps for other reasons, too. In the informal sector, parents had different expectations of female and male babysitters, including expecting girls to do more household tasks and spend more unpaid time in before-and-after conversations with parents. They also paid boys more.

In retail work, teen girls were expected to spend more of their paycheck on the store's clothing to market the brand during their shift, while teen boys bought clothing when first hired but weren't expected to keep it up. Girls who didn't fit the brand's look — either girls of color or girls who didn't look middle class — didn't get hired at all. Overall, Besen-Cassino found, girls land in customer service more than boys and are expected to provide more "care work" (and should want to provide it), whether dealing with tough customers or providing an emotional component to babysitting.

Earning less money over a lifetime has long-lasting effects on women's wealth, with women of color affected most. Critically, Besen-Cassino's research demonstrates how girls are being socialized early to expect less money for more work and away from negotiating for better pay.

We need to do better, parents and employers both. Here's what she and other experts suggest:

Talk about money at home.

For starters, create a family dialogue around money and share salary information with girls so they know how much jobs pay. "We socialize our boys to care about money, and we don't do the same for our girls," says Besen-Cassino. This conversation helps girls develop an understanding of money and job parameters, as well as the expectation they deserve to be paid equally for equal work. Also encourage them to talk with friends about pay. The money conversation benefits your boy, too.

Teach girls to ask for a job description

From the beginning, teach girls to ask what their job duties are, says Chandra Childers, senior research scientist for the Institute for Women's Policy Research. Clear job descriptions help girls see when they're being asked to provide extra work for no extra pay. That doesn't mean shirking existing duties. "You want to get the most out of your job that you can and think about how that propels you forward," Childers says. "Those first jobs are great opportunities to get skills that set you up down the road." Teens learn valuable soft skills such as conflict resolution, problem solving and workplace accountability, all of which contribute to future employability. Help girls understand the difference between working hard and consistently being asked for undefined extras.

Prepare girls to negotiate

Formal jobs such as fast-food service probably won't allow room for negotiating, Childers says, but girls should bring up pay to get into the mind-set of asking. In freelance work such as babysitting or pet care, help girls prepare for negotiating and how to respond if they experience pushback. In interviews with girls and parents hiring teens, Besen-Cassino learned that many girls were prepared to negotiate but that parents (usually mothers) weren't. "The 'going rate' concept applied to girls but not to boys," she says. "Parents negotiating with boys would say, 'How much do you expect to make?'"

According to Vicki Shabo, vice president for Workplace Policies and Strategies for the National Partnership for Women & Families, explicit and implicit messages that young and teen girls receive from parents and employers about girls going the extra mile without complaining or asking for compensation can create a troubling lifelong pattern (note to self). "The messaging has long-term implications on young adults' inclination to negotiate a salary out of school and on their ability to save for the future. That's something parents of girls need to take quite seriously," Shabo says. This spring, the National Partnership and MTV created a primer of tips for teen girls.

Teach girls how pay rates are set

Besides knowing what they'll be paid, girls benefit from asking about the rules that govern raises, Childers says. Understanding how raises are earned shows girls why someone else might have received one and also what is involved in working toward a raise from the beginning. Once employers have laid out the rules on raises, it's also easier to hold them more accountable.

Teach girls to be aware of their own value

In Besen-Cassino's work, the girls she spoke with didn't always recognize the value of the different types of work they did. "They sometimes underreport the labor that goes into babysitting," she says. "For example, if girls help with homework, they should report it to the parents so parents are aware of all the activities that are part of the job."

Prepare girls for the possibility of harassment

As much as we don't want to contemplate our daughters being sexually harassed in the workplace, they need to know it could happen, experts say. The National Partnership, Ms. Foundation and Futures Without Violence commissioned a survey of fast-food workers in 2016 that uncovered reports of pervasive sexual harassment in the fast-food industry. "Girls need to know their rights and join together with other employees in their workplace to make sure they're not being subjected to illegal or immoral treatment," Shabo says. "If something does happen, they need to tell a parent or a supervisor." To avoid scaring your teen, present it as something to be aware of rather than as something that will happen. Shabo also recommends parents of both boys and girls make boys aware of the trend in society and in the workplace.

Hiring a teen? Check your bias

In Besen-Cassino's study on parents hiring teens, parents didn't even realize they had biases regarding girls and boys, particularly around negotiating. "It's important for parents, as well as employers, to understand that when girls negotiate they are more likely to be turned down, and their evaluations suffer as they are seen as 'not team players' and not caring about the job because they asked for money," Besen-Cassino says. "Let girls negotiate."

Parents should also expect the same work for the same job regardless of gender, Shabo says.

Would you ask a boy to clean the kitchen while babysitting? Would you ask a girl to take out the trash? Also,

examine hiring assumptions. Would you even hire a male babysitter? Do you consider girls for lawn care? Do you recommend your son or daughter equally to neighbors?

