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Free Speech

VOLUME 2, ISSUE 2

FEBRUARY/MARCH 2007

A Woman's Worth

In 1976, during a moment of frustration, Joan Duncan, Chief of the Montana's Women's Bureau, requested she be granted two weeks to receive training to help her effectively carry out the Bureau's mission, "To serve as an advocate for women in employment and employment related concerns." One of the many ideas and suggestions presented to Duncan was the idea of forming an ICCW in state government. With the blessing from the Commissioner of Labor and Industry and the cooperation of the Governor, ICCW was born. "In my day," said Duncan. "Women were making 59 cents for every dollar that a man made. We not only had to prove that our abilities were worth more, we had to believe it." According to Duncan, ICCW had a rough beginning convincing department

heads, division, bureau and agency leaders, "that together we could form a collective voice to call awareness to a woman's choice to move up the career

ladder."

Duncan, acting on behalf of women in the realm of employment and employ-

ment related concerns, hosted a syndicated radio show, and hosted a TV program entitled "59%," with the support of ICCW.

Duncan talked to the station news director about covering two legislative sessions, and became the first female, in a predominantly male arena, to broadcast live every Tuesday night with

employment related bills and interviewing proponents/opponents in the studio. "This wasn't about calling attention to only women's issues, it was about creating a fellowship for men to support the worth of women," she recalled.

Throughout Duncan's career she has witnessed women devaluing their own worth or the worth of other women. When asked what she hoped the future holds for ICCW and the prosperity of women she replied, "I hope that in my lifetime, I will witness the majority of women, as they ascend the career ladder, extend their hand to another woman and bring them up. Just as I hope that the women who witness another woman's rise assess her work ethic and convictions before tearing her down."



Time to Nominate

In your life's journeys, you have probably encountered exceptional people making a difference in your community or workplace. They are the types of people that give of themselves to others so freely that it appears second nature. Maybe it was the supervisor that encouraged your talents, the advocate that gave voice to women's concerns or the volunteer whose greatest contribution was as a life coach to young women.

Have you ever wondered how you could recognize him or her but weren't sure how?

ICCW established the Excellence in Leadership Awards (ELA) in 1999 to honor three individuals who have fully participated by becoming a leader, who recognize the value of women in the workplace, and actively encourage women to move forward and upward.

If you know of an individual in the private, public or state government sector that deserves recognition now is the time to nominate him or her.

Nomination packets are available on the ICCW website at <http://www.mdt.mt.gov/iccw/ela.shtml>. Electronic and hard

copies are also available and can be requested by emailing brusek@mt.gov. **Deadline for nominations is Friday, April 6, 2007.** Nominees must be present to win.

ICCW and award presenter Lt. Governor John Bohlinger will host the **9th Annual 2007 Montana Excellence in Leadership Awards** on Wednesday, May 16, 2007 at 2:30 p.m. in Room 303 (the Old Supreme Court Chambers) in the State Capitol Building (Helena).



Celebrating Women



Joan A. Duncan
Founding Member of
ICCW 1976

"What you are doing in ICCW today is exactly what I envisioned 30 years ago," exclaimed ICCW founder, Joan A. Duncan.

Duncan, a second-generation Butte, American raised in St. Patrick's parish, has a conviction that is unstoppable and a career path that she was destined to walk.

An alum of Carroll College, Duncan taught at the Good Shepherd Home (school for girls) and later became the Assistant Dean of Women at Carroll before making the leap to state government as Chief of the Women's Bureau in the Dept of Labor. In 1981 when the Women's Office was disbanded, Duncan went to work part-time for Hennessey's and later served two terms as City Commissioner, was Director of the Helena Food Share, the Chief Bills

Clerk in the Senate and retired shortly after her term with the Dept of Justice. Her professional life was laced with social advocacy as the director of the foster grandparent program and board member for the city/county library, United Way, Model Cities Board of Directors chair, and Gold Region Community member and co-chair, to name a few.

Duncan is grounded in the belief that giving back in one's community reaps plentiful rewards in one's professional journey. "Being a woman of service allows me the ability to network, engage and encourage mutual respect from my male and female colleagues," she explained. "By reaching outside of ourselves we can accomplish so much more."

