



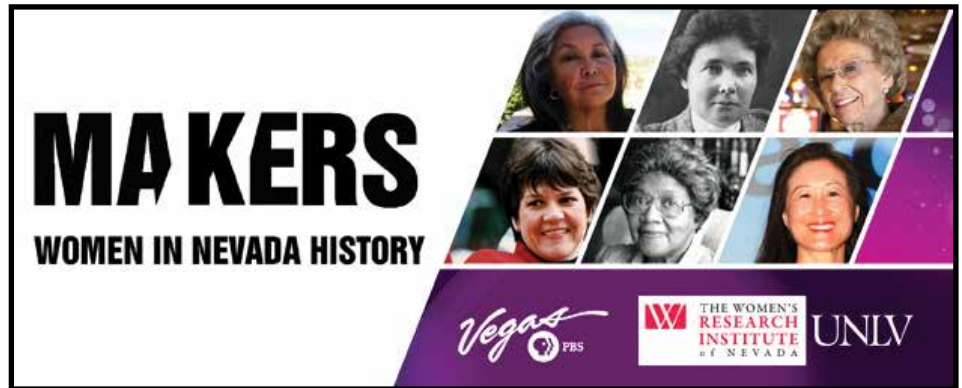
DIRECTOR'S MESSAGE

By Joanne Goodwin, Ph.D.

Two major projects undertaken by the Women's Research Institute of Nevada (WRIN) over the past year drew upon resources produced by WRIN over the past decade. The Las Vegas Women Oral History Project provided the foundation necessary for *Changing the Game: Women at Work in Las Vegas, 1940 - 1990*, which was published in September. This book captures the shifting boundaries of women's employment in the Las Vegas valley in the decades after World War Two.

WRIN also utilized the Las Vegas Women Oral History Project and our extensive research archive to complete the very ambitious project, *MAKERS: Women in Nevada History*. In recognition of the 100th anniversary of Nevada's woman suffrage, WRIN partnered with Vegas PBS to educate our community about the extraordinary women who have improved the quality of life in communities across the state. The end result is three half-hour programs, debuting on Vegas PBS October 21, 2014, which explore women's contributions beginning in 1900 to present day. WRIN will continue to focus on *MAKERS* in the coming year as we work to make additional profiles of Nevada's women available online and to support curriculum which includes women in our Clark County schools.

WRIN's Community Advisory Board was very active the past year furthering the mission of the



Institute in a variety of ways. In addition to their work relative to the *MAKERS* project, Board Members have been actively involved in laying the groundwork for WRIN's future by focusing on internal and external community affairs and a sustainability plan for the college women's civic engagement program, NEW Leadership Nevada.

among NEW Leadership Nevada participants. I hope many of you reading this will lend your time and talents to the program this summer.

This annual edition of the *WRIN Newsletter* includes specific details about all of these activities, plus research news, activities from the past year, and upcoming events in the next year. Thank you to all of you who make everything WRIN does possible.

There are always opportunities to join WRIN as we carry out our mission to improve the lives of all Nevadans through research and education. Enjoy the news and join us!

“**MAKERS: Women in Nevada History will debut on Vegas PBS Channel 10, October 21.**”

I am very pleased to announce that NEW Leadership Nevada will be returning to WRIN and the UNLV campus in June of 2015. NEW Leadership is truly a collaborative effort between the college women who enroll in the program, the mentors who volunteer their time working for the program, and the women from various industries in Nevada who are willing to share their talents, time, and experiences to promote civic-minded leadership

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MOTHERS - THE SOLE OR PRIMARY PROVIDER IN FORTY PERCENT OF HOUSEHOLDS

A recent Pew Research Center report found a notable expansion of the economic role of women in families. In 1960, 11% of households with children under the age of 18 had mothers as the only or primary earner for their family. Today, the share is a record 40%. These figures include mothers who are married and earning more than their spouses (37%) and those who are single (63%). The married workers tend to be older, white, and college educated. Those who are single tend to be Black or Hispanic, less likely to have a college degree, and more likely to have never been married than in the past. Women make up 47% of the labor force in the U.S. Married mothers now comprise 65% of these women, up from 37% in 1968.