“Studies of occupational segregation show that women are in lower-paying fields than men, which some argue is a choice women make,” Childers says. “But really, women are channeled toward female-dominated jobs beginning in childhood. When women violate these norms and try to enter male-dominated fields, they may receive a lot of pushback.”

Teens’ first jobs offer key skill-building for future work, but they’re also the first places girls encounter troubling assumptions and unequal workplace cultures. We need to talk about these issues early.

JOB ANNOUNCEMENT

Inspired by a comprehensive strategic plan, now beginning its second year of implementation, and new funding opportunities, the Women’s Center of Montgomery County is growing and expanding into new areas. As a result, we have several vacant positions that we seek to fill within the next three months so that we may achieve our strategic vision. We are now recruiting candidates for the following three part-time (each anticipated at 20 hours per week) positions:

Legal Advocate – Norristown Office

Anticipate Hire by September 1st

Purpose: To assist the Legal Advocacy Project in delivering services to victims of domestic violence including legal options counseling, emergency housing assistance, and individual advocacy; and to assist in supervising volunteers who deliver these services.

Volunteer Coordinator– Colmar Office

Anticipate Hire by September 30th

Purpose: To develop, maintain and supervise the volunteer component at Colmar and Lansdale Hospital sites; and to assist the Women’s Center in delivering services to abused individuals as needed.

Community Education Specialist Resource Development, Social Media and Public Policy

Anticipate Hire by October 1st

Purpose: Working under the supervision of our Community Education Coordinator to develop and support internal and external communications in the following areas: 1) educate the community concerning domestic violence, the movement against domestic violence, and available community resources; 2) develop and maintain current materials and resources to support training and outreach efforts; 3) communicate appropriate information to the Board of Directors, staff and volunteers concerning agency programs and events, public policy, legislation and issues related to domestic violence; coordinate informational tabling events and assist with public presentations as needed.

The Women’s Center of Montgomery County is an equal opportunity employer.

My Volunteer Experience – A Journey to Self-Empowerment

Submitted by Tom B., WCMC Volunteer

I write this from the perspective of a new volunteer at the Women's Center of Montgomery County. Before joining the Center, I had been aware of the domestic violence crisis in our community, and I wanted to do something about it. I decided to sign up for the nine-week course for new volunteers provided by the Center. As the course progressed, I began to realize how deep and complicated the crisis is for women caught in domestic violence. It takes an enormous effort to escape a relationship with a man who is determined to keep her bound to him by using whatever emotional or physical force he can bring to bear.

One of the key services the Center provides is the hotline. It operates 24/7 by volunteers receiving telephone calls from women reaching out for guidance. During the class we role-played, acting first as the hotline counselor and then as the caller. Even though this activity was only a shadow of the real call my stomach would tighten, and sometimes my mind raced. How could I ever be helpful to these individuals in crisis? They needed so much support, and I knew so little. Would a phone call make a difference? My fellow volunteers seemed to have similar feelings as we groped for responses in our mock calls that were genuine and tailored to an exchange that would be helpful to the women seeking our help. Our trainer, Deanna, and other staff helped shape our responses as we learned about domestic violence.

The training was based on curriculum divided into eleven modules, each one filled with facts and concepts designed to increase our understanding. This included a history of the battered women's movement. What is confidentiality, and why is it so important? What is the link between child abuse and domestic violence? Challenges women face trying to use the justice system. The many services provided by the Center. The Protection from Abuse court order. Power and Control systems. The list of topics went on.

When I left each session I would wonder if I could do this effectively. There was so much material to master. What I had learned one week was hard to retain for the next meeting. I began to believe I would never be able to integrate all the information I had been taught. In a real hotline call would I be tongue-tied?

At the end of the course I decided not to immediately try the direct counseling on the hotline, but would instead join the Community Education Committee. Working with Robin, the WCMC Community Education Specialist, she suggested that one way to overcome my fears was to visit one of the WCMC offices when the hotline was in operation to talk with the volunteers present, and observe first-hand what they did. It was a good suggestion. I met two volunteers. One had been volunteering for nine years, and the other was a college student fulfilling a practicum.

From each of them I gained a sense of the connection they made with each hotline caller. Most of them were women, scared of the men in their life forcing them to obey their commands. All of the women were intimidated by physical or emotional threats. Often they were embarrassed to reach out, and ask for help. They came from all stations in life, some poor others wealthy. As much desperation as they felt, most were not ready to make any change in their life. But, their call was a step in the direction of gaining the strength to become less the victim, and more a person in charge of her life, and that of their children.

Our volunteers offered information about community resources that might be helpful, such as the attorneys and the protection from abuse system. The key to the conversation was listening to the caller without suggesting what they should do. That was their job. For most of the callers that kind of attention was rare. While the volunteer could not necessarily solve the complicated problems presented by the callers, nevertheless they were thankful for the compassion expressed. At the end of many of the calls the volunteers

sensed that each caller was calmer, gaining a measure of relief in sharing their story.

