

MEMO TO: Women Moving Forward Graduates
MEMO FROM: Susan Van Vleet
DATE: June 16, 2004
RE : New Stats on Fighting Stereotypes and New 2005 Dates

Thanks to all of you who responded to our last memo, the conversation continues...

New data from the Institute for Women's Policy Research, April 2004 Report, the U.S. Census Bureau and Business Week show the following:

The amount women earn compared with a white male's dollar changes drastically when we factor race in as a variable.

For Example:

Asian-American women earn \$.75 to the White male's \$1.00
White women earn \$.70 to the White male's \$1.00
African-American women earn \$.62.5 to the White male's \$1.00
Native-American women earn \$.57.8 to the White male's \$1.00, and
Hispanic women earn \$.52.5 to the White male's \$1.00

This means a whole lot of our fellow women of color are not doing as well as some of the rest of us. Not much of a surprise. But as we are working to change things, let's keep that in mind.

Joan Tolley, a Mock-Up and Project Manager for Steelcase emailed us with her take on some of these issues. She gives a different perspective, for those of us raising boys as well as raising children who have made different choices in life. Thanks Joan for your perspective.

Here's part of Joan's e-mail to us:

How many of these issues do we own or are we always going to believe that we are the victims?

Are we concerned about what we teach our sons as well as our daughters?

Do we teach all our children to care about others and the impact they have on other people? Pete and I had a wonderful experience recently when we knew we had done a great job with our 15-year-old freshman. Jordan was invited to the swim team's co-captains' graduation party. One of the captains, David, had a profound effect on Jordan. He has written a wonderful letter thanking David for all he has done for him. We asked if Jordan was going to give David the letter in his graduation card. Our 15 year old, 9th grader said no because the co-captain's would be opening their gifts together and he did not want to hurt Steve's feelings. What more can a parent ask for!



Are we being honest and counseling our children to approach life with integrity? As parent's of a lesbian daughter, we have told her not to hide it. Some of the most creative and significant leadership work Sabrina did in college was for gay rights and pride weekend. If an employer doesn't want our outgoing and talented daughter because she is gay, she really doesn't want to work there.

What are we doing to breakdown the barriers for others – people of color, gays, lesbians, veterans, disabled?

Each day is a skirmish won or lost in gaining full acceptance. Let's just make sure we remember to enjoy the wonderful victories along the way. Life is not a destination; it is a journey with ever changing challenges, byways and detours. The joy is in living life.

We'd love to hear about what you think, email or mail your ideas to us.

2004/05 Women Moving Forward Dates

We've scheduled three new Women Moving Forward courses for 2005 and one still remains on the 2004 schedule. Remember there are only 30 spaces per year in Women Moving Forward.

September 28-30, 2004 Lonetree, CO (1/3 full)

February 1-3, 2005 Lonetree, CO

June 7-9, 2005 Lonetree, CO

October 18-20, 2005 Lonetree, CO

If you have someone to register or refer or you want to review or observe, give us a call.

Advanced Women Moving Forward March 8-10, 2005 Lonetree, Colorado

A wonderful opportunity for you to review your experience and get another shot to move forward again. We take a deeper cut at any area of powerlessness you still have to remove.

You must be a graduate of Women Moving Forward to attend.

To register you will need to speak directly to me.

Women's Leadership Retreat May 2-4, 2005 Vail, Colorado

There are only 10 spaces in this special Retreat for women. At least 50% of the participants are returning attendees. You must be a graduate of Women Moving Forward and at least one other Susan Van Vleet Consultants course. You must also be up to the level of conversation we are having. This is a "coming together" of 10 women who want to share a very important conversation to forward their lives and the lives of others around them at work or at home.

To have a pre-enrollment screening with Susan, call the office to schedule.

If you are interested in any of the courses we have outlined here or any listed on our new Public Workshop Schedule give us a call.

GROUP DISCOUNTS

When you register 2 or more people together for the same workshop or when you purchase a certain number of spaces per year, you get a "Group Discount". Call us for more information. We hope to see you in 2005!

