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the way
the world
works.

Ms. Foundation for Women



12th Institute for Women's Economic EmPOWERment

***OCTOBER 9-12, 2003
LAKEWAY INN & RESORT
AUSTIN, TEXAS***

...an intensive skills-
building and training
event to advance women's
economic development
and economic justice

**Connecting Human
Rights And Women's
Economic EmPOWERment:
A New Path For
Building Communities**

THE 12TH INSTITUTE AT A GLANCE

THURSDAY, OCT. 9

REGISTRATION	2:00 p.m. – 7:00 p.m.
ORIENTATION	2:00 p.m. – 3:00 p.m. or 3:00 p.m. – 4:00 p.m.
DINNER	5:00 p.m. – 7:00 p.m.
OPENING SESSION	7:00 p.m. – 9:00 p.m.

“Bringing It Home: Connecting Human Rights to Our Work and Lives”

RECEPTION	9:00 p.m. – 10:00 p.m.
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FRIDAY, OCT. 10

BREAKFAST	6:30 a.m. – 8:30 a.m.
WORKSHOPS & STRATEGY SESSIONS	9:00 a.m. – 12:00 noon
LUNCH*	12:15 p.m. – 1:45 p.m.
SIX HOUR CLASSES BEGIN	2:00 p.m. – 5:00 p.m.
DINNER*	5:30 p.m. – 7:30 p.m.
TALKING CIRCLES	7:30 p.m. – 8:30 p.m.
CULTURAL EVENING ACTIVITIES	9:00 p.m. – 11:00 p.m.

SATURDAY, OCT. 11

BREAKFAST*	6:30 a.m. – 8:30 a.m.
SIX-HOUR CLASSES CONTINUE	9:00 a.m. – 12:00 p.m.
LUNCH	12:15 p.m. – 2:30 p.m.
WORKSHOPS & STRATEGY SESSIONS	2:45 p.m. – 5:45 p.m.
DINNER*	6:00 p.m. – 7:30 p.m.
FIESTA!!	8:00 p.m. – 11:00 p.m.

SUNDAY, OCT. 12

BREAKFAST	6:30 a.m. – 8:15 a.m.
CLOSING PLENARY	8:30 a.m. – 10:30 a.m.

“The Challenge Ahead, Building Our Communities With a New Vision”

*Community Room/Marketplace Open

WHAT IS THE INSTITUTE?

Through classes, workshops, cultural celebrations, and informal discussions, the Institute creates a unique learning environment that enables both experienced economic development and economic justice activists and those new to the field to build skills and share their knowledge. The Institute creates opportunities for a diverse group of women to develop strategies that:

- 1) increase access to and control over economic resources by low-income communities and communities of color;
- 2) effectively influence economic policy in the US and globally; and
- 3) position our work within the framework of women's human rights.

“...the inherent dignity and...equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world”

Preamble, International Covenant On Economic, Social And Cultural Rights Adopted by General Assembly res 2200 A (XXI) of 16 December 1966

THIS YEAR AT THE INSTITUTE:

- ❖ *Build and develop skills on a wide range of economic development and economic justice strategies*
- ❖ *Build networks, connections, and knowledge with women from various racial, ethnic, and cultural backgrounds*
- ❖ *Learn tools that help to develop our work, build community, and empower women*

WHAT'S NEW THIS YEAR...

By exploring the connections between human rights and economic empowerment, we will develop new visions for our work, our communities, and our lives that promote economic freedom for all women.

FOR ONLINE REGISTRATION and for additional information visit our website at: www.ms.foundation.org/events-Institute.html or call 212-742-2300 ext. 353; e-mail: msinstitute@ms.foundation.org

SISTERS:

We gather in Austin, Texas on October 9 to 12, 2003, for the Ms. Foundation for Women's 12th Institute for Women's Economic EmPOWERment. Our theme, Connecting Human Rights and Women's Economic Empowerment: A New Path for Building Communities, will challenge all of us to consider how a human rights framework can become a practical tool for our work on economic development and economic justice.

For most of us in the US, human rights is seen as an international issue, primarily addressing political rights. For the vibrant global women's human rights movement, however, human rights has become an instrument to demand government accountability on a full range of rights, including economic and social rights. And for a growing number of women's groups in the US, human rights are the inspiration, unifying theme, and practical instrument for their anti-poverty work. This global movement is a work in progress and by the nature of the work that we do, we are connected to it.

In the Fall of 2002, a bus crossed the country as part of the "Poor People's Economic Human Rights Campaign." Stopping at welfare offices, shuttered factories, food banks, employment offices, and health clinics, the women on board documented economic rights violations; brought media attention to issues of poverty, homelessness, and unemployment; and strengthened a movement of the poor and homeless in the US to end poverty. In Atlanta, a local group links women's health, HIV/AIDS, homelessness, poverty, racism and human rights in their organizing. In San Francisco, women successfully organized to pass a city ordinance adopting the UN human rights treaty on women's equality. Women and girls in San Francisco can demand redress from city departments for discrimination. Women, community, and anti-poverty groups in New York are engaged in a similar campaign, seeking an ordinance that would adopt the UN's racial justice treaty.

At the Institute you will hear from the women who lead these and other initiatives, as we explore together whether and how human rights might be a useful approach for our own work. What can a microenterprise organization learn from women in the US and internationally about using rights as an organizing tool? How might a rights framework transform our welfare organizing work? Some organizers are finding that human rights unite our movements in a common framework, address the multiple oppressions women experience, provide an inspiring, proactive vision, and offer concrete tools of accountability. In addition, they connect us to the larger global women's rights movement; US-based women who attended the Durban World

Conference Against Racism (2001) and the global AWID Forum (2002) in Guadalajara saw the power of this movement and the lessons we can learn from global sisters.

The Institute is a practical, participatory, and fun event where we can address these challenges together and move our work forward. Come to share your own experiences and to learn from leaders like yourself from across the country. An exciting array of classes, workshops and strategy sessions will reflect the richness of our collective efforts and allow you to enhance your skills. The Institute's curriculum addresses the interests of

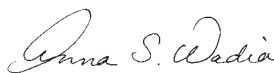
Human Rights is not a single issue, but all our issues combined...A human rights framework allows us to effectively unite people within the same movement who have different ideas. Through a human rights lens, our differences become our strengths, our diversity allows for powerful strategic deployment, and our collaborations give us the strength of our numbers. A united human rights movement transforms social justice activism—it is the language of people's power.

— Loretta Ross, National Center for Human Rights Education

women in economic development and of economic justice organizers, and includes sessions on the human rights framework and organizational development. We are repeating the highly successful "Strategy Sessions," to provide opportunities to strategize, and to explore collaborations and political initiatives that promote social change.

Plenaries combine provocative speakers with a rich array of cultural celebration. Time is built in for networking, recreation, cultural sharing, dancing and partying! Bring your poetry, songs, story-telling and other offerings for our cultural evening.