After visiting with these two volunteers I felt calmer, too. The hotline task did not seem so overwhelming to me. I could learn to do what they were doing. I would be better informed as well, whether as a community educator or a hotline counselor. I could empower others as I empowered myself to take on the task that brought me here – making a difference for those in crisis due to domestic violence and, hopefully, improving my community.

Women's Center of Montgomery County
 Domestic Violence Direct Service Summary
 Twelve Month Period July 1, 2017 through June 30, 2018

Number of New Adult Victims Served (unduplicated)	4821
New Adult Significant Others	219
Total New Victims & Significant Others	5,040
Individual Counseling Hours	6,300.7
Support Group Counseling Hours	575.2
Total Counseling Hours	6,875.9
Legal Advocacy (Unduplicated victim)	
Emergency PFA Court Accompaniment	14
Temporary PFA Court Accompaniment	350
Final Order	1,053
District Court/Criminal Court Accompaniment	174
Lethality Assessment Screens (high risk police referrals)	230
Training, Community Education, Systems Advocacy	
Medical Advocacy	
Hospital Trainings conducted	39
#of Healthcare Workers trained	561
Community Education Programs - Adults	81
Number of People reached	4,108
School-Based & Youth Prevention Programs	117
Number of People Reached	5,317
New Volunteer Counselor Trainings (48-hour)	11
# of New Volunteer Counselors Trained	76
Systems Advocacy Contacts	227/298.75 hours
Systems Trainings (primarily law enforcement)	11 trainings/326 trained
Volunteer Hours Direct Services & Community Education	19,591.82

Gender - Primary Victims	
Female	4150
Male	660
Transgender	11

MEDICAL ADVOCACY

Adult New Victims and new Victim Initial Services Only (does not include ongoing counseling)

Total Adult NEW Victims	405
Significant Others	14

Help Us Get The Message Out!

The Women's Center of Montgomery County



14th Annual 5k Run/3k Walk to End Domestic Violence

When:

Sunday, August 5, 2018

Run/Walk starts at 9:00 a.m.

in-person registration starts at 8:00 a.m.

Where:

Germantown Academy - Carey Stadium

340 Morris Road, Fort Washington, PA 19034

What:

5k Run/3k Walk on campus

Registration:

\$20.00 per runner or walker if received by 7/25/18

\$25.00 per runner or walker after 7/25/18

Children under 12 Free

Benefits the Women's Center of Montgomery County

Under the Sea

Over the Boardwalk



EIN 23-2000206

Start a team/register at: www.wcmontco.org

THE WOMEN'S CENTER OF MONTGOMERY COUNTY
Under the Sea – Over The Boardwalk
5K RUN/3K WALK

Benefiting Victims of Domestic Violence

Help Us Get the Message Out!

SUNDAY, AUGUST 5, 2018
RUN/WALK starts at 9:00 AM
RAIN OR SHINE

The Carey Stadium & Athletic Field at GERMANTOWN ACADEMY
340 Morris Road, Fort Washington PA 19034

REGISTRATION FEE: \$20.00 per runner or walker if received by 7/25/18
\$25.00 per runner or walker after 7/25/18

Event Day Registration: 8 am to 8:45 am at
The Carey Stadium and Athletic Fields on Morris Road

We encourage you to register on line at: www.wcmontco.org

REGISTRATION FORM:

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP CODE: _____

TELEPHONE: _____ **DATE OF BIRTH:** _____

EMAIL: _____

TEAM NAME (IF APPLICABLE): _____

REGISTER AS: Runner _____ Walker _____

Enclosed is my check for \$ _____

- I/We cannot attend the event at this time. Please find a contribution in the amount of \$ _____ to support the event.

If paying by mail, please fill out Registration Form and return with payment payable to:
The Women's Center of Montgomery County
at 8080 Old York Road, Suite 200, Elkins Park, PA 19027



Women's Center of
Montgomery County

Second Chances Shoppe

High Quality - Best Low Prices -
Great Cause

Like us on Facebook

www.facebook.com/secondchancesthiftshoppe



201 Leedom Street,
Jenkintown, PA 19046

215-885-0651

Tuesday - Friday
10:00 am to 5:00 pm
Saturday
10:00 am to 4:00pm

Women's Center of Montgomery County

Elkins Park Office

215-635-7344

FAX: 215-635-7347

Thrift Shop: 215-885-0651

Norristown Office

610-279-1548

FAX: 610-279-7740

Pottstown Office

610-970-7363

FAX: 610-970-0705

Bryn Mawr Office

610-525-1427

FAX: 610-525-1429

Colmar Office

215-996-0721

FAX: 215-996-0725

www.wcmontco.org

1-800-773-
2424



United Way
of Southeastern Pennsylvania
Community Partner

DATED MATERIAL

Women's Center of Montgomery County
8080 Old York Road, Suite 200
Elkins Park, PA 19027

ADDRESS SERVICE REQUESTED