

MINORITIES &

SUCCESS

Fall 2011

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In this Edition:

5 Tips for Effective Team Management.....Page 2

American Business Women's Association- Women on a Mission.....Page 5

Registered Nurse Training: Entrance to a Profession That's Always in Demand.....Page 7

All Together Now: Diversity at Work.....Page 10

Women Leaders Around the World in 2011.....Page 14

Best Paying Careers for WomenPage 30

Minority Education.....Page 35

Minority Scholarships for Women- Do You Qualify For a Free College Education?.....Page 40

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5 Tips for Effective Team Management

By: Susie Leung

Have you ever been on a team building day or management development training session where you've thought "this bears no relation to my work?" You're not alone. Team building exercises are, in general, conceptual, designed to bond your team and make everyone enjoy working together productively. They don't tend to be tailored to specific work goals.

So how do you build a team that works together effectively on a day-to-day basis and achieves what you want? These 5 tips should help you

maintain the right mindset to build any group into a functioning team.

1. Accept and appreciate diversity.

This does not just refer to obvious differences, such as people needing flexibility for parenting, but to differences in personality, strengths, experience and views. If you appreciate and support these different traits, your team will be more sympathetic and celebratory of each other's differences too. This will lead to a more supportive

and open team environment in which staff are not afraid to express opinions or ask for help.

2. Create standards and ensure people are treated equally.

Maybe it will seem as if this is contrary to appreciating diversity, but it doesn't have to be. While people might need different types of support, as long as everyone knows they are entitled to the same levels of support, you are creating an equal environment.

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3. Be open to new ideas.

Never become closed-minded and never value tried and tested processes more than innovation.

4. Never forget how important tried and tested processes are.

Again, contradictory, but a manager who is focussed entirely on new ideas but does not maintain processes and standards is useless, as their team will become confused and undisciplined. Similarly, a manager who cares only for maintaining the current processes will be too rigid, and the team will

never progress under such a restrictive environment. Strike a balance and your team will follow the rules and processes but their creativity and enthusiasm won't be crushed.

5. Define success, both in terms of individuals and the team.

The latter of these is often forgotten, but if the team knows what its collective function is and can form an idea of how to get there they will feel more united. Don't be scared to include them in discussions on these areas and gather their opinions on what they consider success as a team to be. It

might be a common business goal, but it might also be successes around communication or co-operation on certain tasks. You can't dictate to them how they should go about becoming a team or force your views on them, it needs to be collaborative.

The tips above do not offer an exhaustive route to effective team management though they do offer a platform from which to develop your own team management style. Ultimately, it is a crucial part of management development training that can sometimes be tricky due to the massive variations in teams in terms of size, purpose, personalities.

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American Business Women's Association - Women on a Mission

By: Suzette Hinton

Joining a friend at a meeting of the Triangle Chapter of the American Business Women's Association (ABWA) was just what I needed. Not only was I impacted by the warmth of the women, but their mission:

To bring together businesswomen of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through

leadership, education, networking support and national recognition.

Pondering whether to join or not, I decided to do some research. I found that this illustrious group of women are part of a national structure uniting women of different nationalities and across cultural boundaries. Believe it or not, ABWA was started by a *man*. Get outta here! In an era where the roles of women were defined inside the home, it's tantamount that a man would lobby for women to be recognized in this manner.

American soil, when the men returned the women were expected to return to their homebound existence.

Hilary A. Bufton, Jr. said no way. He did not want these ingenious women to go unnoticed, but he knew his solitary voice could not penetrate the biases of his time. So, he partnered with three businesswomen and established the American Business Women's Association, incorporating it on September 22, 1949. This single action sparked a change that would challenge traditional roles forever.

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What a difference a world war makes—World War II in fact. When the men were called upon to defend their country, this left a void in the workforce that cried to be filled. No one else was available so the women left home to go to work. Besides, their family's survival depended on it since the breadwinner was now absent. Despite this contribution to preserve the family and the economy on

Though Mr. Bufton is now deceased, his daughter continues his legacy serving as Chief Executive Officer. Under Carolyn Bufton Elman's leadership, the organization continues to be an indomitable force of empowerment and support. Changes have been made over the past 50 years to remain in step with ever-evolving trends but the underlying values are the same.

