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COMMISSION OVERVIEW

The Massachusetts Commission on the Status of Women (MCSW) is an independent state agency that is comprised of nineteen appointed Commissioners. The Governor appoints five Commissioners; the Senate President appoints four Commissioners; the Speaker of the House of Representatives appoints four Commissioners; and the Caucus of Women Legislators appoints six Commissioners.

Commissioners are selected from throughout the Commonwealth and are a diverse group of committed women. Commissioners volunteer their time to work with the Commission's staff on programs, legislation, and constituent services. This year, as always, the Commission's work was guided by the Commission's mandate "to provide an effective voice for women in the Commonwealth."

The Commission meets regularly on the fourth Wednesday of each month, except in July and August. Special guests and speakers are often invited to the monthly full Commission meetings to educate Commissioners and help broaden their perspectives.

OUR MISSION

The Massachusetts Commission on the Status of Women exists to advance women toward full equality in all areas of life and to promote rights and opportunities for all women. The Commission provides a permanent, effective voice for women across Massachusetts.

THE COMMISSION IS EMPOWERED TO:

- ◆ Study, review and report on the status of women in the Commonwealth
- ◆ Advise executive and legislative bodies on the effect of proposed legislation on women
- ◆ Inform leaders of business, education, health care, state and local governments, and the communications media of issues pertaining to women
- ◆ Provide referrals and serve as a resource of information on issues pertaining to women
- ◆ Identify and recommend qualified women for positions at all levels of government
- ◆ Promote and facilitate collaboration among local Women's Commissions and among women's organizations in the state
- ◆ Serve as a liaison between government and private interest groups concerned with issues affecting women.

OUR VISION

The Massachusetts Commission on the Status of Women (MCSW) envisions a future where Massachusetts' women will have the benefit of full equality in all areas of their lives. A state where the rights and opportunities for all women are equivalent to those of their peers. Most importantly, a state where ALL women's voices are heard and acknowledged.

MCSW's COMMISSIONERS

(As of June 30, 2006)

Appointing authorities are designated as follows: (G)-Governor, (S)-Senate President, (H)-Speaker of the House of Representatives and (C)-Caucus of Women Legislators.

Ellen Calmas

Kathleen Casavant, Chair (S)

Treasurer of the Massachusetts AFL-CIO.

Linda Cavaoli

Gloria Coney (C)

Lianne Cook (C)

Executive director of Health Quarters.

Helen Corbett (H)

Communications Director of Corbett & Lalli

Erika Ebbel

Donna Finneran (H)

Co-owner of "Just Perfect!" a small gift basket business.

Marianne Fleckner (G)

Deputy Commissioner of Administration and Finance at the Massachusetts Department of Conservation & Recreation (DCR).

Mary K. Grant, Ph.D

President of Massachusetts College of Liberal Arts.

Catherine Greene, Esq., Secretary (G)

Executive Director of the Suffolk County Family Justice Center.

Elizabeth Houlihan (C), Vice Chair

Helen Jackson, MD (H)

Obstetrician and gynecologist in private practice.

Judith Kurland

Roseanna Means, MD (C)

Founder, President and Executive Medical Director of Women of Means, Inc.

Angela Menino (C)

John Hancock Financial Services.

Carol Pimentel (C)

Director of Internal Audit and Administrative Services at the University of Massachusetts Dartmouth (UMD).

Susana Segat (S)

Founding President of SEIU Local 888.

Greer Tan Swiston (G), Treasurer

Software Engineer.

STAFF

Linda Brantley, Executive Director

Paula Daddona, Program Manager / Webmaster

Jill Ashton, Outreach Coordinator

Darlene Kelter, Administrative Assistant

INTERNS

The MCSW has set up arrangements with colleges and universities to ensure ongoing stream of interns manage the Intern Program has vastly improved recruitment, intern quality and quantity and output. We are confident that we will have the assistance we need in the future, all unpaid, although most receive college credit for their experience.