Other key findings include a fourfold increase in the number of women who earn more than their spouses and a majority of those surveyed no longer agree that marriages suffer negatively when a wife earns more. For more information, see <http://www.pewsocialtrends.org/2013/05/29/breadwinner-moms/> (Source: Pew Research Center, "Breadwinner Moms," 2013)

FEDERAL LAW PROTECTS NURSING MOTHERS IN THE WORKPLACE

While many states enacted laws to protect nursing mothers in the workplace, it wasn't until recently that federal law mandated protection across the nation. The "Nursing Mothers Amendment" requires employers to now provide unpaid break times and private locations for nursing mothers to express breast milk. The law also specifies that the "private location" cannot be in a bathroom. **Nursing mothers are protected by this legislation for one year following the birth of their child.** For employers who have 50 or fewer employees and who can also show the law creates a hardship for their business, exemptions to the law are available.

UNLV's Jean Nidetch Women's Center, with support from the Women's Council, has secured several campus locations to support breast feeding for staff and students. To learn more about the federal law, visit <http://www.dol.gov/wb/map/index.htm>. To learn more about UNLV's Jean Nidetch Women's Center, visit <http://www.unlv.edu/srwc/womens-services/about-jnwc>. (Source: United States Department of Labor Women's Bureau)

TALKING ABOUT FEMALE LEADERS - IT'S NOT "PRETTY"

In an effort to determine if gender biases exist, a study undertaken by Georgia State University PhD student, Nic Subtirelu, evaluated two decades worth of words used to describe people. The conclusion - the word "pushy" is used to describe women twice as often as it is used to describe men. Subtirelu also found that the word "condescending" is more likely used to describe men. However, these findings do not result in a "balance" according to Subtirelu because "Implicit in condescending is an acknowledgement that the person is in power, looking down. Pushy carries no such connection."

The linguistic biases do not stop there. **Powerful women have been referred to as "angry, shrill, aggressive, aloof, scary, ruthless, annoying, and unreasonable"** in addition to pushy a disproportionate number of times more than their male counterparts. They are not, however, referred to as "pretty" which is probably a good thing as many of them are not pretty; they are much more than that - they are pretty awesome! For more information, see http://www.huffingtonpost.com/2014/05/30/pushy-women-how-we-talk-about-female-leaders_n_5411131.html?ncid=fcblkInkushpimg00000010. (Source: Alissa Scheller and Catherine Pearson, "This is how We Talk about Female Leaders," The Huffington Post, 2014)

CHANGES IN THE NUMBER OF WOMEN AGE 55-AND-UP WILL IMPACT WORKFORCE

Recent statistics released by the United States Department of Labor indicate women who are 55 years or older now outnumber men of the same age by 6.7 million. This increase is expected to continue into the year 2050 and will disproportionately impact women of color. For example, the numbers of Hispanic women will quadruple, Asian women will triple, Black women will double, and White women will increase by one-fifth. One effect of this demographic shift will be the number of older women in the workforce. In 2012, this age group comprised 59.4 percent and is projected to top 66.6 percent by 2020. The implications of these dramatic changes in demographics will require society to evaluate training, ergonomics, workplace flexibility, and age discrimination in new ways to ensure women continue to be employed and have the ability to enhance their economic security in retirement. For more information, see http://www.dol.gov/wb/media/reports/WB_OlderWomen_v10%20WEB.pdf. (Source: U.S. Department of Labor Women's Bureau, "Older Women and Work Fact Sheet," 2014)

“*Women who are 55 years or older now outnumber men of the same age by 6.7 million.*”

**PREMIERING
OCTOBER 2014:**

MAKERS

WOMEN IN NEVADA HISTORY

A WRIN/VEGAS PBS PROJECT

*Made Possible by
The Eleanor Kagi Foundation -
A Lynn M. Bennett Legacy*

In recognition of the 100th anniversary of Nevada's woman suffrage, WRIN has partnered with Vegas PBS to educate our community about the extraordinary women who have improved their communities and advanced the status of women in the state. We are excited to announce

three half-hour programs will debut in October 2014 and additional profiles will be available online. WRIN is the primary content provider for this project because of its extensive research

on women in Nevada. We are also pleased that the Clark County School District will use the content from this project to create curriculum that includes women for our schools.