What grabbed my attention most were the educational opportunities sponsored by the association. They are the ABWA-KU MBA Essentials program and the ABWA-KU Management Certificate Series. The former is a master's level degreed program but the latter does not require any educational prerequisites. Nonetheless, both expose professional women and entrepreneurs to advanced courses developed and taught by faculty from

the University of Kansas School of Business and its KU Center for Management Education.

Do that offer online courses? They do! They even have a Business Skills Tuition Reimbursement program making education affordable. Wow!

At last night's meeting, the members raved about the national conference. My friend nodded in agreement, whispering to me how inspiring it is and how it is a great networking opportunity. Now get this, this year's conference is in Greensboro, NC. That's only a 1 1/2 hour drive from

where I live. That's rare. According to the officers, most of the meetings are in other states. The last one was in Anaheim, California. Members were exhorted to take advantage of this rare opportunity.

My friend explained that there is an agenda at each meeting. At this one, there was a guest speaker educating the members about the prevalence of Multiple Sclerosis, especially among women. I was surprised that there were several women, including myself, who knew of someone suffering from the illness. While mingling, one of the members shared that she had been diagnosed in the past. While eating our

meal, the group discussed upcoming events, business and one of the members showcased her jewelry business.

At the conclusion of the meeting, I spoke with one of the officials about being a guest speaker. Though the group doesn't compensate their speakers, this would be a great platform to launch into public speaking. Part of coaching is interacting with people one-on-one but also in groups. Accordingly, I anticipate blending a little education and actually engaging the women in a group coaching session. Who knows where this might lead!

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Registered Nurse Training: Entrance to a Profession That's Always in Demand

By: Simone Johansen

If you have made a decision to go through registered nurse training, you should be excited about the thought of taking courses that you like and entering into a job market you really have a passion for. To focus this enthusiasm and interest into your future success you need to get ready for the training that is coming up next. Having a better knowledge of the education and training you'll be getting will help to better equip you for success on your final exam and in your job.

Since it is vital to understand every aspect of the body, you are going to take a full array of science courses. Your education begins the minute you get to college and even more whenever you enter into a nursing program. This training will require you to take classes like biology, chemistry and anatomy.

Once you enter into a nursing

program, you'll take these sciences further. You will be expected to learn physiology, nutrition and microbiology. You will also be expected to take lessons in psychology and behavioral sciences, since these courses will allow you to better understand your patient as well as the troubles they cope with.

Finally, you will be expected to tackle a variety of nursing courses which will get you prepared for the actual field work that you'll perform as a Registered Nurse. These registered nurse training courses will prepare you for tasks like starting and maintaining an IV, administering medications, and informing and questioning a patient.

These are the basic courses that are faced by those who are interested in an ADN or BSN (Associates Degree in Nursing or Bachelor's Degree in Nursing). Students must then get ready for the national licensure examination, which will need to be passed after

registered nurse training to become a registered nurse in the U. S.. The test is named the NCLEX-RN (National Council Licensure Examination - Registered Nurse). It is important to realize that those who are planning to be a Registered Nurse will have to complete clinical experience, together with completing and passing the NCLEX-RN, to be able to receive your certification and license.

There are many who stop after obtaining their license after a bachelor's degree or associates degree. Those who are seeking to progress further in the field will want to reach for a Master's Degree or for special certifications. These advanced practice positions include nurse anesthetists, nurse practitioners and clinical nursing. These positions call for a Master's Degree and also other requirements that are defined by each state.

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Registered nurse training works to prepare you for a career that is anticipated to grow by 22 percent by the year 2018. This industry is full of available jobs for individuals who tackle training and perform well on their NCLEX-RN. If you have been looking to be a nurse, make sure you focus all of your enthusiasm and energy into your work. You'll be much better prepared for the training that lies ahead and will be on the list of top individuals when searching for one of the many nursing jobs available.