We have discussed more formal arrangements with three colleges – UMASS Boston CWPPP, Harvard's JFK School of Government and Simmons College. Most are cautious about guaranteeing interns every semester as students self select opportunities. We will continue discussions.

The Commission would like to thank and acknowledge the following interns for their valuable contributions this fiscal year:

Summer 2005

Bethany Gerstein Jun-05 Aug-05 Brown University Women's Equality Day

Linda Sabatello Jun-05 Aug-05 Boston College Database

Luccinda Wray Jun-05 Aug-05 Wider Horizons Program (Irish) Administrative Intern

Fall 2005 / Winter 2006

Johanna Bernstein Sep-05 Jan-06 Northeastern University Status report/Research Collaborative

Stacie Hargis Sep-05 May-06 Program for Women in Politics and Public Policy, UMass Boston
Legislative Intern/Graphics and Web

Evan Kulman Sep-05 Oct-05 Simmons College Communications Intern

Alexis DelViscio Feb-06 Aug-06 Lesley College MWRRN/Fundraising/Press Room

Emily MacDonald Feb-06 May-06 Suffolk University MWRRN

Spring 2006

Jessica Anderson May-06 Aug-06 Tufts University Research Collaborative/Status of Women in Counties

Rheanne Wirkkala May-06 Sep-06 Boston University Advisory Councils/New Commission tool kit

Sally Pendergast May-06 Aug-06 Connecticut College Status of Women in Counties/Legislative research

Tamara Wyzanski Jun-06 Aug-06 Bates College Database/Pay Equity/Admin.

Carolyn McMenemy Jun-06 Aug-06 Boston University MassGAP/Legislative tracking for 183 and 184 sessions

Daria Auerbach Jun-06 Aug-06 University of Pennsylvania Database/MCSW printed materials

EXECUTIVE SUMMARY

Fiscal Year 2006 was one of great expansion and accomplishment for the MCSW. Key achievements include:

◆ **Follow-up study completed by intern to determine the impact of state budget cuts on the women of Massachusetts since the release of 2004 report**

Real Cuts, Real People, Real Pain 2006 completed by graduate student from Harvard's JFK School of Government (and former intern at the MA Budget & Policy Center who created the initial report) at no cost to MCSW

Part of the Massachusetts Commission on the Status of Women's (MCSW) mission is to study and report on the Status of Women in Massachusetts. Therefore, this year the MCSW, for the first time, commissioned an analysis of how state budget cuts enacted during the fiscal crisis have impacted the lives of women and families in the Commonwealth. The Commission contracted with the Massachusetts Budget and Policy Center (MBPC) to conduct an analysis of the *Real Cuts - Real People - Real Pain; The Effects of the Fiscal Crisis on Women and Girls in Massachusetts*

The MBPC analyzed budget data and other evidence to examine the effects of changes in access to services such as education and higher education, job training, child-care, and healthcare on the economic security and life opportunities of Massachusetts' women and families. It also examined the policy choices that led to service cuts. Results of the study were released in December 2004.

This comprehensive report contains data of use to nearly every segment of society and the MCSW believes the results will contribute significantly to the public debate about future options.

◆ ***The Unsung Heroine Award Luncheon***

Grew the Unsung Heroine Luncheon statewide and Staff committees w/volunteers. Increased attendance from 300 to 460. Increased profit from \$16,000 to \$22,642 240 Community Unsung Heroines Honored on 3/3. 8 MA Heroines Honored 3/22. Created online payment capability

The Commission held its third annual signature event, the Unsung Heroine Award Luncheon. Held on April 1st, the event honored four women who had, as Mrs. Roosevelt (the chairperson of the first President's Commission on the Status of Women) urged, "Done the thing that they (or others) thought couldn't be done" for the women of Massachusetts.

