

### Director's Message

By Joanne Goodwin

The topic of the "stalled pipeline" of women's leadership opened a regional conference of the National Council for Research on Women that I attended recently at Claremont Graduate University. This language refers to the disparity between the enlarged pools of eligible, talented, and career-ready women and the small percentage of women at higher-levels of companies and institutions. The stubbornly persistent disparity exists in most fields and is one that academics, corporate leaders, and research institutes are attempting to puzzle out.

One best practice to counteract this trend is *sponsorship*. We know about mentors, but sponsors actively advocate for the advancement for individuals who are ready. The concept has been gathering attention as a method for increasing equity at higher levels of organizations. A recent study from Catalyst found that sponsorship matters, especially to women. Senior-level executives must recognize sponsorship as a necessary component of good leadership, and smart companies create environments where sponsorship thrives. There is much more on this at <http://www.catalyst.org/press-release/190/catalyst-study-shows-sponsorship-is-key-to-womens-success>.

This is the *fourth year* in which my column has referred to the economic recession that grips the economy of our state and nation. As a historian who has studied the impact of poverty on families, I am keenly aware of the gendered aspects of economic contractions. In this issue you will find a research brief on a new study by the Institute for Women's Policy Research/Rockefeller Survey of Economic Security which examines the

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### 2011 Kagi Leadership Award Dinner

On September 22, 2011, WRIN honored Jan Jones with the WRIN Leadership Award at the Rio. The evening included a silent auction and dinner program. During the event, several of her colleagues spoke about her influence on their careers, and the evening ended with remarks from Jan Jones.

The WRIN Leadership Award recognizes a woman from the Nevada community who has 1) achieved distinction in her field of endeavor; 2) had a positive impact on the development of southern Nevada; and 3) who has demonstrated her dedication to mentor the next generation of women leaders.

Jan Jones was elected the first female mayor of Las Vegas in 1992 and served as mayor until 1999, a period of unprecedented growth in Las Vegas. She oversaw the development of the Fremont Street Experience and the Regional Justice Center. Jones currently holds the title of Senior Vice President of Communications and Government Relations for Caesars Entertainment where she oversees the government affairs, corporate communications, community relations, and corporate-social responsibility programs. She has developed a number of initiatives aimed at enhancing diversity and promoting environmental stewardship corporation-wide.

The Women's Research Institute has long appreciated the support of Jan Jones. She provided support during the Institute's founding and delivered the NEW Leadership Keynote address in 2006. Her ongoing commitment to women and diversity in Nevada exemplify the ideals of



Jan Jones receiving the WRIN Leadership Award

the WRIN Leadership Award. Pat Mulroy, general manager of the Las Vegas Valley Water District, received the first WRIN Leadership award for her strength, dignity, and wisdom in managing the natural resources of southern Nevadans. In 2010, WRIN honored Thalia Dondero, a mentor to generations of women in politics, business, and civic life.

The Eleanor Kagi Foundation, a Lynn M. Bennett Legacy, generously underwrites the event and award.

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## Research shows impact of recession on women

Americans self-reported that the economic recession had increased their insecurity in providing the basics of life for themselves and their families. The greatest negative impacts fell in family health, housing, and nutrition as people put off doctor's visits, doubled up with family, and utilized food stamps and food pantries. While the survey found poor conditions generally, women fared worse in a couple of areas: difficulty paying bills on time and problems paying their rent or mortgage. The survey analysis was conducted by the Institute for Women's Policy Research/Rockefeller Survey of Economic Security.

The extreme hit on construction jobs led some commentators to refer to the loss of jobs as the "mancession." Yet, later analysis found that the job losses in public sector employment took a greater toll on women workers, especially at the local level. Jobs such as elementary and middle school teachers, administrative assistants, and secretaries are more frequently held by women. The prolonged recession and resulting contractions in spending by local and state government led to layoffs.