Episode One - "The Groundbreakers"

can be viewed Tuesday, October 21, 2014, at 10:00 p.m., Monday, October 27, 2014, at 7:30 p.m., and Tuesday, October 28, 2014, at 12:30 a.m. This episode begins in the early 1900s with women's involvement in building communities, businesses, and education. It highlights the campaign to win the vote in the state of Nevada six years before the federal amendment (1920) and

takes us through World War Two and the participation of women in the southern Nevada war industries.

Episode Two - "Moving Forward"

can be viewed Tuesday, October 28, 2014, at 10:00 p.m., Monday, November 3, 2014, at 7:30 p.m., and Tuesday, November 4, 2014, at 12:30 a.m. This episode opens with women workers in the Las Vegas hotel-casino industry and their entry into gaming, construction, politics, and business. It highlights individual women who achieved significant success in their field, as well as the agents of change who participated in the legal transformations of women's rights during the 1970s and 1980s.

Episode Three - "Into the Future"

can be viewed Tuesday, November 4, 2014, at 10:00 p.m., Monday, November 10, 2014, at 7:30 p.m., and Tuesday, November 11, 2014, at 12:30 a.m. This episode brings the advancement of women up to date by recognizing some of the first office-holders who broke barriers and

created opportunities for today's women of achievement. They represent a variety of backgrounds and professional areas and are too numerous to mention. Those featured in this episode are a sample of the new world of opportunities available to women today.

Viewers in northern Nevada will have an opportunity to watch *MAKERS: Women in Nevada History* on their local PBS channel, KNPB Channel 5, at the same times. The program will also be accessible via the Vegas PBS website in the coming months.

WRIN's goal is to build on *MAKERS:*

Women in Nevada History by continuing to produce programming which focuses on the contributions of many more women who have shaped our State. With your help, we can continue to document and share their contributions through our website and a continued partnership with Vegas PBS. If you would like to sustain the *MAKERS* project, please contact WRIN at wrin@unlv.edu.

MAKERS: Women in Nevada History is sponsored by The Eleanor Kagi Foundation - A Lynn M. Bennett Legacy, Cashman Equipment, MGM Resorts International, The Frank and Victoria Fertitta Foundation, Ltd., Comprehensive Cancer Centers of Nevada, Nevada Humanities, Bank of America, and Vegas PBS Women's Engagement Council.



**CRITICALLY ACCLAIMED
NATIONAL MAKERS
PROGRAM**

MAKERS: Women in Nevada History is an extension of the critically acclaimed national PBS documentary *MAKERS: Women Who Make America*. The initial documentary tells the story of the modern women's movement and PBS is currently debuting its second season with a six-part series focusing on six fields once considered "off limits" to women - business, space, Hollywood, comedy, war, and politics. Additionally, PBS held a *MAKERS* Conference in February 2014, which brought together prominent leaders and innovators from corporations, not-for-profits, and government organizations who are committed to women's and working-family issues. The conference resulted in 48-hours of action-packed discussion focusing on the state of women and established an agenda to achieve gender equality in the 21st century. **It also led to the creation of the largest video collection of women's stories in America.** These videos can be found at <http://www.makers.com/conference>.

“WRIN is the primary content provider for this project because of its extensive research on women in Nevada.”





Photo courtesy of the Nevada Historical Society.

45 YEARS IN THE DESERT: NEVADA WOMEN'S LONG JOURNEY TO THE BALLOT BOX

A Forum Lecture Presented by the College of Liberal Arts

Join WRIN to commemorate the passage of woman suffrage in Nevada (1914). Dr. Dana R. Bennett is the foremost scholar on Nevada's suffrage campaign and women's political engagement prior to 1945. She will discuss the complex process to enfranchise women that began with the 1869 Legislature, but was completed with a revitalized movement in the early twentieth century. She will also re-introduce the men and women who were instrumental in that long battle, especially in the final efforts to win the vote for Nevada women. The lecture takes place on November 17, 2014, at 7:30 p.m., in the Barrick Museum Auditorium. Admission is free and open to the public. To learn more, email wrin@unlv.edu or call 702-895-4931.

This event is co-sponsored by UNLV's College of Liberal Arts, Women's Research Institute of Nevada, History Department, Women's Council, and Organization of Women Lawyers. Community sponsors include the American Association of University Women, the League of Women Voters of Las Vegas Valley, and the National Organization for Women (Las Vegas Branch).