Duncan, not yet ready for complete retirement, works as a temp for the Human and Community Services Division. "Her presence is inspiring," said co-worker Renne't Sarbu. "I can honestly say, what I have learned from Joan is real leadership values."

Duncan's firm conviction and strong voice gave birth to a movement 30-years ago that continues today. When asked how ICCW can continue to carry the mission, she responded, "Women are stretched very thin with juggling their familial responsibilities. That's when real leaders reach out and involve every single solitary person with tasks that they are able to handle, for it is together that we give a strong voice to our purpose."

"When you get to the top, stay there and make sure other women join you."

-Maureen Reagan



Need a mood boost?

Training Resource Reviews

The Art of Being Assertive: Become Positive, Effective and Successful - The Assertive Way

Ever feel like people don't really hear what you're saying...don't respect your ideas and opinions...and overlook your contributions? Assertiveness, not aggressiveness, is the key to getting heard, earning respect and being recognized and rewarded for your strengths. It's about letting people know how you feel and where you stand. It's negotiating so that everybody walks away from the table satisfied. And it is about effective,

honest, straightforward communication. In this audio CD program, assertiveness expert Jennifer Curtet offers ideas, techniques and how-to's for upping your "Assertiveness IQ".

How To Communicate with Power, Diplomacy and Tact: Essential Skills for Effective Communication

Effective communication is essential for professional and personal success. If you feel that people don't listen, don't always "get" what your saying, don't follow your instructions, or don't take

you seriously, then your communication style may need an overhaul. The good news is, even if you aren't a born communicator, you can learn to improve your skills. Dr. Robert Tracz, a recognized authority on leadership, will show you how to rid yourself of both the verbal and nonverbal "weak links" that can lead to misunderstandings, mixed messages and unconscious blunders.

For a complete listing of available training resources visit

<http://www.mdt.mt.gov/iccw/training.shtml>

The Benefits of Chocolate

Can chocolate be good for you?

According to recent studies, yes. In moderation. Chocolate, specifically dark chocolate, is rich in many health-preserving antioxidants. Polyphenols, a type of antioxidant, are beneficial compounds that protect the body's cells from damage and help maintain healthy cardiovascular func-

tions. Cocoa butter, an ingredient in most dark chocolate, is comprised of oleic acid, which has been shown to lower both total and LDL cholesterol. Surprisingly, cocoa acts similar to low-dose aspirin, helping to reduce blood clotting, which can cause heart attacks and strokes, in prostate cancer and type 2 diabetes. Chocolate also provides a temporary

mood boost, stimulating serotonin levels in the brain that produce a relaxed euphoric feeling. Hello, Valentine's Day truffles.

Although chocolate contains healthy components, it is wise to adhere to a balanced diet.

Nicole Lorimer
Editorial Assistant
Guideposts Magazine

Motherhood in America

For years, mothers have been taking to the Internet to blog or post messages about the travails of motherhood, commiserating, fuming or laughing about their shared lives. But in the last year there has been a marked increase in those who are going beyond simply expressing their feelings. In a throw-back to their mothers' — or was it their grandmothers'? — time, they are organizing about family and work issues.

A generation of mothers who are largely perceived as postfeminist in every way, from sex to economic discrimination, has begun a consciousness-raising that is almost old-fashioned were it not for the technology involved. Raised to believe that girls could ac-

complish anything, these women have reached parenthood, only to find they faced many of the same pay, equity and work-family balance issues that were being fought over decades before. From that awakening, they say, has come the inkling of a new movement. In many ways, these groups are re-packaging issues that have been around for nearly 50 years and have proven intractable despite the efforts of legions of activists, lawyers and elected officials.

But what MomsRising has done, the organizers say, is frame its concerns as family and economic issues, which resonate for a younger generation of women. (They say they will include the fathers later.)

Using data and personal stories of mothers who have been discriminated against in the workplace, the film emphasizes that mothers are less likely to be hired, will make less money, and are more scrutinized for wrongdoing than either single women or men. The reason it cites: There are not enough family-friendly policies in place to help parents.

