

Program Stream: Economic Opportunity Overview

Economic Opportunity is a fundamental concept that undergirds all other streams at this Convocation. In the second half of the 20th century, the entry of women into the workforce helped drive most of the world's developed economies. But women remain the world's greatest untapped labor pool: nearly 50% of the world's working age women are not currently active in the global economy. Women worldwide conduct most of the work that remains unseen and unpaid, in the fields and in households, and are often disadvantaged in the process of developing personal assets that lead to wealth-building.

Two internationally known experts, Professor Diana Strassmann, USA, and Reema Nanavaty, India, will highlight the underlying factors affecting women's access to economic opportunity, and challenge participants to understand the barriers that must be lifted for change to occur. In addition, facilitated discussions will focus on creative wealth-building strategies: opportunities often overlooked to build wealth, plan for emergencies, invest in a business, or live comfortably in retirement.

In the Economic Opportunity Stream participants will:

- Understand the multiple constraints that women face in entering the labor market.
- Learn about elements that can hasten the creation of small and in-home businesses.
- Take away practical ideas that would encourage development of economic opportunities for women through congregations' targeted and socially responsible investments.

Economic Opportunity Stream Speakers and Panelists (*in alphabetical order*)

Karen LaFrance, USA

A self-employed consultant since 1995, Karen has had a long career in community economic development, strategic planning, business management, small business lending, micro-loan programs, community organizing, collaborations and coalitions, policy advocacy, asset-building programs, as well as financial and risk management. As IWC's Business Manager, Karen oversaw the Exhibit Hall at the 2009 Houston Convocation and provides other management services to IWC. She conceptualized, implemented, and manages the IWC's Uganda Micro Enterprise Training and Loan Program, a collaboration with Rev. Renee Waun's African Rural Schools based at four UU churches in Western PA. This program uses grants from UU Funding Panels for operations and the IWC's "Africa Fund"—capitalized at the 2009 Houston Convocation closing worship — for loans.

Reema Nanavaty, India

Reema Nanavaty is the Economic and Rural Development Director of the Self Employed Women's Association (SEWA) in India. Under her leadership, SEWA has grown to become the

single largest union of informal sector workers in India with around 1,836,550 women members. Her focus is on women's economic empowerment and independence through building women-owned enterprises and women-led supply chains in energy, agribusiness, food processing, waste recycling, and textiles. In 2013, she received the Indian government's Padma Shri Award.

Diana Strassmann, Ph.D., USA

Diana Strassmann is the Carolyn and Fred McManis Distinguished Professor in the Practice of Humanities in Rice University's Center for Women, Gender, and Sexuality Studies, a faculty affiliate in Rice's Asian Studies program, and director of Rice's Program on Poverty, Social Justice, and Human Capabilities. She is the founding editor of the journal, *Feminist Economics*, the Journal of the International Association for Feminist Economics (IAFFE) and a co-founder of IAFFE. Dr. Strassmann received her undergraduate degree in Economics from Princeton and her master's and Ph.D. degrees in Economics from Harvard University. She has published widely in the fields of economic regulation, environmental policy, and feminist economic theory. Her current research focuses on the impact of feminism on economics.

Economic Empowerment Stream Chair: Geri Kennedy, USA

Geri Kennedy has been a Unitarian Universalist for about 30 years and is a member of the UU Fellowship of Redwood City. She got involved with the Pacific Central District's Women and Religion Task Force in the early 90s, served as its co-convener for many years, and is now the Treasurer. She has also worked with the National UU Women & Religion group. Geri has led workshops on shared leadership, 'unraveling the patriarchal knot' and others, both on a district and General Assembly level. She has also conducted many adult education courses, mainly focused on women's issues. In her professional life, Geri works for a bank and specializes in banking for homeowner associations. Prior to that, she was co-owner of a Homeowner Association Management company.

Program Stream: Education Overview

In September 20, 2015, the United Nations unanimously adopted 17 Sustainable Development Goals to be achieved by 2030. Goal 4, Education, is to ensure inclusive and equitable, quality education and promote lifelong learning opportunities for all.