We are planning for the 12th Institute in a period of economic recession and amidst the rumblings of war. Women—from microenterprise practitioners to welfare rights activists, workforce development advocates to workplace organizers, women's non-profits to women donors—will consider how to sustain our work and make it more effective in a time of increased demand and reduced resources, a time where national security is pre-empting debates about human security. In this context we will explore a new path for strengthening our organizations' work and our movement. We hope to see you there.



Anna Wadia
Director of Program
Economic Security



Yma Gordon
Program Officer
Economic Development



WHO PARTICIPATES IN THE INSTITUTE?

The Institute is a place to learn, share, and grow. It serves staff, board members, and community leaders working with economic justice, development, and other organizations, women who can directly use new skills to make their work more effective. The Institute brings together women of different ages, racial/ethnic, cultural, geographic, political, and economic backgrounds as both participants and faculty. This year it will challenge us to directly engage ourselves and our work in a human rights framework.

We welcome women with experience and those new to this work. We encourage both new Institute participants and returning participants to attend. Unfortunately, we cannot accept individual participants who are not affiliated with an organization.

WHAT SHOULD YOU EXPECT?

- an intensive skills-building and training event
- concrete how-to's on everything from organizational development, leadership development, and media to coalition-building and enterprise development
- plenaries on critical issues related to building connections between women's economic empowerment and human rights
- strategy sessions designed to promote collaborative efforts that move our work forward
- rich networking opportunities and strategic contacts
- opportunities to meet women from very different realities and experiences, and to explore ways to move beyond barriers that divide us
- rich cultural sharing from diverse traditions
- new friends and fresh insights

The Institute offers classes, workshops, and strategy sessions in economic development, economic justice, the human rights framework, and organizational development. We encourage participants to take advantage of the wide range of sessions offered to deepen knowledge in your current areas of work and explore new areas and approaches.

SESSIONS THAT FOCUS ON COMMUNITY ECONOMIC DEVELOPMENT:

Classes	Workshops	Strategy Sessions
<ul style="list-style-type: none"> ❖ Accountable Community Economic Development: Follow the Money ❖ Just Development and Developing Justice: Bridging Economic Justice and Development ❖ Introduction to Microenterprise ❖ Lobbying at Every Level: Creating Policy Change ❖ Working Media: Insider and Outsider Strategies 	<ul style="list-style-type: none"> ❖ Clicks and Bricks: Creating Market Access Opportunities for Small Business ❖ Building the Beloved Community ❖ Improving the Workforce System: Strategies for Better Jobs, Wages, and Career Mobility ❖ Individual Development Accounts: Building Wealth for Families and Communities 	<ul style="list-style-type: none"> ❖ Microenterprise - What is the State of the Field?

SESSIONS THAT FOCUS ON ORGANIZING FOR ECONOMIC JUSTICE:

Classes	Workshops	Strategy Sessions
<ul style="list-style-type: none"> ❖ Stir It Up: Direct Action Organizing for Economic Justice ❖ Just Development and Developing Justice: Bridging Economic Justice and Development ❖ Lobbying at Every Level: Creating Policy Change ❖ Working Media: Insider and Outsider Strategies 	<ul style="list-style-type: none"> ❖ Intergenerational Organizing: Young Women Working for Change ❖ Building the Beloved Community ❖ Quality Jobs=Quality Care: A Caregivers Living Wage Campaign 	<ul style="list-style-type: none"> ❖ TANF - Making the Law Work in Your State ❖ Building Solidarity Across Borders and Communities

SESSIONS THAT EXPLORE THE HUMAN RIGHTS FRAMEWORK AND ITS CONNECTIONS TO OUR WORK:

Workshops	Strategy Sessions
<ul style="list-style-type: none"> ❖ All Human Rights for All: The Intersectional Approach ❖ Understanding and Using an Economic Human Rights Model 	<ul style="list-style-type: none"> ❖ Using Human Rights to Change Public Policy: Local and National Strategies ❖ Building Solidarity Across Borders and Communities

SESSIONS THAT OFFER ORGANIZATIONAL DEVELOPMENT TOOLS AND SKILLS:

Classes	
<ul style="list-style-type: none"> ❖ Financial Management Techniques for Nonprofit Organizations ❖ Executive Directors' Clinic 	<ul style="list-style-type: none"> ❖ Acting on What Matters: Building Focused Organizations and Enlightened Leadership ❖ Grassroots Fundraising: Building an Individual Donor Base

THE INSTITUTE AT A GLANCE...



Check out our website at www.ms.foundation.org/events-Institute for additional information on classes and workshops, and updates on the Institute!

ORIENTATION: Thursday, Oct. 9

Participants attending the Institute for the first time and returning participants who wish to make the best of their Institute experience are encouraged to attend an orientation session that will be held on Thursday, Oct. 9 from 2:00 p.m. to 3:00 p.m. OR from 3:00 p.m. to 4:00 p.m. Meet participants from previous Institutes who can provide guidance on what to expect. If you plan to attend an Orientation Session, please indicate the time period desired on the Registration Form.

PLENARIES

OPENING SESSION: Thursday, Oct. 9

“Bringing It Home: Connecting Human Rights to Our Work and Lives”

Human Rights can no longer be considered a framework only applicable to our global sisters and their communities. Given our current economic, political, and social climate, now more than ever there is a need to build our collective power and to adopt and demand a human-first approach. Many have already begun to reframe visions and develop work through the human rights framework. Our plenary speakers will share their practical experiences and lessons in using the human rights framework to achieve social change.

CLOSING PLENARY: Sunday, Oct. 12

“The Challenge Ahead, Building Our Communities With a New Vision”

Our speakers will challenge us to seize the opportunities that lay ahead, to understand and accept our power as women and as change makers in our communities and in the world. As individuals and as a collective, we have the power to make human rights available and applicable to all. With a blend of cultural activity and discussion, we will celebrate self, community, and spirit as we rise to the challenges ahead.

SIX-HOUR INSTITUTE CLASSES

Participants should register for one six-hour class. All six-hour classes run from 2:00 p.m. until 5:00 p.m. on Friday, Oct. 10 and continue from 9 a.m. until 12:00 noon on Saturday, Oct. 11.

1) Accountable Community Economic Development: Follow the Money

Community economic development and human development should go hand in hand. Yet development happens without accountability to real human needs when large commercial development projects are heavily subsidized by local taxes without creating jobs or benefits to the local community. One key to keeping development accountable is the use of research and organizing tools that “follow the money” from collective taxes, both progressive and regressive, all the way to the huge public subsidies to big corporate developments in both urban and rural areas. Participants will learn how their organizations

and communities can “follow the money” and make it work to meet real human needs. Two cutting-edge organizations in community economic development will share strategies and tools.

