

## WOMEN ARE ESSENTIAL TO PEACE...

*By Linda Crerar*



*"Peace cannot exist without justice, justice cannot exist without fairness, fairness cannot exist without development, development cannot exist without democracy, democracy cannot exist without respect for identity and worth of cultures and people."*

*- Rigoberta Menchu, Human Rights Activist, Feminist, and Nobel Peace Prize Laureate*

The United Nations has sponsored International Women's Day since 1975. When adopting its resolution on the observance of International Women's Day, the United Nations General Assembly cited the following reasons: "To recognize the fact that securing peace and social progress and the full enjoyment of human rights and fundamental freedoms require the active participation, equality and development of women; and to acknowledge the contribution of women to the strengthening of international peace and security."

Women's History Month celebrates women's contributions to history, culture, and society in the United States since 1987. Women's history is full of trailblazers in the fight for equality. Susan B. Anthony and Elizabeth Cady Stanton worked alongside many lesser-known suffragists, such as Marie Louise Bottineau Baldwin, Dr. Mabel Ping-Hua Lee, and Nina Otero-Warren. The latter women were crucial in the black suffragist movement who battled racism and discrimination while making crucial contributions in fighting for women's right to vote.

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With the rise of feminism, women are learning and obtaining more opportunities than before. From Nancy Pelosi becoming the first woman Speaker of the House to Kamala Harris elected the first woman to be Vice-President of the United States, American women have long fought for equal footing throughout the nation's history.

“It would take more than 40 years for all women to achieve voting equality.”

The National Women's History Alliance designates a yearly theme for Women's History Month. The 2021 theme is a continuation of 2020s: “Valiant Women of the Vote: Refusing to Be Silenced.” This theme recognizes the battle for women's suffrage, which was achieved with the passage of the 19th amendment in 1920. For almost 100 years, women had been fighting for the right to vote: They made speeches, signed petitions, staged demonstrations, and repeatedly argued that women, like men, deserved all the rights and responsibilities of citizenship.

Despite the passage of the 19th amendment and the decades-long contributions of Black women to achieve suffrage, poll taxes, local laws, and other restrictions continued to block women of color from voting. Black men and women also faced intimidation and often violent opposition when attempting to register or vote. Four years after the 19th Amendment was ratified, the passage of the Snyder Act (aka the Indian Citizenship Act) made Native Americans U.S. citizens for the first time. Mississippi formally ratified the 19th Amendment on March 22, 1984.

It would take more than 40 years for all women to achieve voting equality. The late US Justice Ruth Bader Ginsburg argued successfully in the Supreme Court in the late 1960s when she served as an advocate for the American Civil Liberties Union

(ACLU) legal cases to ensure that the 14th Amendment's guarantee of equal rights protection applied to gender.

I grew up in the '60s and graduated from high school in 1967, initially believing that, as a young woman, I had all of the basic rights enjoyed by my male counterparts. In 1966, the National Organization of Women was formed, and women's rights groups focused on obtaining equal legal rights for women, primarily on how to change unfair laws in the workplace. In the '60s, we saw a boom in the number of jobs available to young, single women, and more women went on to higher education, and in 1962 there were over 26,000 young women at universities.

Like many of my peers, at least in the middle class, I expected to have access to the same careers and achieve the same compensation as men. My first job while going to community college was with a lending company called Household Finance. At 18, I now learned that just because my parents and teachers had told me I could do and be anything I wanted to in life, that would not be the case as many jobs were “reserved for men only.” I worked for a company that had a policy that dictated that women could not become managers, loan officers, or be in any high-level-decision-making role. I was told that I would only hold clerical and bookkeeping positions, and of course, those positions were only held by women, and we were referred to as Household Office Girls, “affectionately” known as a H.O.G.

I quickly became involved in women's and civil rights efforts and became a whistleblower in a complaint filed with the federal government against several national companies that had practices that discriminated against women and minorities in the financial sector, including a practice we still have today called “redlining.”

After three years, the Federal Government did reach settlements with these companies in which they had to change their discriminatory practices, but the workplace did not change much until after RBH's work in the 1970s and '80s.