LAS VEGAS WOMAN MAGAZINE

The Women's Research Institute was featured in the May edition of the *Las Vegas Woman Magazine* in the Education Profile column. The article, written by award-winning author, Sharon Chayra, can be viewed here: <http://lvwomanmagazine.com/2014/education-profile-the-womens-research-institute-of-nevada-at-unlv/>

"WOMEN IN GAMING" PANEL AT THE MOB MUSEUM

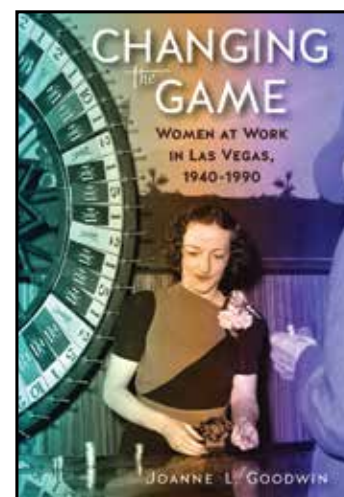
In February, the Women's Research Institute of Nevada was pleased to partner with the Mob Museum and Vegas PBS to present a live video stream viewing of the "Women in Gaming" panel. Three pioneers in the field of gaming - Patricia Becker, Jan Jones, and Elaine Wynn, - discussed their lives, careers, and challenges as early pioneers in the gaming industry. The panel was moderated by another pioneer in gaming and politics, Marybel Batjer. This was a unique opportunity to hear the three women discuss the business and their experiences as women breaking into a predominately male field. If you missed the event and would like to see a recording of it, please visit <http://new.livestream.com/accounts/6847704/events/2712179>.

HOT OFF THE PRESS

Joanne L. Goodwin, WRIN's director and professor of History, published *Changing the Game: Women at Work in Las Vegas, 1940 - 1990* in September.

This book explores the growth of Las Vegas that began in the 1940s and brought an influx of both women and men looking for work in the expanding hotel and casino industries. In fact, for the next fifty years the proportion of women in the labor force in Las Vegas was greater than the United States as a whole. Goodwin's study captures the shifting boundaries of women's employment in the postwar decades with narratives drawn from the Las Vegas Women Oral History Project and the Nevada Women's Archive at Lied Library, which she was instrumental in developing. It counters clichéd pictures of women and work in the famed resort city as it explores women's real strategies for economic survival and success.

The narratives show women resisting pre-assigned roles and discussing their work as a testimony of skill, a measure of independence, and a fulfillment of needs. Overall, these stories reveal much about the broader transitions for women in America between 1940 and 1990.



If you would like to purchase a signed copy of this book, please contact WRIN, at wrin@unlv.edu or (702) 895-4931.

NEW LEADERSHIP NEVADA



NEW Leadership Nevada will be returning to the Institute June 1-6, 2015. After a successful ten-year program, this extremely popular civic engagement program was put on hold the summers of 2013 and 2014 due to budgetary

constraints. However, many WRIN supporters and volunteers have come forward to provide assistance needed for NEW Leadership Nevada to return to the UNLV campus.

To understand just how important this program is to participants, presenters, and the business community, continue reading and then check out the *Voices of NEW Leadership* page on the WRIN website, <http://wrinunlv.org>.

NEW Leadership is an award-winning program from the Center for American Women and Politics (CAWP)

at Rutgers. In 2001, the Women's Research Institute of Nevada accepted CAWP's invitation to join the NEW Leadership network, becoming the first site in the southwestern and Rocky Mountain states to host this program. NEW Leadership Nevada features an innovative curriculum designed to:

- Teach students about the diversity of women's historical and contemporary participation in politics and policy making;
- Connect students with women leaders who make a difference in the public sphere, education, gaming, business, law, politics, banking, community activism, and more;
- Help students explore the demands of justice-based, effective, and ethical leadership in a diverse society;
- Cultivate students' leadership skills;

“NEW Leadership Nevada is returning to the UNLV campus June 1st -6th.”

- Enable students to practice leadership through action; and
- Build a statewide network of peers and mentors.

NEW Leadership applicants must be a college student enrolled in a Nevada System of Higher Education college or university. Each institution that sends students to the program subsidizes the program costs so there is no cost to the student. Students who graduated at the end of the 2014 fall or 2015 spring semesters are eligible.