We have made good progress in giving both girls and boys access to education, especially primary school. Having access does not guarantee that children receive high-quality education, however, or that they finish primary school. Currently, 103 million youth worldwide still lack basic literacy skills, and more than 60 % of them are female.

Anne-Marie Slaughter, President and CEO of New America, a non-partisan research organization, writes,

Government must invest in all citizens to harvest the full range of potential growth, knowledge, creativity, grit and resilience a society requires. As we now know, investing in children in the first five years of their lives, a period of intense brain development, determines not just how much they know at age five but how much and how well they will be able to learn for the rest of their lives. (8 September 2016 *The Guardian*)

High-quality early-childhood education helps children in lower socioeconomic levels overcome the very large gap in vocabulary and general knowledge between themselves and children in higher socioeconomic levels. In addition, children everywhere whose parents are employed can benefit from early-childhood education.

One major speaker at the Convocation will describe the two essential needs: (1) to provide quality early-childhood and primary education for all children; and (2) to effectively train and fairly pay childcare workers and teachers, most of whom are female.

In the Education Stream participants will:

- Hear from professional educators regarding policy-making, standards and assessments, and effective teaching and support of children who are poor, disabled, second-language learners, or members of diverse cultures.
- Share knowledge about early-childhood, primary, and secondary school programs for girls and boys, and about teacher training.
- Prioritize issues and develop action plans to increase opportunities for life-long learning of reading, writing, mathematics, analytic and critical-thinking skills; and soft skills such as common sense, the ability to deal with people, and a positive, flexible attitude.

Education Stream Speakers and Panelists (*in alphabetical order*)

Judith Scott, Ph.D., USA

Judith Scott is a professor at the University of California at Santa Cruz, where her work revolves around vocabulary acquisition, vocabulary assessment, and blending vocabulary instruction with effective teacher education within the context of language, literacy, and culture. She is the Director of the Vocabulary Innovations in Education Consortium and the Faculty Director of Central California Writing Project. She has worked extensively with high-need school districts in Canada, Australia, and the U.S. to improve literacy practices, and won the 2006 John C. Manning Award from the International Reading Association for her extensive work with teachers in public schools. Dr. Scott has published three books and articles in journals ranging from *Elementary School Journal* to *Reading Research Quarterly*, and has produced numerous chapters including one in the third *Handbook of Reading Research*. She also serves as a consultant for the National Assessment of Educational Progress and technology companies, helping with educational applications and assessment. Please go to <http://vineconsortium.org> to read more about Judith Scott and her work. She has recently been accepted as a Fulbright Specialist and is looking for interesting international projects.

Christine E. Sleeter, Ph.D., USA

Christine Sleeter is Professor Emerita in the College of Professional Studies at California State University Monterey Bay, where she was a founding faculty member. She has served as a visiting professor at several universities, including the University of Maine, University of Colorado Boulder, Victoria University of Wellington and Auckland University in New Zealand, San Francisco State University, and Universidad Nacional de Educación a Distancia in Madrid, Spain. She is past President of the National Association for Multicultural Education, past Vice President of Division K (Teaching and Teacher Education) of the American Educational Research Association, and a Fellow of the American Educational Research Association. Her research focuses on anti-racist multicultural education, ethnic studies, and teacher education; her research in ethnic studies has helped support its recent expansion throughout California. She has published over 150 articles and 20 books, including *Un-Standardizing Curriculum* (2nd ed. with J. Flores Carmona, Teachers College Press) and *Diversifying the Teacher Workforce* (with L. I. Neal & K. K. Kumashiro, Routledge). Her newest book, *White Bread* (SensePublishing), is a novel that explores the profound impact of critical family history on teacher ethnic identity.

