

WorkForce

ARIZONA WOMEN'S EDUCATION & EMPLOYMENT, INC. **AWEE**
works!

Women & Work: The Future Symposium Sheds Light on Trends and Needs in the World of the Working Woman

What issues will women in the workforce be confronted with in the next 20 years? How can we evolve the workforce landscape to address these issues now? Can the work environment be more compatible with personal responsibilities women face, such as child and elder care, access to healthcare, and more?

These are just a few of the provocative questions addressed at the recent AWEE "Women and Work: The Future" Symposium. Held in conjunction with the 25th anniversary of AWEE, the event, hosted at the Arizona Biltmore on March 30 and 31, brought together nearly 200 women to discuss the issues facing women and the workforce.

Topics included juggling work and personal responsibilities, such as child and elder care, planning for retirement, re-entering the workforce, and national perspectives on job growth and emerging trends. Several key recommendations were developed by the close of the symposium, including:



- Educators need to emphasize students' need for lifelong learning; employers need to broaden the categories of employment contracts/relationships; policy makers need to enact legislation that adequately protects employees from losses of retirement savings.
- Policy makers need to invest in alternative forms of education; employers need to partner with workforce development organizations and support think tanks whose research can anticipate emerging trends in the global economy and in our society.
- Employers and policy makers should collaborate to redefine "retirement" and workplace policies need to be adjusted to encourage and facilitate the participation.
- Employers need to emphasize outcomes and results and recognize that most employees, especially women, balance work and other responsibilities of adult life.
- Re-entering employees should be hired and compensated according to their ability to perform in specific assignments, regardless of how long or why they have been out of the workforce.

What is Your Opinion of the Future of Women & Work?

We invite you to visit <http://awee.org/programfeature.html> and take a short survey to continue the dialogue and feedback related to the symposium. Please take a few moments to take the survey now. Your input and feedback is important.

Now that a full recap of the symposium has been completed, AWEE is sharing recommendations with participants and policy makers in hopes that the findings will impact the discussion for years to come. **For a complete synopsis of Women & Work: The Future Symposium, please visit our website at <http://awee.org/programfeature.html>.**

AWEE thanks all those who attended the symposium and extends a special thank you to all the speakers.

Thank You to Our Symposium Organizer Sponsors, Speakers and Respondents

ORGANIZER

Dr. Clara Lovett,
President Emerita,
Northern Arizona University
AWEE board member

SPONSORS

B&L Charitable Foundation
Blue Cross Blue Shield of Arizona
Maricopa Community Colleges
Wells Fargo
SRP
TriWest Healthcare Alliance
Arizona Foundation for Women
Northern Arizona University
The Business Journal

FEATURED SPEAKERS

Mr. Bob Bulla,
retired CEO,
Blue Cross Blue Shield of Arizona
Ms. Shinae Chun,
Women's Bureau,
U.S. Department of Labor
Chancellor Rufus Gasper,
Maricopa Community Colleges
Ms. MaryAnn Guerra,
TGEN
Dr. Marjorie Lightman,
Women's Research and Education
Institute, Washington D.C.
Dr. Linda Thor,
Rio Salado College

RESPONDENTS

Dr. Elizabeth Cabrera,
ASU at the West Campus
Ms. Beth Ellenby,
The Rest of Your Life Productions
Ms. Darcy Renfro,
Arizona Governor's Office
Dr. Mary Vanis,
Maricopa Community Colleges
Ms. Carol Warner,
Johnson Carlier Construction
Dr. Nancy Welch,
The Morrison Institute
Mr. Thomas Ziemba,
Executive Director,
Project for Arizona's Future

AWEE NEEDS YOU!

**Are you interested
in helping
people regain their
lives and dignity?**

If you are a social service professional and would like to learn more about careers with Arizona Women's Education & Employment, please visit our website at <http://awee.org/whatsnew.html> to get information regarding our current job openings.