LIZETTE HERNANDEZ works as an Organizer with the Los Angeles Alliance for a New Economy (LAANE) on their Accountable Development Team. Her work involves organizing community leaders to become actively engaged in the decision-making process of publicly subsidized economic development projects to ensure tangible community benefits.

GREG LEROY of Good Jobs First has been researching, writing, speaking, and consulting on economic development issues for more than 20 years for city and state governments, labor-management committees, unions, community groups, and development associations. His 1994 book, No More Candy Store, is the first compilation of state and local safeguards on job subsidies.

2) Stir It Up: Direct Action Organizing for Economic Justice

What is direct action organizing? What does it take to confront the people who make decisions that affect our lives? How can this be used to further the human rights of women? This class will explore what is required to recruit a constituency and develop compelling economic justice issues. Trainer Rinku Sen will use the exercises and principles for effective grassroots organizing highlighted in the forthcoming book about 14 Ms. Foundation economic justice grantees, *Stir It Up*.

RINKU SEN started her organizing as a student activist in 1984, fighting race, gender, and class discrimination on campuses. As staff and Co-Director of the Center for Third World Organizing, a national network of organizations of color, she trained new organizers of color and crafted public policy campaigns around poverty, education, racial and gender equity, health care, and immigration issues. She is currently the publisher of Colorlines Magazine at the Applied Research Center.

3) Financial Management Techniques for Nonprofit Organizations

This class provides a practical and participatory approach to the financial management techniques used by non-profit organizations, with particular applications to organizations providing economic development services. The session will begin by presenting standard formats for the presentation of nonprofit financial statements, and describes techniques to tailor the format of financial statements to the specific information needs of nonprofits. Participants will review how to select and apply financial ratios and performance benchmarks to evaluate the financial strengths and weaknesses of a nonprofit organization, and apply all that they have learned to a real case study. Participants should bring calculators to class.

Level: Intermediate

ANDREA LEVERE is the Vice President of the Corporation for Enterprise Development, a private, nonprofit organization that specializes in policy development and consulting in economic development, particularly in low-income communities. Andrea directs CFED's activities in the areas of development finance, nonprofit financial management, and training, and has taught at five previous Institutes. She is currently the Chair of the Board of Directors of the Ms. Foundation for Women.

4) Just Development and Developing Justice: Bridging Economic Justice and Development

An artificial divide has existed between organizations pursuing economic development and seeking change through economic justice work. A growing number of organizations are now taking on both strategies. What does it take to be “in the streets and in the boardroom” at the same time? How do economic development strategies enable people to participate more fully in organizing work? How can the human rights framework—which asserts that government play a role in meeting basic human needs—help bridge the gap between economic development and justice approaches? Two organizations, one started as a border garment worker organizing group and another providing childcare services through a worker-owned model, share their

lessons and resources for this bridging work and its contributions to the economic empowerment of women.

CINDY ARNOLD has worked for more than 20 years in North Carolina and at the U.S.-Mexico border with grassroots women's organizations focused on securing human rights and promoting community empowerment by weaving together economic development with organizing for economic justice.

YVONNE THOMPSON-FRIEND served as senior staff in the Pennsylvania House of Representatives for sixteen years, directed a federal welfare to work initiative, and designed workforce development initiatives for Greater Philadelphia First. Presently Yvonne serves as Executive Director of Childspace Cooperative Development, Inc.

5) Executive Directors' Clinic (limited to 20 Executive Directors)

This "clinic" provides the opportunity for executive directors to present their most pressing organizational and management development issues for discussion and exploration. To explore these issues, participants will review and apply many different tools, theories, frameworks, and models to assist each executive in developing strategies that best fit their management style and their organization's culture, core competencies, and phase of growth. This interactive clinic is not a prepared presentation, but will instead focus on the issues brought by participants.

ELIZABETH THOMAS has been an organizational and management consultant for 25 years, specializing in nonprofit institutions and growth strategies.

6) Building Organizations that Reflect Our Values: Consciously Creating Organizational Culture

How can our social change values be reflected in the organizations we create? How can we consciously create the organizational culture that best supports our work with clearly defined roles for board, staff, managers and volunteers that work toward a greater mission? How can we enhance our leadership and management capacities and stay true to our values about people and power? Participants will explore the impact of organizational culture on programmatic effectiveness and sustainability. We'll discover the connection

between leadership style and organizational culture and explore how our best values can be lived INSIDE our organizations. New materials, assessment tools, and texts will be provided. Content will be geared to staff at various levels and organizations of all sizes and ages. Concrete examples, models, and tools will be utilized wherever possible.

MARYKAY PENN is an organizational development consultant who advises corporate and not-for-profit clients on issues of strategy, organization, and operations. As head of her own practice, MaryKay brings 13 years of experience in strategic planning, capacity building, diversity management, board development, and collaborative meeting design and facilitation to organizations seeking change.

7) Working the Media: Insider and Outsider Strategies

Our efforts for economic justice are big news, but you wouldn't know it from what's covered on mainstream TV and radio and in newspapers. We need to get beyond our routines of press releases and press conferences and begin to approach the media in a strategic way. We must understand how news decisions are made and why the media operates the way it does. We need to learn to use both mainstream and community press to our advantage - why continue to rely on the corporate press, when we can get trained to do it ourselves! In Part One, participants will receive tips on overall media strategies and begin a media plan that works for their organization, and in Part Two, participants will learn how to make their own media. This session will involve basic hands-on training in writing, radio, or video to equip organizations with their very own freelance journalists (or stringers) able to pitch stories to mainstream media outlets.

DEEPA FERNANDES is a journalist, media activist, and media trainer. She currently anchors the national news program of the Pacifica Network, FRSN, and she reports for the BBC World Service, the ABC and Interworld Radio. Previously Deepa ran the New York office of We Interrupt This Message where she trained women on welfare to better access the media, and she founded and runs Radio Rootz, which works with young people in Harlem around issues of media literacy while training them to be community media makers.

8) Introduction to Microenterprise

Microenterprise development is a poverty alleviation and self-employment strategy for low- to moderate-income people. In a growing field, more and more economic development practitioners are assisting women entrepreneurs to achieve economic self-sufficiency through the establishment or expansion of small enterprises. This workshop is designed to assist community stakeholders in learning the history and trends of microenterprise development in the United States, concepts and methodology, program designs, characteristics of successful programs, and hands-on exercises and case studies on designing a new microenterprise program.

PATRICIA HARRIS is the Executive Director of the Cobb Microenterprise Council, a community/university partnership organization. She has over twenty years experience in entrepreneurship, microenterprise development, youth entrepreneurship, economic development/community initiatives, and organizational and human resource strategic planning. Patricia has spearheaded initiatives in microenterprise development in Minnesota, Illinois, and Michigan.

AGNES NOONAN is the Executive Director of the Women's Economic Self-Sufficiency Team (WESST Corp), a statewide non-profit business assistance organization in New Mexico. She has over 25 years of experience in small business development and management including experience with economic development and small business initiatives in Egypt, Costa Rica and the U.S. In 1995, she was selected as the Small Business Administration's Women's Business Advocate of the Year for New Mexico and she currently serves on the National Women's Business Council and the board of the Association of Women's Business Centers.