Becoming an RN is not merely a strategy for earning more money than you currently make - it's also a road to obtaining satisfaction in the workplace for many individuals. RNs have a great impact on the lives of the individuals which they help, and permit the physicians that they assist to complete the job, secure in the knowledge that individuals are being well cared for, even if the doctors themselves can't be around.

Training Specifications for Becoming an RN

Becoming an RN isn't easy, but it's not unrealistic either, even for the busiest among us. For individual wanting to receive their Registered Nurse licensure, there are various solutions, like online schools, accelerated programs and even night schools. So it doesn't matter what your schedule is, there's a training option that's just right for your situation. With this occupation comes job stability as well. Even while most other companies are struggling to survive in these uncertain times, the healthcare industry continues to grow, which would mean the time is right to get the training necessary to be an RN.

The official conditions for becoming an RN can vary by state, but the majority require nurses to possess a bachelor's degree in nursing or healthcare from an approved institution in order to become an RN. The next requirement for your Registered Nurse licensure is

successful completion of the NCLEX-RN examination - a national licensing examination.

your work as a LPN, CNA, or LVN will usually satisfy many of the clinical and practical specifications of your RN program

While these requirements for becoming an RN may look intimidating at first, it is a common practice for people to take on this challenge in more manageable steps, pursuing an entry-level nursing license and an associate's degree before working toward Registered Nurse credentials. This enables you to start generating a healthcare income instantly, and also to acquire a little experience in the field as you train for your RN. Indeed, it's also true that your work as a LPN, CNA, or

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LVN will usually satisfy many of the clinical and practical specifications of your RN program, in order to finish some of your school requirements while earning an income.

There are so many excellent nursing schools to choose from that it's not easy to make a suggestion of one specific school over the next. Your journey to becoming an RN will be uniquely yours, unlike anybody else's. That being said, there are a lot of considerations that you can think about while looking for a nursing school. First, what exactly are your scheduling requirements? A busy single parent with a full-time job will benefit from the time and schedule freedom offered by an online program, while a recent high school graduate might need the structure and guidance offered by a normal day time program. The message here is your method of becoming an RN is really your choice, and that just a little searching will allow you to find a training program suitable for you, regardless of what they may be.

As soon as you've found the perfect program for you, you are well on the right path to becoming an RN. The next task is to work the program as carefully as possible. Pay special attention to the prerequisites of the training program you are in, in addition to the licensure specifications in the state in which you want to practice. The worst possible outcome could be for you to miss a major step till the last moment, possibly delaying your licensure. RNs are the backbone of the health care industry, and nursing jobs can be immensely fulfilling.

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All Together Now:

Diversity at Work

By: Les Gore

There was one black governor inaugurated this year—Deval Patrick in Massachusetts, only the second in U.S. history. Women are governors in nine states.

“As Massachusetts is becoming more diverse, its government lags behind, resembling the population of three or four decades ago,” a Boston Globe editorial observed. “A new study from UMass-Boston of 163 top positions in state government shows that minorities are underrepresented, and the numbers of Latinos and Asian-Americans in particular are shamefully low,”

The editorial continues: “The government, and especially its leadership, will not reflect the state’s full diversity without a concentrated effort to recruit talented people from all segments of the population, and to assure them that their contributions are needed and welcome.”

Of the top 100 US cities, the minorities have become the majority. They have enormous purchasing power. They’re your customers.

Are they your employees?

Diversity At Work

I read in the New Yorker recently that “in the ‘whitest’ state in the nation, L.L. Bean hires many Somali refugees living 20 miles away in Lewiston, Maine, to work at their giant packing facility in Freeport, during peak holiday rush.” Martha Kidd Cyr, L.L. Bean’s, VP Human of Resources, told me that many of these seasonal hourly workers become full time, permanent employees.