The Unsung Heroine Awards were presented at a luncheon held at the Fairmont Copley Plaza Hotel and was attended by three hundred people. The keynote speaker was David D'Alessandro, former Chairman and CEO of John Hancock Financial Services.

Honorees included: Marie Celestin of Boston, Linda Herman of Hull, Deborah Netto of Falmouth, and Lee Nugent of Revere. Each of these honorees represents the spirit of the Eleanor Roosevelt Unsung Heroine Award.

Part of the Commission's mission is to provide referrals and serve as a resource of information on issues pertaining to women. Proceeds from this event will be utilized to create a comprehensive online and in-house resource and referral center, which will connect women from throughout Massachusetts to the

information, services, agencies, and organizations that can assist them and their families. This network will place information at their fingertips, accessible from their home or any public computer.

◆ **Legislative advocacy to shape the state’s public policy agenda for women**

The Commission expanded its activity in the legislative arena, actively participating in the legislative process by testifying on behalf of legislation it had endorsed as well as other key pieces of legislation that would impact the women of the Commonwealth. It participated in several groups that met regularly to discuss and craft legislative agendas and strategies in specific areas. The Commission laid the groundwork to have even more of a voice in this area by commissioning a budget analysis to determine how state budget cuts enacted during the fiscal crisis have impacted the lives of women and families in the Commonwealth. The results of this analysis will allow the Commission to give lawmakers and public policymakers the tools and information they need to create positive change.

◆ **Collaborations and partnerships that addressed key women’s issues and lay the groundwork for meaningful change**

The Commission used the adage, “Alone we do good things, together we achieve great things,” to the fullest and agreed to, and sought out, partnerships that drew together collective input and energy to work effectively on meaningful issues. Key partners included its appointing authorities, particularly the Massachusetts Caucus of Women Legislators, statewide organizations devoted to women and their issues, colleges and universities with women’s programs and many more. Further examples of these partnerships are outlined later in this report.

Co-hosted MA Governor’s Conference for Women

Attended by 3,000 women

Broadly distributed collateral builds MCSW visibility

Helped create Women Are Veteran’s Too! Event to recognize and honor women’s military contributions

Held Women’s Equality Day celebration

Helped create “State of the State of Women & Girls in MA Address”, held at the State House and attended by over 300 people

◆ **Developing alternative sources of funding to augment the Commission’s inadequate operational budget**

The Commission implemented language in its enabling legislation that allowed it to accept donations and funding from outside sources to offset operating expenses and fund special projects. A trust fund was established for the MCSW in order to create an ongoing repository for donated funds that remain within the Commission’s control. The Commission is extremely grateful to the following donors who contributed this year:

- Verizon
- Citizens Bank
- Corbett & Lalli
- Steve Grossman, President, Mass Envelope Plus
- E.H. Houlihan & Associates
- MNA (Massachusetts Nurses Association)
- Menino Committee
- O’Neill and Associates, LLC
- Pricewaterhouse Coopers LLP
- DO YOU LIKE THIS FORMAT?

In addition, the Commission was fully appointed and staffed to the level allowed by its budget. The MCSW welcomed new faces and bid adieu to others, grateful to each for their involvement and support of the Commission.

Retiring from the Commission were Commissioners:

- *Martha (Martie) Chadwick*
- *Mary Reardon Johnson*
- *Kateri Walsh of Springfield*

The Commission welcomed:

- *Ellen Calmas of Chestnut Hill*
- *Linda Cavaioli of Worcester*
- *Erika Ebbel of Cambridge*
- *Judith Kurland of Brookline*

In the last month of the fiscal year the Commission undertook a strategic planning session that, along with the results of the Budget Analysis, will well position the commission for its work in the coming fiscal year.

The Commission welcomes you to join with us during these very exciting times. Outside participation and support is always greatly appreciated.

COMMISSION OFFICERS AND SUBCOMMITTEES

The Commission is governed by bylaws that guide its operation and outline the election of officers and the committee structure.