9) Grassroots Fundraising: Building an Individual Donor Base

Uncertain economic times make it a greater challenge than ever for small, grassroots organizations to survive. But even as foundations cut back on their grantmaking, individuals continue to give generously. In this workshop, you will learn how to grow a diverse and stable base of individual donors who will support your work year after year. Participants will build skills on: choosing fundraising strategies that work for your organization; integrating fundraising with your program

work; managing your fundraising tasks; building a fundraising team; creating a fundraising plan; and ensuring that your organization can grow and thrive for the long term.

Specific strategies, including special events, personal solicitation for major gifts, and mail appeals, will be covered. The workshop will include exercises and small group discussions. Come prepared to share what has worked in your organization and to describe your challenges.

STEPHANIE ROTH has worked with grassroots, social justice organizations around the country since 1978 as a staff member, board member, volunteer and consultant. She is currently a trainer and consultant in fundraising and board development and the Editor of the Grassroots Fundraising Journal.

MIMI HO is currently a consultant on community organizing, grassroots fundraising, and organizational development. She is the former co-director of Californians for Justice, a statewide organization working to build political power in communities of color.

10) Lobbying at Every Level: Creating Policy Change

Whether you work with a grassroots volunteer group or a national organization, and whether you work on issues of welfare reform, domestic violence, housing, access to higher education, or reproductive rights, achieving policy change for the human rights of women involves the art and science of lobbying – knowing the right decision-maker(s) to pressure, gathering your forces and resources, timing the right action at the right time, and having specific and often reactive policy change serve your organization's larger vision and mission. This session will include exercises and role-plays that cover the spectrum of lobbying strategies and teach lobbying skills to enhance all forms of human rights work from local to national levels.

JACQUELINE PAYNE is the Policy Attorney for NOW Legal Defense and Education Fund, where she works primarily on issues relating to economic justice and violence against women. Jacqueline also teaches "Women and the Law" at Georgetown University. Prior to moving to Washington, DC, she worked as a legal services attorney on the West Side of Chicago.

KALPANA KRISHNAMURTHY is the Co-Director of the Third Wave Foundation, a national foundation supporting young women working toward racial, social, and economic justice. Kalpana's background is primarily in activism and organizing, within reproductive rights, as the national organizer for the Take Our Daughters To Work® Program, and as a campus organizer.

WORKSHOPS AND STRATEGY SESSIONS: FRIDAY, OCT. 10 AND SATURDAY, OCT. 11

Participants should register for a workshop or strategy session on Friday, and a workshop or strategy session on Saturday.

WORKSHOPS

1) Clicks and Bricks: Creating Market Access Opportunities

Many different approaches are used to create market access for small businesses and microenterprises, from print advertising, mail order catalogs, and trade shows to storefront operations. This session will focus on comparing and contrasting the use of e-commerce and storefront retail strategies. Participants will examine case studies of two rural microenterprise organizations that have developed formal marketing venues on behalf of their artisan and service provider clients. Topics include: lessons learned through these initiatives, considerations regarding organizational sustainability and earned income generation, and costs to the non-profit versus benefits to program participants. Participants will assess the viability of such initiatives for their own organization and develop a “roadmap” of key issues to consider.

CLARE ZURAWSKI is Regional Manager for Women's Economic Self-Sufficiency Team (WESST Corp) in Taos, New Mexico. She holds an MBA from the University of New Mexico and has five years' experience as an entrepreneurial consultant, MARKETLINK trainer and web developer for WESST Corp.

KATY CURNYN is responsible for the development and management of Ovation!, the retail store and e-commerce site of Women's Rural Entrepreneurial Network (WREN) that showcases the works of WREN members. She reviews and consults with new and emerging product-based entrepreneurs in assessing quality, image, uniqueness, understanding competition, packaging, pricing, and production.

2) Intergenerational Organizing: Young Women Working for Change

Young people and adults working together to advocate for justice in their communities is a powerful force for positive social change. In particular, within immigrant communities, youth and adult partnerships are effective strategies for developing youth and women's leadership, bridging cultural gaps, and addressing youth and community issues holistically.

In the Youth Build Immigrant Power Project, immigrant youth working on issues of garment worker justice and immigrant rights understand that their experiences as immigrants are intertwined with their mothers' lives. By combining a case study of the work of Asian Immigrant Women Advocates (AIWA) and a scan of the diversity of young women's organizing work around the country, participants will discuss different models of organizing for social and economic justice and explore benefits and challenges of intergenerational organizing. Participants will amass a list of best practices and practical solutions for intergenerational organizing work.

STACY KONO has worked at AIWA for seven years and is currently the Intergenerational Organizer, bridging AIWA's Youth and Chinese Component programs.

KALPANA KRISHNAMURTHY (see bio on page 8)

3) Building the Beloved Community

(This workshop is 6 hours and is limited to 12 participants. Participants should sign up for the workshop on both Friday and Saturday.)

Through discussion, story-telling and experiential exercises, participants will create a safe space to explore principles and strategies of community building across cultures. Limited enrollment is intended to enhance intimacy and trust building. Participants will learn how to replicate the exercises presented in their own work.

PUANANI BURGESS is an activist and poet who works as a community-building facilitator based in Hawai'i.

4) Improving the Workforce System: Strategies for Better Jobs, Wages, and Career Mobility

Women and girls too often find themselves stuck in the low-wage labor market with little hope for advancement. One strategy for addressing this inequity is reform of the workforce development system. This session will provide an overview and case studies of a variety of strategies for improving wages, benefits, and career advancement for women and girls through the workforce development system. The session will focus on program strategies that can improve outcomes, policies at the federal or state levels that could influence positive change, and ways to be involved as a program provider or advocate.

CINDY MARANO is director of the National Network of Sector Partners, which links organizations improving jobs for low-income individuals, their families, and communities through in-depth concentrated systems change work in specific industry sectors. She is based at the National Economic Development and Law Center in Oakland, California. A frequent faculty member at the Institute, Cindy is the former Executive Director of Wider Opportunities for Women.

“The state of the world today demands that women become less modest and dream/plan/act/risk on a larger scale.”

— Charlotte Bunch, Center for Women’s Global Leadership

5) All Human Rights for All: The Intersectional Approach

While issue- and identity-based political organizing has enabled us to deepen our social justice work, it has often been at the expense of understanding how we are all connected. As women we understand that gender is but one of our identities. Other identities like our race, class, religion, sexual orientation, and immigration status all intersect and affect our lives. These intersectionalities must inform our political organizing to ensure that our work promotes all our human rights. Through this workshop, we will explore how human rights’ principles, particularly intersectionality, can enable us to keep our focus on a particular issue while building a broader social justice movement.