While most economists consider the recession finished, southern Nevada has yet to recover in several areas. For more information on women and the economy, visit <http://www.iwpr.org/publications/>

## Looking Ahead with WRIN

WRIN has many exciting things planned for the next year!

**Walking Tour:** Marie Rowley, a graduate student in the History department, has developed a walking tour of women's history sites on the UNLV campus. WRIN will be publishing the tour online for self-guided tours as well as offering guided tours throughout the spring.

## Educational Outreach

WRIN continues its mission to reach women in our community interested in leadership development. We are working with the Division of Educational Outreach at UNLV to offer classes about women's history and leadership to the greater southern Nevada community. Additionally, we encourage you to contact our office of Educational Outreach if you are interested in presentations or training at your place of business regarding women's leadership and skill-development.

Currently, we are immersed in our second section of History 495/695: The History of Women's Leadership, offered at UNLV to undergraduate and graduate students. Students enrolled in this class have the opportunity to meet with and interview women pioneers in our community who impacted Nevada history in fields of business, law, gaming, education, politics, and non-profit. Many of our students from the Spring 2011 section completed videotaped interviews with women leaders for their final projects, many of which will appear on our website.



**L-R: Dr. Joanne Goodwin, Kendra Gage, Angela Moor, Summer Burke**

This spring, two WRIN staff presented at the annual Western Association of Women Historians conference at the Huntington Library in Pasadena, California, with Dr. Joanne Goodwin, the director of WRIN, chairing their panel. Summer Burke, Educational Outreach Program Director, presented her paper, "School Desegregation in Denver: The Intersections of Race, Gender, and Class, 1962-1974." WRIN graduate assistant Angela Moor also presented a paper entitled "A Special Invitation to Buy: The Creation of the Negro Market, 1945-1965."

**Website:** The WRIN website will continue to grow with new biographies accompanied by video clips over the next year. Women to be featured include Barbara Buckley and Carol Harter.

**Centennial of Women's Suffrage:** WRIN is developing a variety of programs to celebrate the centennial

of Women's Suffrage in Nevada including conferences, publications, and community events.

To keep up with all of the WRIN events, please visit our website ([wrin.unlv.edu](http://wrin.unlv.edu)) often, and *like us* on Facebook ([facebook.com/wrinunlv](https://facebook.com/wrinunlv)) and twitter ([@wrinunlv](https://twitter.com/wrinunlv)).

## Director's Message

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gendered aspects of our ongoing recession.

In addition to our regular features, this issue introduces a broad three-year initiative of

WRIN: the centennial celebration of woman's suffrage in Nevada. We are calling our initiative "A Century of Progress and Tradition." In all of our activities over the next three years we will focus on the changes that have taken place in women's lives over the century since the majority

of women gained the right to vote in the state. (see page 6) WRIN is taking the opportunity to celebrate for three years in recognition of Nevada's long legislative process. If you *like us* on Facebook or send us your email you will receive the latest news of our events.

## Spotlight on the WRIN Community Advisory Board

### *Caryll Dzedziak*

Joining the Community Advisory Board in 2007 enabled Caryll Batt Dzedziak to continue her association with WRIN that began in 1999 with her involvement as one of the institute's founding members. During that period, Caryll served as WRIN's assistant director while working toward her doctorate in history. Since finishing her degree in 2010, Caryll has joined UNLV's history department as one of the part-time faculty members. She currently teaches survey courses in U.S. History.

Originally from Buffalo, NY, Caryll and her husband, Bryan, have lived in the southwestern region of the US since 1986. Caryll and Bryan have three sons and now two young grandchildren. An outdoor enthusiast, Caryll believes that the southwest has been the perfect region to raise a family; offering an unlimited variety of year-round outdoor fun. Over the course of her life, she has enjoyed many activities, including scuba diving and trekking in the Himalayan Mountains of Bhutan.

Caryll believes that WRIN has made a positive impact in Nevada. She points to the over two hundred alumnae of WRIN's NEW Leadership program as merely one example of the institute's transformative force in our state. Now as a CAB member, she is proud to continue supporting the institute's fine work.