Officers for fiscal year 2006 included:

Kathleen Casavant, Chair

Kateri Walsh, Vice-Chair

Catherine Greene, esq., Secretary

Mary Reardon Johnson, Treasurer

Since the full Commission meets once a month, the majority of the Commission's work is done in subcommittees. Every Commissioner sits on at least one subcommittee. The subcommittees usually meet once a month. The subcommittees then report back to the full Commission for approval and support. The FY'05 subcommittees were as follows:

1. Executive Committee: Commissioner Casavant, Chair

The Executive committee is composed of the four officers, the chairs of the other committees, and the past chair of the full Commission. It meets once a month to review Commission activities and plan for the full Commission meeting.

2. Budget & Personnel Committee: Commissioner Finneran, Chair

This committee provides oversight of the Commission's budget and financial activity. It also oversees the hiring and performance reviews of the Commission's Executive Director.

3. Legislative & Public Policy Committee: Commissioner Cook, Chair

This committee makes recommendations to guide the Commission's legislative and public policy

activity. It considers proposed legislation for endorsement by the full Commission, carefully examining both sides of a bill. It is involved with the coordination of testimony presented at public hearings and other venues, and legislative advocacy activities.

4. Program & Planning Committee: Commissioner Houlihan, Chair

This committee helps to coordinate the planning and implementation of the Commission's special events and activities. This committee also takes the lead with Commission fundraising activity and developing alternative sources of funding to augment the Commission's budget.

COMMISSION BUDGET

Budget History and FY 2006 Expenditures

| Commission on the Status of Women | BUDGET FY'2001 | BUDGET FY'2002 | BUDGET FY'2003 | BUDGET FY'2004 Actuals | BUDGET FY'2005 Actuals | BUDGET FY'2006 Actuals |
|---|--|--|-------------------|------------------------------|------------------------------|------------------------------|
| Total Income from State Appropriation | \$195,000 (Reduced to \$165,000) | \$165,000 (Reduced to \$145,000) | \$145,000 | \$145,000 | \$145,000 | \$195,000 |
| Salaries | \$131,000 | \$131,000 | \$98,046 | *\$126,353 | | |
| Operating Expenses | \$ 64,000 | \$ 15,000 | \$46,954 | \$18,347 | | |

The Commission complies with state-mandated policies and maintains a balanced budget. Commission staff is responsible for all personnel and fiscal administration but is grateful for the ongoing assistance it receives from the Office of the State Comptroller, the Department of Employment and Training and many other state departments and agencies.

*The MCSW continues to be unable to afford a full-time Administrative Assistant although there is ample work and need for a full-time support person. Currently, 2.6 people are serving the over 3.3 million women of the Commonwealth. The Commission will seek the restoration of its original budget appropriation in the coming fiscal year as the economy rebounds and more fiscal resources become available.

Restored budget to \$195,000, its original appropriation, after three years of level funding

These additional funds allowed the addition of the first new staff position in its history, a PT, 30 hour per week Outreach Coordinator

HOW THE COMMISSION FULFILLS ITS MISSION

1. *Study, review and report on the status of women in the Commonwealth*

Convened MA Women's Research Collaborative Brought together those researching women or women's issues in MA to begin an audit of what data is available, what is needed, and to advocate for more gender disaggregated data, with the end goal of better connecting researchers with those who can utilize their results, i.e. Legislators, policy makers and advocates

In FY 2004 the MCSW commissioned the Massachusetts Budget and Policy Center (MBPC) to conduct an analysis of the *The Impact of the Budget on the Women of Massachusetts*. This report will provide an analysis of how state budget cuts enacted during the fiscal crisis have impacted the lives of women and families in the Commonwealth. The MBPC will analyze budget data and other evidence to examine the effects of changes in access to services such as education and higher education, job training, child-care, and healthcare on the economic security and life opportunities of Massachusetts' women and families. It will also examine the policy choices that led to service cuts.