Education Stream Chair: Barbara Schonborn, Ph.D., USA

Barbara Schonborn retired from a career in education, working as a high-school and middle-school teacher of English and remedial reading, a researcher, and a course-writer and trainer of managers and employees in large and small companies. She has volunteered for social justice causes all her life, from the right to choose, to fair housing, to equal rights for women. With the late Alison Campbell and Rosemary Matson, Barbara co-authored the UU course for adults and youths, *Unraveling the Gender Knot: Challenging the System that Binds Us* (2004, rev. 2005). She co-led the United States-wide UU Women and Religion organization and the district W&R organizations in Massachusetts Bay District and Pacific Central District. She earned a bachelor's degree in English at Pomona College, a master's degree in Education at Stanford University, and

a Ph.D. in Education at University of Illinois. A passionate Unitarian from age 12, she is a member of the Unitarian Universalist Church of Palo Alto, California. She says, "High-quality, life-long education is a human right."

Program Stream: Health and Reproductive Justice Overview

At the First Convocation in Houston, 2009, three global priorities were set for action, including health care and reproductive justice. Plans developed for Global Sisters to continue to do this work. Our focus at the 2017 Third International Women's Convocation Health & Reproductive Justice Stream will take a gendered perspective on reproductive justice, and encourage action concerning health care access and research specific to women's bodies.

This stream follows the UUA's call for a Congregational Study/ Action Issue for 2012-2016 of "Reproductive Justice: Expanding Our Social Justice Calling" based on the understanding that:

Reproductive rights and health services are seriously under attack nationally and internationally. Reproductive Justice represents a broader analysis of racial, economic, cultural, and structural constraints on women's power. The right to have children, to not have children, and to parent children in safe and healthy environments is a human right.

This call for action highlights how Unitarian Universalists have been on the frontline of women's health and reproductive rights for decades. A reenergized commitment, supported by feminist theologians and reproductive justice advocates, focuses on the important intersections of race, class, and gender within this movement for change, human rights, and justice.

Internationally, the Unitarian Universalist United Nations Office (UU-UNO) supports and advocates for the global implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Women's Rights Initiative program, which raises awareness and encourages legal action for Sexual and Reproductive Health and Rights (SRHR).

To promote these goals, the UU-UNO works with progressive religious and secular groups within the NGO community that support women's rights to SRHR. This coalition aims to ensure that all women have access to safe childbirth procedures, the ability to control when they get pregnant, and have access to sexual health education.

Our featured speaker, Dr. Zakiya Luna, will set the scene about social movement history and issues addressing women's health and reproductive justice today. Rev. Darcy Baxter will discuss the UUA's work on reproductive justice; Rica Lamar, MD will describe women's sexual and reproductive rights and the status of health services in Meghalaya, India. In addition, we will hear from Layidua Salazar, who will offer an NGO perspective on reproductive justice, including practical advice in the effort to eliminate barriers and fight for sexual and reproductive health.

In the Health and Reproductive Justice Stream participants will:

- Hear from researchers and advocates about local and global issues.
- Share knowledge about health and reproductive justice issues.

- Prioritize issues and develop action plans for increasing their communities' awareness and action for reproductive justice and women's health initiatives.

Health and Reproductive Justice Stream Speakers and Panelists (*in alphabetical order*)

Rev. Darcy Baxter, USA

Rev. Darcy Baxter is a third-generation Unitarian Universalist and a parish minister of the UU Fellowship of Stanislaus County in Modesto, CA. She was a community organizer for the California Religious Coalition for Reproductive Choice, and currently serves on the UUA's Reproductive Justice Advisory Council and on the board of directors of the Abortion Conversation Project. Rev. Darcy is a member of the Center for American Progress' Faith and Reproductive Justice Leadership Institute and of the Reproductive Health Technologies' Project Speaker Bureau on Abortion Access and Reproductive Equity. Rev. Darcy earned a Masters of Divinity at Starr King School for the Ministry, in Berkeley, CA.