MALLIKA DUTT is executive director of Breakthrough: Building Human Rights Culture. She has been a human rights advocate for over 20 years at the forefront of the movement for women’s human rights as well as applying human rights principles to U.S.-based organizing. She is a co-founder of Sakhi for South Asian Women, and was formerly the Program Officer for Human Rights at the Ford Foundation’s New Delhi Office.

6) Individual Development Accounts: Building Wealth for Families and Communities

Individual Development Accounts (IDAs) are emerging as one of the most promising tools that enable low-income American families to save, build assets, and enter the financial mainstream. This training will provide participants with an overview of IDAs and asset-building practice and policy as the foundation for strengthening community economic development efforts. This session also provides an overview of IDA program components and will provide participants with the skills and knowledge to make the case for asset-building, explain to others how IDAs can be integrated into their current programs and organizations, and begin to design an IDA program that meets the needs of their target market and communities.

*TIFFANY ENG is currently at the East Bay Asian Local Development Corporation in Oakland, CA and leads Program Development and Communications for the Asset Development Team. She is also an independent consultant providing organizations with training and technical assistance in designing and implementing IDA programs. Previously, she worked for the Corporation for Enterprise Development as a Program Manager and for East Bay Asian Local Development Corporation as an AmeriCorps*VISTA volunteer.*

7) Understanding and Using an Economic Human Rights Model

Article 23 of the Universal Declaration of Human Rights guarantees the right to a job at a living wage, just conditions of work, the right to organize, and free choice of employment. Yet violations of these rights occur everyday in the United States. In this workshop, participants will learn how a human rights framework can be used in anti-poverty work in the United States.

Participants will explore how and why the Kensington Welfare Rights Union decided to use a human rights analysis, how it is applied on local and national levels, and many of the opportunities and challenges. The workshop will focus on the nuts and bolts of this model of economic human rights and how it can be incorporated into social justice work.

CHERI HONKALA is the founder and director of the Kensington Welfare Rights Union and the national spokesperson of the Poor People's Economic Human Rights Campaign. A formerly homeless mother, she has dedicated herself to building a movement, led by the poor, to end poverty in the United States.

CATHERINE ALBISA is the program coordinator for the Human Rights in the US program at the Center for Economic and Social Rights (CESR). Ms. Albisa has also worked with the Poor People's Economic Human Rights Campaign since 1999, preparing legal petitions, fact sheets, and other human rights literature for campaign use.

8) **Quality Jobs=Quality Care: A Caregivers Living Wage Campaign**

This workshop will provide an overview of and lessons learned from the current Caregivers Living Wage Campaign organized by National Interfaith Committee for Worker Justice, Service Employees International Union (SEIU), Paraprofessional Healthcare Institute (PHI) and over a dozen other national religious, labor, disability rights, and health care provider organizations. The Campaign, officially called Quality Care through Quality Jobs, is designed to improve wages, benefits and working conditions for caregivers in the health field. The workshop will provide concrete resources and training for similar campaigns by reaching out to allies in the community, using the available resources, organizing local advocacy efforts with elected leaders, and working with the media. Concrete strategies will be discussed for those working on similar campaigns in other sectors.

KIM BOBO is founder and Executive Director for the National Interfaith Committee for Worker Justice. Prior to this, she was a trainer with the Midwest Academy and Director of Organizing for Bread for the World for ten years. She is also the co-author of the best-selling organizing manual, *Organizing for Social Change*.

“..We began to understand that ‘welfare reform’ the new law passed in our country was in itself a violation of our human rights. As we traveled this country, we demanded a right to a job at a living wage. All people wanted was an ability to provide for their families”

— Cheri Honkala,
Kensington Welfare Rights Union

STRATEGY SESSIONS

Strategy Sessions provide participants with structured time to strategize around key issues in the field and design collaborations and political initiatives that promote social change.

1) **TANF - Making the Law Work in Your State**

As Congress discusses reauthorization of Temporary Assistance for Needy Families (TANF), it seems evident that this law will not be an open door to training, education, and services that move families out of poverty. As advocates, we will need to look for ways to shape state programs that provide low-income families with real opportunities for economic security and protect them from harm.

This strategy session will review the status of TANF reauthorization and highlight opportunities for activism in your state. Before the Institute, participants will choose a few key areas on which to focus. During the session, the group will draw on past experience and new ideas to generate practical strategies for action. Focus areas may include: strategies for making the most of childcare protections; ensuring your state does not invest dollars in discriminatory marriage promotion programs; or finding the teeth in the civil rights safeguards.

If Congress has not reauthorized TANF, the workshop will shift its focus toward a reauthorization bill that incorporates progressive provisions, such as access to education, services to address barriers, and stronger civil rights protections, as well as strategies for defeating dangerous provisions currently under debate.

JACQUELINE PAYNE (see bio on page 7)



2) Using Human Rights to Change Public Policy: Local and National Strategies

Despite its criticism of human rights abuses abroad, the United States consistently fails to recognize and protect some globally accepted human rights—economic, social, and cultural—within its own borders. United States noncompliance with these international standards is particularly harmful to people, mostly women and people of color living in poverty in the U.S. Increasingly, organizing and advocacy groups working on single issues around economic justice, including welfare, education, or health, are beginning to look for ways to hold their government accountable to global norms and standards. Human rights offers a framework to discuss these single issues collectively, demand government accountability to higher standards, and connect local struggles to global economic justice movements. This session will discuss strategies to use human rights, the importance of human rights language in addressing economic justice, and human rights advocacy. We will look at two US organizations that have used human rights to change public policy.

KRISHANTI DHARMARAJ is Executive Director of Women's Institute for Leadership Development (WILD) for Human Rights. Through her work at WILD for Human Rights, Krishanti works to impact both local and national policy by implementing international human rights standards. She also designs and conducts training for local women and girl activists on the relevance of human rights in their lives.

EJIM DIKE serves as Program Coordinator at the Human Rights Project of the Urban Justice Center, a group that works to strengthen a human rights-based approach to public policy and social justice activism. The Human Rights Project is currently working to implement two United Nations conventions in New York City.

3) Microenterprise - What Is the State of the Field?

Microenterprise approaches took hold in the U.S. during the mid-1980s. Almost 20 years later, practitioners are assessing their work and exploring its impact. In this session, participants will address such questions as: Is microenterprise accomplishing what we set out to do? How can it link with a larger anti-poverty agenda that addresses the multiple needs of low-income women? How can it be combined with policy at the state and national level? What are the next steps in creating jobs that meet women's full spectrum of needs?

People active in microenterprise are encouraged to bring descriptions of their programs, their latest data, research, policy briefs, and evaluations to share with other participants in this strategy session.

(Note: This is a session for those already working in or familiar with the field of microenterprise. For those new to the field, there is a six-hour Introduction to Microenterprise class.)