### *Lorri Jackson*

With 30 years of financial experience in Southern Nevada, Lorri joined Merrill Lynch in 2001. She is a Senior Financial Advisor, with designations as a Certified Retirement Planning Counselor (CRPC), Certified Special Needs Advisor (CSNA), and Certified Financial Manager (CFM).

Lorri earned a Business Degree from Arizona State and The University of Nevada, Las Vegas and is a member of the UNLV Alumni association. She is involved with many charitable and business organizations. She is currently president of Boomer Babes and Beyond, the past president of Soroptimist International of Greater Las Vegas, and currently supports the Pediatric Brain Tumor Foundation, and the Las Vegas and Henderson Chamber of Commerce.

Lorri became involved with WRIN because of the positive work of Dr. Joanne Goodwin, especially the collection of oral histories of the women who helped to make Nevada a better place to live, the recording of statistical information about women in the state, and the support and molding of women students through leadership skills and mentoring programs. Lorri believes these things are important to Nevada and are not provided anywhere else, and that working with WRIN allows her to make a difference in the community.



## WRIN Website Offers More

The Women's Research Institute of Nevada (WRIN) launched a new website in the spring of 2011. A grant from the Eleanor Kagi Foundation, a Lynn M. Bennett Legacy made the enhancements possible. One of the largest sections of the new site, *Our History: Profiles of Nevada Women*, embodies WRIN's two-part mission of research and education.

In that section, visitors can read biographies of Nevada women. The section currently contains 75 biographies and is frequently updated. The biographies cover a wide range of women's experiences in Nevada. The coverage ranges from historical figures dating to the early 20th century to contemporary women, and includes women from diverse backgrounds. <http://wrinunlv.org/research/our-history-profiles-of-nevada-women/>

WRIN is also working to enhance the multimedia experience of the biographies by adding audio and video to many of the biographies. A number of the biographies originated in the Las Vegas Women Oral History Project and include the woman's voice recorded in the interview. WRIN is also working to collect video interviews with women and is adding them to the website monthly. To date, a visitor may watch videos of Ruby Duncan and Debra Nelson, with more soon.

The site is an excellent resource for researchers, as it provides information about each woman's life and tells of her contribution to Nevada history. The biographies also include reference details and sources for additional material.

Educators, as well as a general audience interested in the history of Nevada women, can also utilize the biographies. They can be sorted by field, such as gaming, entertainment, pioneers, and community builders. Browsing the interviews allows visitors to understand the breadth of women's experiences in Nevada.

## 2011 NEWL Celebrates Nine Years of Successful Leadership

WRIN hosted another successful year of the National Education for Women's (NEW) Leadership Nevada program in June 2011. Representing each institution in the Nevada System of Higher

Education, twenty-one students joined the growing NEW Leadership Nevada alumnae network, putting our total number of graduates at 211.

NEW Leadership develops students as community

leaders by encouraging civic engagement through intensive workshops and panels. With an emphasis on networking and mentorship, students are connected with women in politics, business, academia, law, gaming, and the non-profit sector.

The 2011 class met a range of successful women, including one-on-one sessions with Gwen Migita, the lead executive for sustainability at Caesars Entertainment; Linda Rivera, the Emphasis Programs Manager for the US

Bureau of Reclamation, Lower Colorado Region; and Erin Bilbray-Kohn, the executive director of Emerge Nevada.

The students celebrated and learned from all forty-eight of our speakers, and



**2011 NEWL Students Natalie Becerra, Stephanie Molina, and Linsey Scriven at the Keynote**

particularly enjoyed our keynote speaker, attorney Kathy England. Over 160 people attended the Keynote, sponsored by Caesars Entertainment and the UNLV Vice President of Student Affairs, with many university

and community members attending in support.