The report, the first ever commissioned by the MCSW, will be prepared to be both interesting and accessible to members of the general public. It will not be a comprehensive look at everything government does that helps women, but rather will focus on selected areas where budget choices have had particularly significant affects on the lives of women families. In preparing the report, the MBPC will examine a broad array of services that affect women. This will include programs that clearly are targeted at women (such as the Healthy Start prenatal health program), areas where women are disproportionately served, but for less obvious reasons (such as state and community colleges where 60% of the students are women), and even programs where women and girls are not disproportionately served, but that are nonetheless important to women (like K-12 public education). MBPC will examine the degree to which these programs affect the lives of women, looking both at data about who receives the services and also at broader demographic data. MBPC will examine how these programs help women. They will ask questions such as, how much

do women's wages rise when they receive a community college degree? How much more economically productive can women be when they have subsidized child-care? Do domestic violence programs reduce domestic violence? Do healthy start and home visiting programs help young mothers and their children? There will be an effort to not simply talk about recent cuts, but also to examine what these programs have accomplished. MBPC will then examine the impact that the fiscal crisis has had on these programs, examining both changes in funding and the affects of those changes.

In keeping with the goal of providing a report that is user-friendly and accessible to the general public, the report will present the most interesting and relevant data and analysis. The Commission will receive the results of this analysis this fall and looks forward to sharing the information with the women of Massachusetts, its appointing authorities and other public policymakers.

2. *Assess the status of Massachusetts' women through meeting directly with women around the Commonwealth to hear their concerns, identify gaps in services and potential solutions*

Statewide outreach & convening:

Inform, interact and build MCSW visibility with

MA Conference for Women women throughout the state

Regional Council Network begun

Speakers Bureau (Women Leaders in Education, AAUW, etc.)

Continue collecting data for the MWRRN MWRRN went live June 15 containing over 3,000 records

Convened two meetings of the Women's Commissions of MA to build this important network and connect peers to share and learn from each other

Holding public hearings to listen to the voices and concerns of women and organizations working and advocating for women in Massachusetts is an ongoing activity of the Commission. The Commission uses public hearing testimony and hearing survey results to shape its work. The Commission has held 14 public hearings to date, two this year, in Lowell and Danvers. The

hearings are open to anyone wishing to participate and many individuals and organizations are invited to attend. In addition to inviting the Commission's female constituents, the Commission always invites legislators, local government officials, local organizations serving women, and individuals/community leaders from the communities in which the hearings are held. A report summarizing the testimony from each hearing, as well as results of a survey conducted at each hearing, are distributed to all hearing participants, the Commission's appointing authorities, as well as legislators, regional and local officials and various women's organizations. These reports are also posted on the Commission's Web site and are easily downloadable.

The Commissioners use the testimony offered at these hearings to guide them as they select priority issues on which to concentrate their efforts. Based on this feedback, violence against women and child-care were selected as top priorities for the Commission's work this fiscal year.

3. Advocate for legislation and public policy changes that will positively impact the status of women

Five pieces of legislation endorsed, more than any other yr.

Collaboration on priorities of Women's Caucus & others

Written and verbal testimony given on x bills

Participated in strategy sessions on multiple pieces of legislation, including creating a Self Sufficiency Standard and Paid Family Leave, both Caucus priorities

Platform for Action created to track MCSW legislative activity and focus legislative recommendations

- ◆ *The Commission has endorsed and/or worked to pass five pieces of legislation:*

The Commission actively participated in this year's legislative session by offering testimony in support of its priorities and other legislation impacting women.

- ◆ *MA & New England Regional Paid Family Leave Coalitions*

The Commission is active with both the Massachusetts and New England Coalitions working to create and enact Paid Family Leave legislation.

◆ *Caucus of Women Legislators Task Force on Women in Poverty*

The Commission is part of this committee, chaired by State Representative Anne Paulsen, which strives to lessen the burden on this group.