Dr. Rica Lamar, India

Rica Lamar is a member of the Unitarian Church, Madan Laban, Shillong, India. She is a social activist, focusing her energies on issues relating to drug abuse, HIV/AIDS, and the health and welfare of women and children. As co-founder and Chief Functionary of Manbha Foundation, an organization working in the field of Drug Abuse, HIV and Women/children, she has worked in several projects under the United Nations Office of Drugs & Crimes, Tear Fund, Australia and National AIDS Control Society. She was Vice-Chairperson of the Meghalaya State Commission for Women, member of the Board of Visitors for monitoring the functioning Standard of Service and capacity utilization of Meghalaya Institute of Mental Health and Neurological Sciences, of the State Level Coordination Committee on Prohibition of Drug Abuse and of the Committee on Prevention of Sexual Abuse of Women in Workplaces.

Zakiya Luna, Ph.D., USA

Zakiya is an Assistant Professor of Sociology at University of California, Santa Barbara and a faculty affiliate of the Center on Reproductive Rights and Justice at Berkeley Law. Her research focuses on social change, sociology of law, and health and inequality, with emphasis on social movements, human rights and reproduction, and the effects of intersecting inequalities within and across these sites. She earned a joint Ph.D. in Sociology and Women's Studies from University of Michigan, as well as a Masters of Social Work. Zakiya was a UC President's Postdoctoral Fellow at UC Berkeley at the Departments of Gender and Women's Studies, Sociology, and the Center for the Study of Law and Society, and has worked with the Rev. Darcy Baxter and many other individuals and groups in the reproductive justice movement. She is currently writing a book on the reproductive justice movement titled *Reproductive Justice for All: Identity, Rights, and the (Re) Making of a Movement*.

Layidua Salazar, USA

Layidua Salazar migrated from Mexico City with her family at age five, and grew up in Oakland, CA. A first-generation college graduate, she received a B.A. in History & Woman's Studies from

San Francisco State University. She has a background in educational justice, and serves in a leadership role for the Female Sexuality Workshop for the Community (FemSexComm). Layidua is a board member of ACCESS Women's Health Justice. ACCESS was founded in 1993 in California by clinic escorts who witnessed the many barriers women – especially young or poor – were facing to obtain an abortion. In addition to providing information and practical support on all aspects of reproductive health, ACCESS builds a community actively working to meet the real needs of women, combining direct services, community education, and policy advocacy to promote real reproductive options and access to quality health care for California women.

Health and Reproductive Justice Stream Chair: Peg Swain, USA

Peg Swain was Co-Director of Religious Education at Jefferson UU Church in Golden, Colorado (1980s) before moving with her family to Davis, California, where she is an active member of the UU Church of Davis and its partner church outreach. A feminist anthropologist by trade, now retired from UC Davis, she conducted Gender and Global Issues, a program begun in the 1990s with Ford Foundation support for international women activists from environmental, reproductive, and social justice movements to participate in an annual seminar. Peg continues mentoring, traveling, researching, and writing, and is happy to connect with IWC and UU global sisters.

Program Stream: Leadership Development Overview

Women are 50% of the population, but only 13% of elected governmental representatives worldwide. In most societies around the world, women hold only a minority of decision-making positions in public and private institutions. Advances over the past two decades are evident in all regions and in most countries, but progress has been slow.

In parliaments, women are minorities in political parties, and there are generally few women candidates who run for office. Women often report less interest in politics than men. There are only very few women who get to the top position of power within their government. In 2015, the total number of countries with a female head of state or government was 19. Women's participation in decision-making positions in local governments is a first step toward ensuring that their needs, priorities, and perspectives are taken into account in local policies and budget allocations.

The situation is no better in the private sector, where less than 4 % of Chief Executive Officers (CEOs) are women and the gender composition of executive boards of private companies is far from parity. Women remain a minority among senior managers in the private sector. Some of the main obstacles to women's representation in managerial positions are linked to less favorable employment conditions, including the exclusion of part-time workers and irregular workers from career advancement, and inequality in sharing domestic and family responsibilities. While women and men have similar ambitions to become top managers, women are less likely to perceive that they can succeed in doing so (McKinsey, November 2013).