We continue to develop our alumnae after they graduate from the six-day program. NEWL Alumnae commit to raising money for future NEWL classes, and did so by participating in a letter-writing event following their graduation ceremony. The result has already been promising, with the 2011 class raising nearly \$800 in the first two weeks following NEWL.



### Kathy England Shares Her Rules for Life at the 9th NEWL Keynote

Attorney Kathy England kicked off our Ninth annual NEW Leadership Nevada with an engaging and inspirational keynote address. She spoke about sex discrimination in Nevada, being a woman lawyer in Las Vegas, and advice for future women leaders.

Kathy was born in Boston, graduated cum laude from Michigan State in 1975 and then graduated from Suffolk University Law School in 1978. Kathy moved to Las Vegas after law school for a law clerk job with the Las Vegas City Attorney's Office. Since then, Kathy has worked in private practice and now owns her own firm. Kathy is devoted to representing victims of discrimination and sexual assault.

Locally, Kathy has served on the boards of the Southern Nevada Association of Women Attorneys, the Clark County Bar Association, and the Inns of Court of Nevada. In 2001, she was elected by her colleagues to the Board of Governors of the State Bar of Nevada, where she served 10 years. In Business magazine named her one of the "Most Influential Women" in southern Nevada in 2001. And in each of the last six years, she has been selected by her peers as one of the "Best Lawyers in America."

In her address, Kathy shared with students and guests ten of her most significant life lessons learned as a woman leader in Nevada. She told anecdotes that not only taught lessons but also let the audience in on just how hard working, optimistic, and kind-spirited she is. Kathy encouraged students to approach every job and opportunity with integrity, determination, and a sense of humor.

## Future Directions for NEWL Nevada

WRIN is dedicated to future classes of NEWL and offering innovative leadership training to university students in our state. We are attuned to student requests and input about how to enhance our already successful program. That is why we are embarking on new directions to offer NEWL for credit at UNLV in the summer of 2012.

When approved, we will grant 3 credits to NSHE students who enroll in the program. NEWL 2012 will commence during the first Summer Session, immediately following the end of the 2011-2012 school year.

Great hopes for the future are just that, however, without the financial reality to support potential growth and achievement. In this economic climate, we need your support now, more than ever. If you would like to give to NEW Leadership Nevada, please log on to <http://wrinunlv.org/new-leadership-nevada>. You can also call at 702-895-4931 or e-mail [wrin@unlv.edu](mailto:wrin@unlv.edu) for more information.

**WRIN would like to extend a sincere thanks to those who have donated to us over the last year. It is only with your support that we can continue our work.**

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___ \$25 Friend	___ \$250 Sustainer
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### Have you visited our new website?

The Women's Research Institute of Nevada launched a brand new website in May 2011. Our new website has information on all of our programs as well as links to other research organizations and relevant news and research. Visitors to the site can also read biographies of nearly one hundred Nevada women, many of which contain audio and images of the women.

Come back often as we are continually adding new content.

**wrin.unlv.edu**

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## **Centennial of Women's Suffrage**

Across the United States, communities have begun to recognize the centennial of state laws which gave to women the right to vote. In Nevada, as in many western states, women received this cornerstone of citizenship years before the U.S. Congress ratified the Nineteenth Amendment to the U.S. Constitution (1920). The state's three-step process to change the constitution (approved twice by the biennial legislature and then approved by a statewide referendum) made the process one which began in 1911 and concluded in 1914.

The Women's Research Institute of Nevada will recognize the centennial with a three-year program of educational activities focused on the theme "A Century of Progress and Tradition." The theme suggests our focus on the issues women have faced, progress made in 100 years, and new challenges as women move into the 21<sup>st</sup> century. We will form partnerships with community organizations, schools, and businesses to encourage their own expression for this celebration. WRIN's specific projects include: historic tours, publications, and conferences. The wrin website: <http://wrin.unlv.edu> will be the focal point for information on the programs. Visit it often, like us on Facebook, so you can keep in touch with our celebration.