◆ *Caucus of Women Legislators Task Force on Women in the Criminal Justice System*

The Commission works with this committee, chaired by State Representative Kay Khan, which examines the circumstances of these women.

4. ***Serve as a resource and referral network for women of the Commonwealth***

MWRRN: Massachusetts Women's Resource and Referral Network [update]

Much accomplished, including: RFP process completed; software developer/designer contracted; over 15 internal databases combined, synchronized, many duplicates removed; information verified, updated and/or augmented; appropriate coding and categorizing completed; design meetings held with software developer; testing begun.

To ensure that women in the state have the tools and data they need when they need it, the Commission maintains an extensive collection of information and services pertaining to women and families. This includes data on all agencies and organizations statewide that serve women. Although the Commission does not provide direct services, constituents regularly contact the office and the staff is able to utilize the clearinghouse to offer resources and referrals to assist that person's particular need. The organizations to which constituents are frequently referred include: various government agencies, advocacy groups, and legal services groups. Information sought this fiscal year included: legal assistance, financial assistance domestic violence, sexual harassment in the workplace, health insurance, child-care & support, employment rights, unemployment, child custody

and divorce, equal pay, and research questions.

5. *Promote and facilitate collaboration among women's organizations in the state, including local Women's Commissions*

- ◆ The Commission organized a celebration of *Women's Equality Day*, the anniversary of the passage of the 19th Amendment that gave American women the right to vote. This day is celebrated annually on August 26. It welcomed participation from other women's organizations that work to ensure women's participation in the political process.
- ◆ The Commission has collaborated and formed alliances with a wide variety of organizations on projects of mutual interest that impact the status of women. Collaborators include Early Education for All (EEA), Jane Doe, Inc., Massachusetts Family Economic Self-Sufficiency (MassFESS), the Center for Women in Politics and Public Policy (CWPPP), Amnesty International and the League of Women Voters. It was proud to be a co-sponsor of the Massachusetts Women's Political Caucus' (MWPC) Campaign Skills Training workshop, the State Treasurer's Money Conference for Women and Human Rights Day.
- ◆ For National Women's History Month in March, the Commission joined forces with many groups, including the Simmons Institute for Leadership and Change, Women's International League for Peace and Freedom, Association of Haitian Women in Boston, Boston Women's Commission, Irish Immigration Center, Somali Women and Children's Association, to host the annual International Women's Day celebration on March 8 at Simmons College.
- ◆ Commission staff and Commissioners regularly attended meetings and events of other women's groups throughout the year.
- ◆ The Commission works closely with the Massachusetts Caucus of Women Legislators on both issues and legislation of concern to women across the Commonwealth.

- ◆ The MCSW is a resource for both established and emerging local women's commissions and continues to promote the growth of local Women's Commissions throughout the Commonwealth. This year the Commission worked closely with the Legislature to pass legislation that would create a Berkshire County Commission on Women. It is hoped that this legislation will pass before the end of this year's legislative session.

- ◆ The Commission is a member of the New England Women's Commissions.

6. *Inform leaders of business, education, health care, state and local governments and the communications media of issues pertaining to women*

- ◆ The MCSW works diligently to educate the public about the Commission and raise awareness about the status of Massachusetts's women and the issues that matter most to them. Success was achieved through:

- Regular correspondence and outreach to constituents and legislators
- Publication of a monthly electronic Commission newsletter
- Publication of a Commission brochure
- Maintenance of the Commission Web site

- ◆ The Commission serves as a spokesperson on the status of women in Massachusetts and women's issues with the media and manages a comprehensive media and public relations outreach plan.