ELIZABETH WILLIAMS, the Association for Enterprise Opportunity's Training and Technical Assistance Manager, was most recently the Director of Community Development for Goodwill Industries of North Georgia, Inc. She brings over two decades of experience in corporate America as an entrepreneur, and in women's empowerment. She developed

and led Georgia's premiere entrepreneurial training program for women, BusinessNOW, the Business Neighborhood Organization for Women, and Co-founded GMEN, the Georgia Micro Enterprise Network.

4) Building Solidarity Across Borders and Communities *(Participants must sign up for both Friday and Saturday)*

Many types of borders – national, linguistic, and special economic zones – keep women and their communities from recognizing how all of us are interconnected in the global economy. Whereas capital flows freely across these borders, people face many challenges in working across these divides, and one side of the border often benefits at the expense of the other. In contrast, the human rights frame calls for women leaders to work from a global framework that links international to domestic. This two-part strategy session will take advantage of the proximity to the Mexico-US border and the participation of women's groups from both sides of the border to explore the newest strategies to build solidarity. This session will also look at strategies to bring migrant and immigrant communities and established communities together to work for economic justice.

ESTHER CHÁVEZ started Casa Amiga, a crisis center, in 1999 in Ciudad Juarez to call attention to the human rights violations of the hundreds of women who have disappeared or have been murdered while working in the maquiladoras and to bring these cases to justice in the Mexican courts.

LEAH WISE is the Executive Director of the Southeast Regional Economic Justice Network (REJN). The REJN has a 12-year history of bringing black and Latino people together to collectively battle injustices that face working-class folks all over the South and beyond.

CIPRIANA JURADO, is a bi-national organizer with the Border Justice Campaign and Women's Commission of the Southwest Network for Economic and Environmental Justice (SNEEJ). SNEEJ is a coalition of people of color activists and grassroots organizations from across the southwestern United States and Mexico, and promotes regional strategies and perspectives on environmental degradation and other social, racial, and economic injustices.

GENERAL INFORMATION

THE INSTITUTE'S SITE:

The 12th Annual Institute for Women's Economic EmPOWERment will convene at the Lakeway Inn & Resort Center located on Lake Travis in Austin, Texas. The center provides separate buildings for classes, housing, and meals surrounded by breathtaking views of Lake Travis. The meeting and lodging rooms are wheelchair accessible.

Lakeway offers a multitude of amenities including fitness facilities, swimming pools, heated outdoor whirlpool, grass volleyball courts, jogging trails, bicycles, board games, billiards, deer and bird watching along the Hamilton Greenbelt, and Spa Services. There is also a full-service marina adjacent to Lakeway Inn & Resort in a deep part of Lake Travis, which features a wide range of facilities and water recreation activities.

CHILDCARE

The Institute is designed to allow women to create a space away from the demands of work and family for learning, networking, and renewal. We also recognize that in order to attend, some participants may need to bring their children to this event. The Institute is able to provide free on-site childcare to a limited number of participants on a first come, first served basis through an on-site nanny service, Mom's Best Friend (www.momsbestfriend.com). Participants are responsible for all travel arrangements for their children. To request childcare, please contact Caroline McAndrews at (212) 709-4300 by **Aug. 29, 2003**. Due to limited capacity, we recommend that you contact us as early as possible with your childcare request.

TRANSLATION

The Institute will provide simultaneous Spanish/English translation in all of the plenary sessions and in many of the classes and workshops. To assist us in planning for adequate translation services, please identify your translation needs on the registration form.

TRAVEL ARRANGEMENTS

If you are traveling by air, you should plan to arrive at Austin International Airport between noon and 4:00 p.m. on Thursday, Oct. 9 and depart on Sunday, Oct. 12 after 1:00 p.m.. Our official airline for the 12th Institute is American Airlines. To purchase your tickets, please call (800) 433-1790 by Sept. 9, 2003, to receive up to a 10 percent discount on your fare. Please use travel code A5933AH. Once you have booked your airline ticket, please fax a copy to (212) 742-1653, Attn: Ms. Institute to secure ground transportation.

CONFERENCE FEES AND SCHOLARSHIPS

TUITION

The total registration fee for the 12th Institute is \$550. **This fee is all-inclusive.** It includes:

- tuition;
- conference materials;
- a shared double room for four days and three nights;
- all meals; and
- round trip ground transportation between Austin International Airport and Lakeway Inn & Resort.

Fees for those requesting a single room and for those commuting differ (see registration form for prices). Please note that all lodging rooms are non-smoking. You will need to cover your incidental charges with a credit card or with a cash deposit of \$50.

Please note: If you arrive at Lakeway Inn & Resort earlier than Thursday or stay later than Sunday, you will need to pay Lakeway Inn & Resort directly for the extra days (room, tax, food, and incidentals such as phone calls, in-room movies, items at the gift shop, etc.). Extra days are based on availability. Contact Lakeway Inn & Resort directly regarding availability and additional costs.

SCHOLARSHIPS

The Ms. Foundation is committed to making sure that the cost of the Institute does not pose a barrier to participants from organizations with limited financial means. Financial Aid is available to a limited number of participants who need support. If you seek a scholarship, please submit your Registration Form and your non-refundable deposit with a letter (no more than two paragraphs) describing your current economic/community development activities, how attendance at the Institute will help you and your organization, and the amount of the scholarship requested by Aug. 29, 2003. Early submission will help facilitate a prompt reply to your request. Participants can also apply for scholarships electronically by submitting your request to msinstitute@ms.foundation.org. Upon receipt, you will be contacted by a member of the Institute staff.

THE REGISTRATION PROCESS

Registrations are accepted on a first come, first served basis. To ensure that classes remain small and provide opportunities for information sharing and problem solving, total Institute enrollment is limited to 250 people. We strongly encourage you to register at your earliest opportunity.

Once your registration is processed, you will receive a confirmation package with further details about your attendance at the Institute.

There is a limit of four participants from any one organization. We encourage organizations to bring women under 30 to promote leadership of the next generation, as well as board members and community leaders involved in your organization.

We are extremely pleased this year to offer online registration. We strongly encourage participants to register online at: www.ms.foundation.org/events-Institute.

SPECIAL OPPORTUNITIES AT THE INSTITUTE

The Institute offers participants many informal opportunities to meet, exchange ideas and products, and learn more about others' programs and perspectives.

TALKING CIRCLES

Participant-organized Talking Circles offer an exceptional opportunity to gather informally and discuss issues of concern and importance. Any Institute participant can organize a Talking Circle on any issue. Past Circles have included a women of color and southern regional caucus, a Circle on young women's leadership, and a debriefing on the World Conference on Racism. We encourage participants to take the lead in forming a Talking Circle by indicating this choice on the registration form. Participants are contacted with the confirmation of the Circle and can identify the topic at that point. All Talking Circles will meet from 7:30 p.m. – 8:30 p.m. on Friday, Oct. 10.