If we want women's issues to be taken seriously, we need to increase the number of women in government and leadership positions in for-profit and not-for-profit organizations. Our voices will only be heard if we take charge of our own futures.

The Leadership Development Stream will provide an opportunity for participants to develop priorities and action steps to facilitate the access of women into positions of power and influence. We will also hear examples of how women have made a difference in their communities. Developing leadership capabilities allows women to influence the agenda in their communities, take charge of improvement opportunities, and participate fully in public life.

In the Leadership Development Stream participants will:

- Identify obstacles to women's participation in leadership roles in their communities.
- Learn from experts with international experience how women in different countries have successfully run for public office.
- Hear from Transylvanian and Khasi women about their successful strategies to empower women and develop women leaders.

Leadership Development Program Stream Speakers and Panelists (in alphabetical order)

Cathy Allen, USA

Cathy Allen is National Vice President of the National Women's Political Caucus, President of The Connections Group, Inc., and co-founder of the Center for Women & Democracy (Seattle, WA). She has helped recruit, train, and elect more than 660 women all over the world, earning her place as one of the first international political consultants to focus on electing women globally. As a senior consultant with the National Democratic Institute (NDI), and U.S. State Department, Cathy has dedicated her practice to helping women gain equal access to public office – not only in America, but in 49 countries worldwide. She worked on Hillary Clinton's recent campaign (as she did in 2008), directly overseeing women's turnout, messaging to women, and increasing women's participation in donations, volunteering, and endorsements. Cathy is a frequent TV, radio, and online political commentator and has written four books on running successful campaigns, many of which are used on college campuses. Cathy has a master's degree from Harvard's Kennedy School. She is a reporter by training, having worked for the New York Times for many years.

Tina Huesing, Ph.D., New Zealand

IWC board member Tina Huesing is an independent business consultant and university lecturer. With her expertise in values-driven leadership and business process improvement, she helps companies drive performance excellence for all stakeholders. She serves as a judge in the NZ High-tech Awards and helps entrepreneurial companies develop their international business. She has taught at universities in England, China, India, Germany, and the USA. Tina is a member of Auckland Unitarians and is actively involved in supporting Women's Refuge, the organization working on violence against women in New Zealand. She believes that all women have leadership potential and has served as an advisor to the Transylvanian Leadership program for women, where she also taught and offered workshops in leadership. Tina has a Ph.D. in values-driven leadership and is a certified Master Black Belt in six sigma management.

Gizella Nagy, Transylvania, Romania

IWC board member Gizella Nagy is vice president of UNOSZ, the National Association of Unitarian Women of Romania. Gizella was the President of the Second International Convocation of Unitarian*Universalist Women and People of Liberal Faiths held in Transylvania in 2012. Since then, she has been instrumental in engaging young and middle-aged women in congregational life and designing programs for her local women's association. Gizella also coordinates a joint IWC-UNOSZ leadership program for women in Transylvania, and is currently engaged in the publication of the leadership school materials in Hungarian and English and the launch of a dementia prevention pilot program in Târgu-Mureș/Marosvásárhely. She has a master's degree in Mental Health from Babes-Bolyai University, Cluj/Kolozsvár, Romania. Previously she served on the IWC board as secretary.

Elgiva Dora Shullai, India

IWC board member Elgiva Dora Shullai is a registered nurse and served as an officer with the prestigious Armed Forces Medical and Nursing Services until 2011. Now she is actively

supporting philanthropic work and has been appointed Global Sisters Coordinator for the Seng Kynthei Unitarian Union, North East India. In this capacity, she has coordinated health camps, awareness programs, and Global Sisters workshops in several Unitarian communities in Meghalaya. Elgiva is also the coordinator for the leadership development program for women in the Khasi and Jaintia Hills. In 2014, she organized the launch of a White Ribbon campaign to eliminate violence against women and children in Unitarian communities in North East India.