Nevada residents attending a school outside Nevada are also eligible to apply.

If you are interested in attending, sponsoring, or assisting with the program, please contact WRIN, at wrin@unlv.edu or (702) 895-4931. For more information on the program and its alums, visit: <http://wrinunlv.org/new-leadership-nevada/>.

ALUMNAE UPDATES

Ten years ago, our second group of alumnae went through NEW Leadership Nevada. Here are updates from some of them.

Karoline Khamis (2004) teaches for the Clark County School District and volunteers to make feminism a daily reality. She also plays violin in music videos! See: <http://youtu.be/ZEgmg34FQmE> at around :50-:54 sec.

Borbala (Bori) Kovacs (2004) is in her second year as a visiting assistant professor in the political science department at Budapest's Central European University. She is also a senior social policy analyst for the Bucharest-based think tank, Median Research Centre.

Jennifer Lopez (2004) currently works for the Nevada Attorney General, Catherine Cortez Masto, as the Public Information Officer. Prior to that, she was Nevada Deputy Political Director and Deputy Press Secretary for the Obama Campaign. She helped to found the Alpha Zeta Chapter of Kappa Delta Chi Sorority, Inc. She is married to Ricky Gourier and the mother of RJ.

Patty McCann Jones (2004) moved to Washington State and works as a Planned Giving Outreach Specialist at Columbia Basin College Foundation. Prior to moving, Patty was elected to the Elko County School Board of Trustees in 2007 and credits NEW Leadership with giving her the skills and confidence to run.

Sepideh (Sepi) Sayedna (2004) graduated from Boyd School of Law and currently works with UNLV's office of the General Counsel.

Margo Teague (2004) completed her B.A. at Great Basin College in Integrated Studies and now owns her own business, Impact Evaluation and Assessment Services, which assists clients in gathering and analyzing data for strategic planning and decision making.

Brovo for doing good while doing well, alumnae!

We invite all alumnae to send in their news so we can update their profiles on the WRIN website. Send an email to wrin@unlv.edu.

Remember...those 2004 Faculty in Residence (FIRs) who made the whole experience richer? **Beth Naccarato** is a trial lawyer with the Equal Employment Opportunity Commission in Las Vegas. **Janel Potucek** retired from the U.S. Bureau of Reclamation and is a consultant. **Marcia Robinson** continues to develop young people through the arts at the West Las Vegas Art Center.

EILEEN FISHER SHOPPING BENEFIT

NEW Leadership Nevada recently benefitted from the Center for American Women in Politics (CAWP) at Rutgers University's partnership with Eileen Fisher, Inc. For one day in March, the women's retail company donated part of its sales to benefit NEW Leadership programs across the country. This benefit resulted in \$5,796.00 for WRIN's NEW Leadership program. It is a national distinction for WRIN to be recognized and we were excited about the opportunity to raise awareness of our program and secure support for NEW Leadership Nevada!

SUPPORT FOR WOMEN AND GIRLS

CAB SPOTLIGHT

In this edition of the *WRIN Newsletter*, we celebrate two Community Advisory Board (CAB) members who have taken an idea—the *MAKERS* program—and turned it into a reality. They are Deborah Campbell and Lorri Jackson. Both women have lived in the Las Vegas valley for decades, both have prospered in the local business community, and both are generous community volunteers. Campbell, the owner of Deborah Campbell and Associates, LLC, leads strategic planning, communication, and marketing for business, government, and non-profits. Jackson, a Senior Financial Advisor and Assistant Vice President, has been with Merrill Lynch since 2001 and has worked in finance in Las

Vegas for three decades. Their commitment to improve opportunities for women and girls led them to volunteer their skills, time, and ideas to WRIN. Campbell's interest in the *MAKERS* project arose from her own experience raising her daughter. Young women had little access to learn about women who came before them in this community. Jackson agrees. She has known dozens of women who have contributed to this community as philanthropists, community builders, and volunteers. It is time they are woven into the history of the area. Campbell and Jackson brought the *MAKERS* idea to Vegas PBS and have worked through all the details right up to the final launch of the televised event. They are WRIN's own *MAKERS*.