By the end of the 80s, women had moved beyond that, and we were entering professions in much larger numbers than had been previously exclusively held by men. There is a growing

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recognition that women in 2020's are still marginalized from political and public life. In the past few years, we have seen this play out in high-profile elections in the US and worldwide. Women are putting themselves forward for elections more and more, yet their numbers are still far behind men.

While there is much to celebrate, the 19th Amendment's centennial anniversary also coincides with a major threat to the gains women have made in the workplace. The COVID-19 pandemic has had staggering economic and social impacts, hitting women particularly hard. Millions of women were already supporting themselves and their families on meager wages before the virus, but unemployment rates have skyrocketed, and millions of jobs disappeared. Working mothers were already shouldering most family caregiving responsibilities and are more frequently reducing their hours or leaving their jobs entirely in response.

While the role of women in our economy has shifted over the last 100 years, our systems have not similarly evolved to support them. Solutions need to

close the wage gap, improve working conditions and family leave options, and better align the childcare and school systems to meet the need of working parents so mothers who want to work can do so. Policy needs to reflect that women have fundamental roles in both the workplace and families and support women in those roles. We are long overdue in realigning our labor market policies, schools, and daycare system with the modern reality faced by work parents.

There have been thousands of women who, over the past 100 years, have defended the underdog, the disenfranchised, and the people viewed least important by society. They have fought for and protected our civil, social, and women's rights. We will continue to seek justice for all and full enjoyment of human rights and fundamental freedoms. That is our contribution to the strengthening of international peace and security.





## WOMEN IN EMERGENCY MANAGEMENT: CONTINUING TO BREAK BARRIERS

*By Kellie Hale*



Courtesy of the Franklin D. Roosevelt Library archives.

Did you know that First Lady Eleanor Roosevelt is considered the initial supporter of women in the field of emergency management? Mrs. Roosevelt encouraged her husband to appoint Florence Kerr as project lead to research and implement ways on how women can utilize their skills during World War II. The two women helped establish the development of the Office of Civil Defense (OCD). The purpose of the OCD was to bring communities across the United States health programs and medical care for civilians if an emergency event, such as a military attack on the country, were to occur unexpectedly.

When Mrs. Roosevelt was appointed Assistant Director of the Office of the Secretary of Defense (OSD) in September of 1941, she was considered at the time the “first woman in Homeland Security/ Emergency Management.” Pretty cool information and not something I knew about until my colleague, Nancy Aird, mentioned it.

It is no secret that homeland security, emergency management, and disaster preparedness are fields that largely consist of males. Sometimes it can be hard for a woman to work within a male-dominated field. That does not mean that our male counterparts cannot be allies, as I have known many wonderful supportive males who continue to encourage and support women in the HSEM field. It is merely that women are continuing to break down the barriers to be in critical and leadership roles throughout emergency management.

The barriers women most likely encounter include:

- Difficult workplace environment.
- Negative organizational culture.
- Lack of on-the-job training.
- Worry of not living up to the expectations or being able to handle the duties and demands of the position.
- Lack of training opportunities provided to those new to the field.

Women are continuing to make huge strides in the field of disaster preparedness and response. They are essentially the heart of emergency management and disaster preparedness. Why is that? When disasters strike, women are affected at a higher percentage. According to studies, it is revealed that women are more inclined to stay behind and not evacuate when a disaster is advancing. This is because some women hold the responsibility of caring for their family members (e.g., young, old, disabled). Women are also more prone to experience disadvantages in the aftermath of a disaster. Sometimes, this is due to traditions, social and traditional, that restrict and suppress their mobility or influence when it comes to crucial decisions, particularly those that affect their family’s security.

I have been fortunate to know many amazing women within the emergency management and disaster preparedness field. One of my first big initiatives at the Center of Excellence for Homeland Security Emergency Management was organizing the annual Women in Leadership Forums, which was first established in 2015. The Forums provided educators and industry partners the opportunity to come together and learn about diversity in every level of leadership and offered leadership development.

The Women in Leadership Forums’ overall purpose was to help women identify what their strengths are as leaders, where they want to go in terms of their education and career, and help them find and follow their dreams and goals. I wanted participants to walk away with an understanding of the significance of creating strong and dynamic relationships and collaborations with both women and men.