Leadership Development Stream Chair: Pan Godchaux, USA

For almost twenty years, Pan Godchaux was either a school board member or serving in the Michigan House of Representatives. She worked as a political consultant supporting NGOs in presentation of their issues, helping the newly elected understand their responsibilities, and teaching women what they need to do to win office. She founded and taught at the Institute for Local Government at the University of Michigan-Dearborn. Pan served two tours in the Peace Corps, in South America and in Eastern Europe. She was also a broadcast and print journalist, elementary teacher, soccer coach, and Girl Scout leader. Today she is retired but sits on several national and local boards and has recently completed three years as the president of her local UU congregation.

Program Stream: Violence Prevention

Overview

From the sexual assault of an unconscious woman to the refusal of a husband to allow his wife to use birth control, violence against women takes many forms and affects females of all ages in every neighborhood of every country. Global estimates published by the World Health Organization (WHO) indicate that about 1 in 3 (35%) women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.

With the help of our two internationally known experts, Prof. Michele Landis Dauber, USA and Ms. Cecilia Hofmann, the Philippines, participants of the Violence Prevention Stream will identify the many visible and invisible ways in which violence is perpetrated against girls and women and offer prevention and response strategies.

In the Violence Prevention Stream participants will:

- Learn about models used worldwide to address and prevent gender-based violence.
- Identify actions they can take to address violence in their local communities.
- Take home tools to empower women **and** men to take action against sexual and physical violence against women and girls, and work toward the elimination of violence globally.

Violence Prevention Stream Speakers and Panelists (*in alphabetical order*)

Prof. Michele Landis Dauber, USA

A law professor and sociologist, Michele Landis Dauber has written highly original historical and sociological studies focusing on the history of social provision and the U.S. welfare state. Her first book, *The Sympathetic State* (2013 University of Chicago Press) received numerous distinguished book awards and prizes including from the American Historical Association, the American Sociological Association, the American Political Science Association, the American Society for Legal History, and the Law and Society Association. She is currently working on a project about the history of resettlement and relocation following catastrophes. She is the recipient of the 2006 Walter J. Gores Award, Stanford University's highest teaching honor. Prior to joining the Stanford faculty in 2001, Professor Dauber was a clerk to Judge Stephen Reinhardt of the U.S. Court of Appeals for the Ninth Circuit (1998-99) and a doctoral fellow at the American Bar Foundation (1999-2001). From 2011 to 2013, Professor Dauber co-chaired the Board on Judicial Affairs and helped to lead the process that revised Stanford's policy on sexual assault. She is a nationally-respected advocate for improving college and university policies on sexual assault to increase compliance with Title IX.

Cecilia Hofmann, the Philippines

Living in Europe for over two decades, Cecilia Hofmann began working on Filipino and other migrant women's rights issues as incidents of abuse, discrimination, and trafficking of migrant women became a growing concern. She was co-founder of a Filipino migrant women's organization and of a center providing services for women and their children. Returning to the Philippines in the early 1990s, she joined a large women's organization as coordinator for programs addressing violence against women. Cecilia also was a founding member of a legislative advocacy network that successfully worked for the passage of laws on rape, domestic violence, and women trafficking. After moving to a province in the central Philippines, she was co-founder and executive director of GWAVE (Gender Watch Against Violence and Exploitation), an NGO that since 2002 has provided free legal assistance as well as educational and psychosocial services for disadvantaged women and girls who are victims of gender-based violence. Another GWAVE program focuses on the development of male advocates and trainers on issues of masculinity and gender-based violence. At present Cecilia is a member of the board of trustees of GWAVE.

Violence Prevention Stream Chair: Carol Galginaitis, USA

Carol Galginaitis is a former social worker, educator, and researcher, specializing in helping young families deal with the death of a parent. Her lifespan curriculum, "Lessons of Loss," has been used by Unitarian Universalist congregations throughout North America. Carol has also supported pre-school teachers and administrators to adopt practices that foster the social emotional development of young children. She is a member of the Unitarian Universalist Church of the Monterey Peninsula.