Lorri Jackson



Deborah Campbell

CAB IN ACTION

As WRIN celebrates 15 years of research and education, the Institute is mindful that our accomplishments would not be possible without the dedication of time, talent, and energy provided by those who volunteer to serve on our Community Advisory Board. CAB's committees focus on specific Institute needs which currently include: 1) sustainability for NEW Leadership Nevada; 2) Community Affairs; and 3) WRIN's *MAKERS* project. The WRIN website has been updated to include the names and short biographies of each Community Advisory Board member. Please visit our website, www.wrinunlv.org, to learn about each of these Board Members as they are pivotal to our ability to do the work we do.

“Our accomplishments would not be possible without the dedication of time, talent, and energy provided by those who volunteer.”

AREA ORGANIZATIONS

THE CUPCAKE GIRLS

The Cupcake Girls exists “to bring non-judgmental support, consistent caring, community resources, peace, love and cupcakes to women in the adult entertainment industry.” By maintaining relationships with 20 night clubs in Las Vegas and five brothels in Nevada, they offer a weekly support group to help women discover their value, set goals, and build community with one another. Their newest addition is the Women's Resource Center which provides a variety of services to adult entertainers, including professional development, health and beauty services, drug and alcohol counseling, education, and spiritual guidance. To learn more, visit their website at: <http://www.thecupcakegirls.org/mission/>.

FEDERALLY EMPLOYED WOMEN

Women who worked in agencies of the federal government founded Federally Employed Women (FEW) in 1968 shortly after sex-discrimination was prohibited in the workplace. This private, non-profit organization is “dedicated to promoting equality for women and addressing concerns of women in the Federal workforce.” As a private organization, FEW can advocate to improve women's status and encourage progressive legislation.

WRIN Community Advisory Board member Yvette Scott is the current president of the local branch of FEW. To learn more, visit their website at: <https://www.few.org/about-us/what-is-few/>.

2013-2014 ROSTER OF DONORS

WRIN extends a sincere "thank you" to those who have donated to our mission over the last year. It is only with your support that we can continue our work and achieve our mission!

Corporate, Foundation, and Business Donors

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Join the Women's Research Institute of Nevada

Only with the support of community members can WRIN reach its goals. Your gift helps to support our projects, educational outreach, and research. To join our mailing list or make a tax deductible donation, contact us at wrin@unlv.edu or (702) 895-4931. If you would like to mail a gift to WRIN, please complete the following:

Enclosed is my gift of:

- checkbox \$150 in Honor of the State of Nevada's 150th Anniversary
checkbox \$100 in Honor of the 100th Anniversary of Woman Suffrage in Nevada
checkbox \$15 in Honor of WRIN's 15th Anniversary
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Please make checks payable to the UNLV Foundation and include the following information:

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Marites Velasquez
Carmel Viado
Jackie Zlatanovski

WRIN WOULD LIKE TO EXTEND A VERY SPECIAL "THANK YOU" TO THE FOLLOWING:

The Eleanor Kagi Foundation - A Lynn M. Bennett Legacy for being a Major Sponsor of MAKERS: Women in Nevada History.

Nevada Humanities for being an early donor to the MAKERS: Women in Nevada History program with support for research.

Eileen Fisher, Inc. for including WRIN's NEW Leadership Nevada program as a recipient of the proceeds from their shopping benefit in March.

Ms. Barbara Molasky for including WRIN as part of the "Women in Gaming" event held at the Mob Museum in February.

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THE WOMEN'S
RESEARCH
INSTITUTE
OF NEVADA

UPCOMING EVENTS

October 15, 2014 – *MAKERS: Women in Nevada History* Launch Party, (By Invitation)

October 21, 2014 – *MAKERS: Women in Nevada History* Debuts (Vegas PBS Channel 10)

November 4, 2014 – *The American Women's Antarctic Expedition: Anything if the Mind Allows It* (Lecture)

November 17, 2014 – *45 Years in the Desert: Nevada Women's Long Journey to the Ballot Box* (Lecture)

February 21, 2015 – *Changing the Game: Women at Work in Las Vegas, 1940-1990* (Book Party)

June 1- 6, 2015 - *New Leadership Nevada* at UNLV (Summer Institute)

To Be Announced – *MAKERS* Panel Discussions

To Be Announced – WRIN's 16th Birthday Celebration

Anytime – Visit wrinunlv.org for Information, Research, Education, and Event Information