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Other support networks have been established for women in emergency management. For instance, the International Network of Women in Emergency Management (inWEM) was created to increase support for the advancement of women in emergency management. The women in this organization come from all different fields and professions that range from different levels of government, private and public sector, volunteers, academics, and non-profit. inWEM's goal is to "support women from the very beginning" while encouraging them to further their education while also striving to advance their careers, and overall, taking the time to recognize important milestones and accomplishments along their journey.

The number of women in emergency management is continuing to grow. Their presence in this field is

important as they continue to make a difference and break down those barriers. We can all (women and men) learn from one another and provide support along the way that helps lessen these barriers and strengthen women's presence in the emergency management field.



## UNITED NATIONS WOMEN TRAINING CENTER CLASSES

*By Nancy Aird*

In 2015, the world leaders adopted 17 Sustainable Development Goals (SDG) to ensure women and girls' rights across all goals for justice and inclusive economies by 2030. The United Nations (UN) Women site provides daily news, blogs, and training to promote these SDGs. The UN Women Institute for Training and Research (UNITAR) provides open access to advanced skills and knowledge acquired by training and sharing to advance gender equality, women's empowerment, and women's rights. Many of these courses are self-paced and free. Catalog offerings currently available include the following



categories: Leadership & Governance; Economic Empowerment; Violence Against Women and Girls; Peace and Security; Gender Mainstreaming; and Training of Trainers.

Check out the following websites:

<https://www.unwomen.org/en/search-results?keywords=2021%20cata>

UNITAR United Nations Institute for Training and Research

<https://trainingcentre.unwomen.org/portal/>

Self-Paced courses for Free and Moderated online training programs

- I Know Gender: 1- 15
- How to Series: 1-4 and many other topics.
- Available in English, Spanish, French, and Arabic.

[https://trainingcentre.unwomen.org/portal/wp-content/uploads/2021/01/One-pager-catalogue-2021\\_UNWTC\\_2021jan\\_3.pdf](https://trainingcentre.unwomen.org/portal/wp-content/uploads/2021/01/One-pager-catalogue-2021_UNWTC_2021jan_3.pdf)

## FEATURED INTERVIEW: TOYA MOORE

*By Deb Moller*



When Toya Moore was a child, her family doctor provided care in a hospital setting. When she'd go for a check-up, she saw a sea of white people in white coats. One day, she saw something different – a black woman in a white coat. The woman was kind and professional, excellent at her job. Toya learned she was a medical assistant. The impression she made was so strong that Toya decided to become a medical assistant one day. Another black woman in a white coat. Another beacon of possibility to a black child in the future.

Like most of us, Toya found her life didn't follow a straight-line path to a childhood dream.

As a military wife with two children, her aspirations needed to be balanced with her responsibilities. Toya found herself back at school, working to earn her GED. Her remedial math teacher encouraged her to apply for a program called Bridges to Success.

Program participants worked in the sciences. They were assigned, mentors. Toya went through the application process and earned a spot in the program.

Toya first met her mentor, Dr. Joseph Fagan, in the throne room at Case Western Reserve University, a renowned institution. The institute was named for the large and ornate throne chairs in the room. It

had intricate stained glass windows and the weighty energy that came from thousands of life-changing events taking place there over the years. Dr. Fagan chose the room to impress on Toya the importance of their meeting and his expectation that she had impressive achievements ahead of her. His expectations of her were high. She thrived on the challenge and ended up working with him on important research for the next fifteen years.

As Director of Allied Health and Certified Medical Assisting at Seattle Central College, Toya tells her students that every opportunity that has come to her resulted from observing her doing her best every day.

Like the remedial reading teacher and Dr. Fagan, people in Toya's life have often seen her in roles that she hadn't even considered yet. Her first dream of becoming a medical assistant led to larger dreams and achievements. She got her GED, then went on for her Associate's degree, then a Bachelor's, and recently a Master's. Every leap in her work has involved being willing to unlearn what she used to see as her horizon and learning what she needed to know to reach her new horizon.

Toya wears her white coat every day. She knows that black children watch the world around them, deciding what roles are for people like them and others' roles. She tries to pass on the gift she received all those years ago from the hospital's medical assistant. She not only makes possibilities visible, but she also works hard to shape systems, so they work for those who have long been underrepresented in many roles. She does her best every day, waiting for the next horizon to be revealed.