“As companies do more and more business around the world, diversity isn’t simply a matter of doing what is fair or good public relations. It’s a business imperative,” writes Carol Hymowitz in The Wall Street Journal.

“Diversity isn’t easy to get right,” she adds. “But when a company strives to create a workforce that mirrors the population of a community, one that is as varied as its customer base, the benefits to all are broad and deep. Diverse employees offer an extraordinarily wide range of proficiencies for doing business (or doing good) in any marketplace.”

Who Makes Up The Diversity Population?

It is clearly African Americans, Asian Americans, Hispanics, Disabled, Forty Plus, Gay and Lesbian, Native

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We wish continued progress to all
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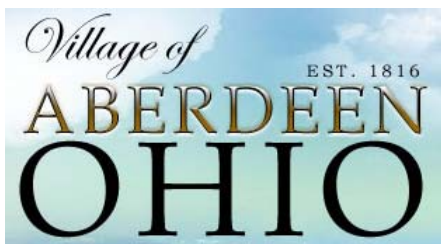
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American, Veterans—and yes, Women. Look more closely, and you'll see:

- Asian Americans are the fastest-growing ethnic group in the U.S., increasing at rates eight times as fast as the general population.
- In the US, Hispanic/Latinos are the largest ethnic minority group.
- African-American purchasing power is approaching \$646 billion and Asian-American buying power is nearly \$100 billion.
- The population of Hispanics/Latinos is growing five times as fast as the general population.
- The minority population is projected to surpass the non-minority or non-Hispanic white population between 2055 and 2060.
- Immigrants account for almost half of Ph.D.-level scientists and engineers in the U.S. and are strong contributors to American technology development.

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More Similar Than Different

Last year, Watson Wyatt Worldwide's WorkUSA research asked 7500 workers at all job levels across diverse industries to respond to 130 statements about their workplaces. Watson Wyatt broke down the responses to look for diversity patterns across demographics including whites versus minorities, men versus women, and people over and under 30 years old.

The research found more similarities than differences, especially in the categories respondents rated as most important to them. People agreed about what inspires their commitment to a particular employer. The following factors were cited as important:

- They supported their company's business plan.
- They had a chance to use their skills on the job.
- Their reward package was competitive.
- The company acted on employee suggestions.

There was also agreement on what specific areas organizations needed to

improve. Research clearly showed these areas to be: **employee input; promoting the best performers; helping the worst performers get better.**

Additionally, the employees want to know **how** their job affects internal and external customers. They want to understand **how** their job contributes to the accomplishment of company business goals. They **want** a safe work environment and highly rated products and services.

Recommendations for Diverse Workplace Success

To help insure success, Watson Wyatt recommends that organizations concentrate on four areas with their employees:

- Keep your company effective, winning, and on the right track.
- Help people, supplied with needed resources, use their talents and skills to contribute to the overall accomplishment of organization objectives.
- Respect and value people and recognize and act on their

contributions.

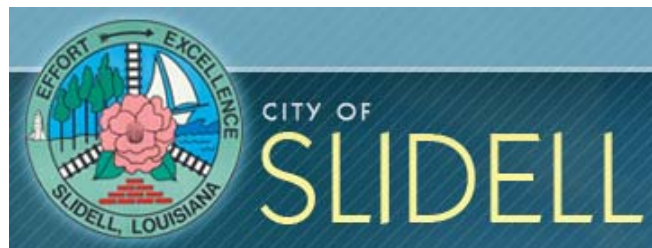
- Create an environment in which people have interesting work and enjoy their coworkers.

Best Practices Checklist

The Society for Human Resource Management Diversity Initiative, set up in 1993, <http://www.shrm.org/diversity> has compiled a best practices checklist from observing and participating in the successful implementation of hundreds of inclusivity initiatives.

- Have you made the business case for all of your diversity initiatives?
- Have you done your research internal and external customer data?
- Do you have a workplace inclusivity/diversity advisory or steering committee (ad-hoc employee group?)
- Do you conduct structured group interviews for open management positions?