- ◆ The Commission's Web site (www.mass.gov/women) is a user-friendly tool that constituents can use to learn about the Commission and access online resource referrals. Such features of the Web site include: a list of domestic violence and sexual assault hotline numbers on the local, state, and national level; a list of various Massachusetts' hotline numbers; information on topics such as child-care, economic issues, education, elder advocacy, health and insurance

advocacy, housing advocacy, and legal assistance. The Commission's Web site also contains information about the Commission, such as the Commission's mission statement and goals, list of current commissioners, calendar of upcoming Commission meetings and events. Public hearing reports, hearing survey results and photos from each hearing are also posted. Other Commission publications are also available for PDF download on the Web site, such as the Commission's brochure and newsletter.

- ◆ Commissioners and staff were sought after speakers at various events and activities statewide.

7. *Identify and recommend qualified women for positions at all levels of government, including boards and commissions*

- ◆ In 2003, the MCSW created and published a "*How to Get Appointed to State Boards and Commissions*" handbook to encourage women of the Commonwealth to become involved in the political process. This guide has proved to be immensely popular and the Commission is currently updating the handbook for its third printing. The Commission is proud to be able to offer the women of Massachusetts information for which they are so obviously hungry.
- ◆ Getting more women involved at all levels of the political process is a key goal of the Commission. To this end the MCSW was pleased to join with other New England Women's Commissions and women's organizations to co-sponsor the *New England Women's Political Summit*, held on October 26 & 27, 2003 at the JFK Library in Boston. Over 400 women from throughout New England attended the event, which was spearheaded by The Center for Women in Politics and Public Policy at UMASS Boston. The Summit brought together women from every walk of political life in order to: examine the current status of women in politics in each of the New England states; share strategies to strengthen women's impact on politics; develop targets for increased representation and influence; and generate concrete action plans for increasing women's representation at the municipal, state and national levels in each of the six states.
- ◆ As a follow-up to the Summit, the MCSW initiated "*Women & Politics 2004 - What Will You*

Do” in March to again bring women together to evaluate their role in the political process and to spur them forward in light of the fall election. Over 100 women attended this interactive event that was teleconferenced from three different locations across the Commonwealth.

- ◆ In partnership with the Massachusetts Caucus of Women Legislators, the Commission began a series of informal dinner meetings for key women leaders named *“Bringing Women to the Table.”* These sessions have the goal of bringing women together from diverse professions and organizations to define common issues and explore expanded and improved ways of collaboration to effect true change.

8. *Work with other local, state and federal government agencies on issues and/or projects that affect women*

- ◆ Due to its commitment to, and work on, domestic violence prevention, the Commission was fortunate to receive two appointments to the Governor’s Commission on Sexual and Domestic Violence.
- ◆ The Commission annually works with the National Women’s Hall of Fame in Seneca Falls, NY to educate, promote and gain recognition for Massachusetts’ women being inducted into this prestigious organization.

OPPORTUNITIES FOR INVOLVEMENT

Internship / Volunteer Program

The MCSW is a small organization with an enormous charge! Therefore we are always seeking interns and volunteers to assist us in achieving our goals and meeting the needs of Massachusetts' women. Unfortunately, due to budget constraints, all intern positions are unpaid.

Opportunities in the following areas are available for either interns or volunteers:

Legislative/Research; Advocacy; Fundraising; Communications; Database Development and Management; Resource and Referral Clearinghouse; or General duties. For consideration, please indicate which intern/volunteer position you are interested in and forward a letter of interest and resume to the Commission office.

Serve as a Commissioner

To be considered for appointment by any of the Commission's appointing authorities, please submit a completed application form annually between August 15 and September 30. Mail the form to the Commission, which will then forward it to the appropriate appointing authority. Please remember that information that you provide is public and cannot be kept private or confidential. If you are appointed, your term of office will be determined based on the vacant position you are filling. The maximum term is three years.

Become a Donor

Contributions to support MCSW's special projects and operations are always welcome. Checks should be made payable to the "MCSW" and sent to the Commission office. **MCSW is a 509 (a) (1), not-for-profit organization and contributions are tax deductible to the extent allowed by law.** For more information, please contact the Commission office at (617) 626-6520.