## FEATURED INTERVIEW: ELIZABETH KLUTE

*By Deb Moller*

Imagine a book of inspiring stories about women leading interesting lives. A teenage girl working as a wireman for the local electric company. A sheep shearer in New Zealand. A sailor living aboard a boat for seven years.

A woman who taught Bill Gates to use a technology program. A bee-keeper. An engineering student who did poorly in her college classes yet became one of the first to switch from manual to electronic drafting. A white-hat hacker. A student at the bottom of her class at Peninsula College due to numerical dyslexia.

A United Nations consultant on alerts, warnings, and international protocol. Stories with challenges, surprising coincidences, relentless commitment to goals.

Now imagine that all the stories in the book were actually about one woman: Elizabeth Klute. Lis says her path seems more ordinary to her than it might to others; after all, her father could have been the inspiration for the movie “Big Fish”!

Lis didn’t even set out to be an emergency manager. She says, “I was hit in the face with disaster management often enough that I decided I really needed to think about making it my career.”

She’s noticed her experience isn’t unusual. Some of the most effective emergency managers she’s worked with are people who fell into the field. Like her, they often get their formal education in disasters mid-career or later. (At age fifty, Lis earned her master’s degree in Disasters and Emergency Management from Coventry University in England.)



Lis notes that she has received some good advice over the years. She was told the first rule of emergency management is that stress makes you stupid. She wholeheartedly agrees. A quote by Richard Bach, “To be where you want to be, act like you’re already there,” is also good guidance for building a career.

But Lis also knows it can be the smallest things that build or destroy good relationships. In 2006, Lis was asked to become the first National Disaster Director of Anguilla in the British West Indies. She needed to adapt to a new culture. Her staff always said to start a conversation in the Caribbean with “good morning,” “good afternoon,” or “good evening.” She saw the difference the simple habit made. But as host of a large conference in the region, no one told her that protocol required she specifically welcome a long list of people in a particular order. To her staff, it was obvious, and no one bothered to state the obvious. Lis could tell something was wrong as soon as she sat down from her general welcome speech. She learned that day how much protocol matters. She thinks part of being a good disaster manager is working to discover “how we do things around here” in a new environment.

Lis has come full circle – ending up back near her hometown, serving as Director of Emergency Services for Kitsap County. She knows her future replacement could well be sitting in an auto mechanics class today, working as a bartender, or delivering mail. There may not be a straight-line path from where they are now to replacing Lis one day. But, after all, the current occupant of the job didn’t get there in a straightforward way, either!

# WOMEN'S HISTORY MONTH RESOURCES

## For Teachers



A selection of resources for teachers.

<https://womenshistorymonth.gov/for-teachers/>

Digital Classroom Resources - Explore all of the resources the National Women's History Museum has created. There are lesson plans, biographies, posters, primary sources, and more.

<https://www.womenshistory.org/students-educators/digital-classroom-resources>

Lesson Plans on Notable Women and Women's History in General.

<https://www.adl.org/education/resources/tools-and-strategies/womens-history-month-resources>

## Domestic Abuse Survivors



National Domestic Violence Hotline:

<https://www.thehotline.org/>

Get Help Now – WA State Coalition Against Domestic Violence:

<https://wscadv.org/get-help-now/>

The National Coalition Against Domestic Violence (NCADV) -

<https://ncadv.org/resources>

## Shelters and Additional Assistance Programs



Mary's Place -

<https://www.marysplaceseattle.org/>

Noel House Programs -

<https://ccsww.org/get-help/shelter-homeless-services/noel-house-programs/>

Dignity for Divas -

<https://www.dignityfordivas.org/programs>

## Scholarships



Washington Women in Need (WWIN) Star Scholars -

<https://new.expo.uw.edu/expo/scholarships/wwin>

Woman of Wonder -

<https://www.womanofwonder.org/scholarships>

Additional Washington Scholarship Opportunities:

<https://www.scholarships.com/financial-aid/college-scholarships/scholarships-by-state/washington-scholarships/>

## Other Resources

Washington 2-1-1

<https://wa211.org/>