COMMUNITY ROOM & MARKETPLACE

A unique and wonderful feature of the Institute is its emphasis on expression of community and on creating community space. The Community Room will provide space for participants to come together, share culture, strategize, and network in ways that represent the individual and collective. This year, the combined community room and marketplace will be a place to connect and re-connect throughout our time together. Participants are encouraged to display and gather organizational newsletters, brochures, or even show a video about your organization, program, or community. If you plan to ship materials or products for display, send them to arrive between Oct. 3 and Oct. 8. All materials should be addressed to: Ms. Foundation Institute Marketplace, c/o Lakeway Inn & Resort, 101 Lakeway Drive, Austin, TX 78734. Mark your name and arrival date on the box(es).

The Marketplace offers participants an opportunity to sell items made by program clients or other women-owned enterprises in their home communities. Display space is free but limited so

we ask participants to indicate their interest in selling items in the marketplace on the registration form. We will contact you at a later date to confirm your participation and provide you with instructions for shipping and set-up.

CULTURAL OPPORTUNITIES

Woven throughout the Institute are opportunities to celebrate, play music, read poetry, dance, create collective art, and engage in many other activities. Cultural opportunities at the Institute provide participants with an opportunity to express themselves in new ways, creating new moments of insight and energy. We encourage participants to contribute to the culture of the Institute both before the event and on-site. If you would like to contribute suggestions or volunteer for cultural activities, contact us at (212) 709-4300, or indicate your interest on the registration form.

EVENINGS AT THE INSTITUTE

The Ms. Institute has a tradition of energetic and inspiring cultural celebrations and events in the evenings. We encourage participants to join us for evenings of song, music, poetry, spiritual, and cultural expression on Friday and Saturday evenings. On Saturday night, our cultural festivities will conclude with a FIESTA!! of music and dance.

REGISTRATION FORM

**OCTOBER 9-12, 2003
LAKEWAY INN & RESORT
AUSTIN, TEXAS**

REGISTRATION DEADLINES:

The deadline for registration is Sept. 18, 2003. This includes registration forms and a non-refundable \$65 deposit via check or credit card. Please note — the earlier you register, the better your chance of being assigned to your first choice of class and workshop.

We encourage you to register online at www.ms.foundation.org/events-Institute.html

If not registering online, please complete a copy of this form for each person attending from your organization (please print or type in black). Photocopy the form for additional registrants, as needed. Use one form per person.

I. YOUR CONTACT INFORMATION

First Name Last Name

First Name for Badge (if different than above)

Position

Organization

Address

City State Zip

Phone Fax Email

Name of person to Contact in an Emergency:

Relationship Phone (Day) (Eve) (.....)

Have you attended an Institute in the past? Yes If so, what year(s)? No

II. ORIENTATION SESSIONS

- This is my first Institute and I plan to participate in a one-hour orientation session on Oct. 9
- I have previously attended an Institute, but plan to participate in a one-hour orientation session on Oct. 9 to learn how to make the most of my 12th Institute experience

Orientation Session Times:

- 2:00 p.m. – 3:00pm OR
- 3:00 p.m. – 4:00 p.m.



III. SELECT YOUR CLASSES AND SESSIONS

SIX-HOUR CLASSES

Please register for one six-hour class. Please indicate your 1st, 2nd, and 3rd choice. Classes are assigned on a first come-first served basis so register early!

2:00 p.m. – 5:00 p.m., Friday, Oct. 10 and continuing 9:00 a.m. – 12:00 p.m., Saturday, Oct. 11.

Accountable Community Economic Development: Follow the Money	
Stir It Up: Direct Action Organizing for Economic Justice	
Financial Management Techniques for Nonprofit Organizations	
Just Development and Developing Justice: Bridging Economic Justice and Development	
Executive Director's Clinic (limited to Executive Directors)	
Building Organizations that Reflect Our Values: Consciously Creating Organizational Culture	
Working Media: Insider and Outsider Strategies	
Introduction to Microenterprise	
Grassroots Fundraising: Building an Individual Donor Base	
Lobbying at Every Level: Creating Policy Change	

THREE-HOUR WORKSHOPS OR STRATEGY SESSIONS

Please choose one three-hour workshop or strategy session on Friday, Oct. 10 (9:00 a.m. – 12:00 p.m.) and choose one three-hour workshop or strategy session on Saturday, Oct. 11 (2:45 – 5:45 p.m.)

Please indicate your 1st, 2nd, and 3rd choices. Sessions are assigned on a first come, first served basis, so register early!

Workshops: Friday, Oct. 10 (9:00 a.m. – 12:00 p.m.)

Clicks and Bricks: Creating Market Access Opportunities for Small Businesses	
Building the Beloved Community—Part I <i>(This workshop is 3 hours on Friday and 3 hours on Saturday, and is limited to the same 12 participants. Do not register for just one day)</i>	
Improving the Workforce System: Strategies for Better Jobs, Wages and Career Mobility	
All Human Rights for All: The Intersectional Approach	
Individual Development Accounts: Building Wealth for Families and Communities	



Strategy Sessions: Friday, Oct. 10 (9:00 a.m. – 12:00 p.m.)	
Using Human Rights to Change Public Policy: Local and National Strategies	
Building Solidarity Across Borders and Communities—Part I <i>(Please register for both parts of this workshop)</i>	

Workshops: Saturday, Oct. 11 (2:45 – 5:45 p.m.)	
Intergenerational Organizing: Young Women Working for Change	
Building the Beloved Community—Part II <i>(This workshop is 3 hours on Friday and 3 hours on Saturday, and is limited to the same 12 participants. Do not register for just one day)</i>	
Quality Jobs=Quality Care: A Caregivers Living Wage Campaign	
Understanding and Using an Economic Human Rights Model	

Strategy Sessions: Saturday, Oct. 11 (2:45 – 5:45 p.m.)	
TANF – Making the Law Work in Your State	
Microenterprise – What is the State of the Field?	
Building Solidarity Across Borders and Communities—Part II <i>(Please register for both parts of this workshop)</i>	



IV. INSTITUTE EVENTS

Please let us know of events and activities that are of interest to you.

TALKING CIRCLES: Friday, Oct. 10, 7:30 – 8:30 p.m.

- I would like to organize a talking circle.

COMMUNITY ROOM/MARKETPLACE

- I plan to bring materials to share in the Community Room. I will be responsible for all shipping both to and from the Institute.
- I am interested in selling items in the Marketplace. I understand that I must staff my Marketplace area during designated hours.

(Please note: Security will not be provided in the Community & Marketplace Room.)

VIDEO/FILM FEST

- I plan to bring videos about my organization to share in the Community & Marketplace Room.

V. CULTURAL AND MEDIA WORK

- I am interested in connecting with other women who are interested in music, art, poetry, dance, storytelling, and other types of cultural work.

The type of cultural work I do is:

- I would like to provide a cultural activity or expression at the FIESTA!!