Excerpts from 'Mom's Mad. And she's organized.', Kara Jesella, *New York Times*
Learn how you can become part of the movement, visit www.momsrising.org or join ICCW to view the Motherhood Manifesto documentary. Stay tuned for date, time and location.



Just Do It

What comes to mind when you hear the words "just do it"? Do you think of running a marathon, juggling your career and family, or tapping into your creative genius and developing on of the most recognized logos in the world?

In 1971, Phil Knight, a little known sneaker manufacturer, whose start-up business began in the back of his car, approached graphic design student Caroline Davidson of Portland State University to create a logo for the side of his running shoe. Davidson had met Phil Knight while he

was teaching accounting classes and agreed to do freelance work for his company. Davidson played upon the company name of Nike, which according to Greek mythology is the winged goddess of victory. In a moment, which can only be described as sheer creative genius, Davidson handed over the spirit of the winged goddess and gave birth to the "swoosh."

What was she compensated for her creative genius, you may be asking yourself? Well, she was contracted for a mere \$35.

According to the International Association of Workforce Professional (IAWP) Davidson was rewarded for her creative genius in 1983 when she was given a gold swoosh diamond embedded ring, certificate and an undisclosed amount of Nike stock.

Advertising Age named Nike the 1996 Marketer of the Year, citing the "ubiquitous swoosh...was more recognized and coveted by consumers than any other sports brand." Today, Nike reports net revenues of \$13.7 billion.

"It's kind of fun to do the impossible."
- Walt Disney

Upcoming Brown Bag Workshops

April 18, 2007

Sheila Hogan of the Career Training Institute as she shares about the Barriers of Achievement.

May 17, 2007

Joan Eliel, of the Department of Justice will discuss Living wills Registry.

June 14, 2007

Stephanie Knisley of Big Brothers Big Sisters will discuss how placing caring adults with children is a benefit for all.

Brown Bags are free, open to all state employees, and do not require registra-

tion.

Topics, times, and locations for upcoming Brown Bags will be posted on the ICCW web <http://www.mdt.mt.gov/liccw/>, the MINE or your agency representative may advise you via e-mail.





INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

Meeting Schedule for 06-07

- Mar 15** **1:30-3:00 Library, Grizzly Rm**
- Apr 19** **1:30-3:00 Mitchell, Rm 136**
- May 17** **1:30-3:00 Library, Grizzly Rm**
- June 21** **1:30-3:00 Walt Sullivan, 1st flr**

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In celebration of International Women's Day
and in honor of the
suffragists who fought for our right to vote -
please wear purple on March 8.

**Creating positive change for all state employees
by promoting the full participation of women in
state government.**



Paper Weight

Records enable and support an agency's work to fulfill its mission. Every organization, including state agencies, must address well-defined objectives that add value, either by achieving the organization's goals or by reducing costs. Since records contain information, a valuable resource, it is essential to take a systematic approach to the management of records.

The Records Management Division, under the Secretary of State, is a quiet office that has been providing services to state agencies for many years. We house a Records Center that contains over 44,000 boxes of the state agency records and documents. This service includes database barcode tracking of boxes and files for activities such as retrieval, pick-up and delivery, or shredding. We also offer microfilming and imaging services allowing for document conversion to digital, condensed, long-term or archival storage.

We provide off-site tape storage on a 24X7 availability. We offer education and training services for retention scheduling and disposal, classification filing, email management, and record transmittals.



Records management addresses the life cycle of records. The life cycle consists of three stages: creation/ receipt, maintenance/ use and disposition. Tools for maintaining and using

records include file plans, indexes, classifications, controlled vocabularies, taxonomies, data dictionaries and access and security procedures. The main tool used to manage the disposition of records is a Records Retention Schedule.

In spreading the news about our services, we created the RIM Reporter, a marketing flyer used to send out monthly information about our services or other records and information management topics. Watch for these monthly messages. Official records are an essential, if not vital, part of your agency and our purpose is to assist agencies in managing and preserving their documents, whether on paper, electronically or in a micrographic format. Now that you know we are here, please let us know if we can be of any help to you. Our staff can be reached at 406-444-9000.

Send stories or leads to
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