Soroptimist Helps Two AWEE Participants Realize Their New Dreams

AWEE is thrilled to celebrate the achievements of two Women Living Free participants who were recently honored with Soroptimist Women's Opportunity Awards.

Jodi McCalieb received the \$2,000 award from the Soroptimist of Camelback to help her realize her dream of

getting an associate of arts degree in chemical dependency counseling through Rio Salado Community College. This honor comes after

Jodi pulled herself up from the depths of methamphetamine addiction and three years in prison. Now she is raising her three-year-old granddaughter, Jade, and is helping other women with addictions through her work with the Arizona Pathways residential treatment program,



AWEE Women Living Free Program Consultant Lisa Armijo congratulates Deborah Dickson for being honored with a Soroptimist Women's Opportunity Award for turning her life around.

"Ms. Dickson is well deserving of the new opportunities to reclaim her dreams as she continues to build a new life for herself and her family," says Armijo. "She has an entrepreneurial spirit and has already made plans to start her own community collaboration to assist women as they re-enter society from the prison system, so that they have the support needed to turn away from bad habits and crime and start anew."

It was the Soroptimists from the San Tans who celebrated Deborah Dickson with their \$2,000 award to help her enter the Business Management Program at Anthem College. Deborah is also raising a grandchild and is tireless in her quest to succeed. At one point she was working three part-time jobs and participating in weekly parenting and family support sessions to help her grandson adjust to the absence of his mother. In the Women Living Free program, she has taken a leadership role in encouraging other women who need hope, and went above and beyond by starting a program newsletter.

Ph.D., AWEE Women Living Free program consultant. and utters no complaints about her hardships," says Lisa M. Armijo, humbly recognizes that her challenges have helped shape her, learn from her past challenges and use that to help others. She awe-inspiring about Jodi is that she chose to appreciate and a position she's held for the last two years. "What is most



ARIZONA WOMEN'S EDUCATION & EMPLOYMENT, INC.



Arizona Women's Education & Employment, Inc.
640 North First Avenue
Phoenix, Arizona 85003-1515

NONPROFIT ORG.
U.S. POSTAGE
PAID
PHOENIX, ARIZONA
PERMIT NO. 3233

SAVE THE DATE!

Faces of SUCCESS Luncheon

November 2, 2006

Arizona Biltmore Resort & Spa

Honeywell Brings the Impressionists to Life

Judi Butterworth and her respected crew of commercial real estate-related peers have once again brought a bounty of clothing and support to AWEE through the annual Cocktails & Clothes reception. A standing room only crowd at Morton's at the Esplanade, in addition to a host of underwriters, helped raise nearly \$15,000 for general program support. The event was presented by Inter-Tel, sponsored by Alliance Bank of Arizona and underwritten by Paradise Bakery & Cafe, Inc., Capital Title Agency, Inc., Richter-Schroeder Mortgages, Inc., Desert West Management, Inc./Carrie Temple, Corporate Interior Systems, Inc., Snell & Wilmer, Johnson-Carlier Construction, Inc., Meridian West Development, Colleen McPherson/CB Richard Ellis, Radiance MedSpa at the Esplanade and MountainSide Fitness. Special thanks to Barclay Communications for its graphic design and printing support and Aardark Movers for supplying a moving van and the personnel to gather donations and return them to the AWEE office en masse.



Special thanks to Honeywell and the AWEE Special Projects Committee for hosting an evening this past spring to enjoy the Impressionist Collection at Phoenix Art Museum. Pictured from left to right are: AWEE Board Member Georgia Wolfe; Honeywell Manager of Diversity and University Relations Chelle Johnson; Honeywell Staff Manager Helen Okamura; Honeywell Director of Staffing and Diversity Mark Fisher; AWEE President and CEO Marie Sullivan; and Brent Okamura.

With the help of volunteer Blair Swan, AWEE supporter Michelle Schechner drops off her clothing donation before joining the crowd of nearly 200 professionals who mixed and mingled in support of AWEE.