VI. TRANSLATION NEEDS

- I will need Spanish/English Translation. (Please note: translation request must be submitted with registration by Aug. 29.) We will do our best to provide simultaneous translations for the plenaries and for all sessions where there is a request.

VII. SPECIAL NEEDS

- Vision
- Mobility
- Hearing
- Dietary

VIII. ACCOMMODATIONS

If you are staying at the Lakeway Inn, hotel accommodations will be made for you for the nights of Oct. 9, 10, and 11. Please let us know if you have a preferred roommate. **Please note: roommates will be assigned by Ms. Foundation staff if you have no preference.** Participants have the option to request single occupancy at an additional cost. All guest rooms are non-smoking.

- I would like to share a room with:

(name of someone from your organization or someone else you know who will be attending the Institute)

- I prefer a single room and have acknowledged the additional costs

IX. REGISTRATION FEES

12TH INSTITUTE FEE SCHEDULE: PLEASE CHECK THE ONE OPTION FOR WHICH YOU ARE REGISTERING.

- Tuition, Meals, Shared Housing (3 nights), and Transportation to and from the airport to Lakeway Inn & Resort \$550 per person
- Tuition, Meals, Shared Housing (3 nights) and No Airport Transportation \$500 per person.
- Tuition, Meals, Single Housing (3 nights), and Transportation to from the airport to Lakeway Inn & Resorts \$825 per person.
- Tuition, Meals, Single Housing (3 nights) and No Airport Transportation \$775 per person.
- Tuition, Meals without Housing or Transportation for 3 days \$260 per person.

**You will be responsible for personal expenses incurred while you are at Lakeway Inn (phone calls, faxes, video rentals, bar tab) at the time of check-out and will, at check-in, be required to furnish a credit card or a cash deposit of \$50 in order to use the room telephone and charge to your room.*



I will not be staying at Lakeway Inn & Resorts. You can reach me in the Austin area at:

.....

Phone Fax Email

VII. PAYMENT METHOD

For those not registering online, please send registration form and payment to:

**Ms. Foundation for Women Institute – 2003
Ms. Foundation for Women
120 Wall Street, 33rd Floor
New York, NY 10005**

Registration must be accompanied by a \$65 non-refundable deposit or full payment. All registrations received without deposit will be returned.

PAYMENT (CHECK ONE)

- Enclosed is the full fee due, including the non-refundable \$65 deposit
- Enclosed is a non-refundable \$65 deposit toward my enrollment (my registration will not be processed without a deposit). I understand that the balance will be due upon my arrival at the Institute, and that I can pay the balance due only with a check or cash; credit cards will NOT be accepted on site.
- Enclosed is a non-refundable \$65 deposit. I would like to be considered for financial aid and have attached the required statement of need (see page 13) including the amount of aid requested.

Total Amount Enclosed: \$.....

Make all checks payable to the **Ms. Foundation for Women – 2003 Institute**. If paying for multiple registrants with one check, the individuals' names must be on the check.

Or charge to my credit card below:

- MasterCard VISA American Express

Credit Card Number:

Expiration Date:

Billing Zip Code
(must have to process credit card)

- Please charge me only the \$65 for my deposit
- Please charge me for the total registration fees.

Signature

Print Name



IMPORTANT INSTITUTE INFORMATION

You may register online at www.ms.foundation.org/events-Institute

ORGANIZATIONAL PROFILE INFORMATION

A participant directory will be provided to each registrant and will include information about each person and organization represented. Please email a description of your organization (no more than 50 words) to: msinstitute@ms.foundation.org. Please be sure to include your name and your contact information.

MEALS

Your Institute registration includes all meals beginning with dinner on Thursday, October 9 through lunch on Sunday, October 12.

CLASSES AND WORKSHOPS

Every attempt will be made to place you in the class and workshop of your choice. Participants will be accepted into classes and workshops in the order in which their registration is received. Workshop and class sizes are limited, so the earlier you register, the better your chance of being placed in your first-choice class and workshop. Please visit the website for updates and/or changes in the program agenda.

CANCELLATION POLICY:

Substitutions will be accepted at any time. Cancellations will be subject to a forfeit of your deposit. All refunds will be made after the Institute. All refunds will be issued by check regardless of payment method. All cancellations and substitutions must be made in writing and mailed to: Ms. Foundation for Women Institute – 2003, Ms. Foundation for Women, 120 Wall St., 33rd Floor, NY, NY 10005, or faxed to (212) 742-1653, or emailed to msinstitute@ms.foundation.org.

NEED MORE INFORMATION?

Please visit the website at www.ms.foundation.org/events-Institute for exciting updates and to register.

If you would like to reach a member of the Institute staff at the Ms. Foundation, please call (212) 709-4300.



Mission Statement

The Ms. Foundation supports the efforts of women and girls to govern their own lives and influence the world around them. Through its leadership, expertise and financial support, the Foundation champions an equitable society by effecting change in public consciousness, law, philanthropy and social policy.

Beliefs and Values Statement

Our work is guided by our vision of a just and safe world where power and possibility are not limited by gender, race, class or sexual orientation. We believe that equity and inclusion are the cornerstones of a true democracy in which the worth and dignity of every person is valued.

12TH INSTITUTE PLANNING COMMITTEE

INSTITUTE ADMINISTRATION

Ms. Foundation for Women

Yma Gordon, Program Officer,
Economic Development

Berta Colón, Program Officer,
Economic Justice (formerly)

Caroline McAndrews, Program
Associate, Economic Security

Anna Wadia, Director of Program

Dana Veerasammy, Program Associate,
Economic Justice (formerly)

Yin Ling Leung, Institute Consultant

The Balcom Group

INSTITUTE PARTNERS

Cindy Arnold, El Puente Community
Development Corporation

Kendra Fox-Davis, Center for Third
World Organizing (formerly)

Jacqueline Payne, NOW Legal Defense
and Education Fund

Miriam Karanga, Arkansas Women's
Business Development Center,
Southern Financial Partners

Raquel Lavina, Ella Baker Center
for Human Rights

Dorothy Q. Thomas, Consultant
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for New Americans

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Kelly Parisi, Director
of Communications

Donna Wall, Foundations and Corporate
Relations Officer

Susan Wefald, Director
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Local Development Corporation

Maureen Fenlon, Community
Activist/ Cultural Worker

Maria Elena Del Valle, Support Center
for Nonprofit Management

Puanani Burgess,
Activist/Poet/Consultant

Yrene Espinoza, La Mujer Obrera

OUR THANKS TO THE FOLLOWING FUNDERS OF THE 12TH INSTITUTE:

Ford Foundation

C.S. Mott Foundation

J.P. Morgan Chase Foundation

Sara Lee Foundation

Household International

Wells Fargo Foundation



FORD FOUNDATION



Ms. Foundation for Women
120 Wall Street, 53rd Floor
New York, NY 10005

Institute for Women's Economic EmPOWERment