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- Do you have a formal, fully inclusive mentoring program?
- Are you attempting to diversify your recruiting pool while maintaining high standards?
- Are you conducting diversity training for managers, supervisors, and employees?
- Have you completed sexual harassment prevention training for all of your employees?

As workplace diversity continues to gain ground as an organizational strategy, it becomes increasingly more important to collect information that shows the true benefits and impact of your existing or planned diversity initiatives. It may lead you to think more strategically, more futuristically, and more globally about diversity both as a business strategy and a competitive advantage.

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Women Leaders Around the World in 2011

By: Jean Sheldon

Argentina

In 2007, Dr. Cristina Fernandez de Kirchner became the first elected female president of Argentina. Isabel Peron succeeded her husband as president from 1974 to 1976. Fernandez's interest in politics began in the 70s with the Peronist Youth movement. In 1989 she was elected to the Santa Cruz Provincial Legislature and re-elected in 1993. She was a driving force in her husband's successful campaign for the presidency in 2003, the office she went on to win. She is passionate about her causes and unafraid of controversy. In 2010, President Fernandez endorsed the equality in marriage act that became law, making Argentina the first Latin American country to accept the measure. I was struck by her honest and simple belief that democracy means equality for all.

Australia

In 2010, Julia Gillard became the 27th and first female Prime Minister of Australia. After completing her degree at Melbourne University she joined the law firm of Slater and Gordon and quickly became a partner. Her focus, mainly employment law for workers and fair compensation for home workers in the clothing industry, introduced her to Labor politics. Gillard didn't set out to break any glass ceilings or ruffle feathers, but her status as an atheist and an unmarried woman who lives with her partner (Tim Mathieson) has indeed fluffed some down. Her choice not to have children prompted a discussion about the symbolism of an empty fruit bowl in a photo of Gillard's kitchen, a comment on her not being a 'mum'. One of her colleagues in Parliament called her "deliberately barren".

Bangladesh

Sheikh Hasina was elected Prime Minister of Bangladesh in 2008 after two years of army-backed emergency rule. She took part in the 1969 uprising and the 1971 liberation war for which she and her family were imprisoned by the occupying army of Pakistan. In 1975, while Hasina and her sister were visiting her husband in Europe, her father and eighteen family members were executed by gunmen. She spent six years in exile before returning in 1981 to continue her battle for democracy, battles that often ended in house arrests. She survived an attack in 2004 when grenades exploded at her opposition political rally killing two dozen people. In May of 2011, Sheikh Hasina spoke at the Sixty-fourth World Health Assembly addressing the importance of women's health to

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the strength and productivity of every nation.

Costa Rica

Laura Chinchilla was elected as the first woman President of Costa Rica in 2010. She previously served as Minister of Security, Chairman of the Joint Drug Intelligence Center, and the Academic Council of the National Police Academy working on judicial reform against one of Costa Rica's greatest concerns—drug trafficking—a major problem for a country on the drug trade path from Columbia to the US. Since her election, Chinchilla has been active in promoting Costa Rica in world markets and is a strong advocate for reform. Her opposition to a separation of church and state, and her anti-abortion stance has worried some women leaders as to Chinchilla's attitude toward gender equality. Chinchilla told members at the Council of Women World Leaders that Costa Rica's Congress has 40% female representation, far more than most nations.

Croatia

Jadranka Kosor was appointed Prime Minister of the Republic of Croatia in 2009. She had previously held positions as Vice Prime Minister and Minister of the Family, Veterans' Affairs and Intergenerational Solidarity, and as Deputy President and Vice-President of the Croatian Democratic Union (*Hrvatska demokratska zajednica*, HDZ). Before entering politics, Kosor won a number of awards as a newspaper and radio journalist. She took office to a huge deficit and high unemployment and immediately introduced an emergency budget to reduce spending and the national debt. After years of struggling to improve the image of rampant government corruption, Croatia was recently approved to become the 28th member of the European Union and will join the EU in 2013. Jadranka Kosor has published two books on the Homeland War and two poetry books.

Brazil

Dilma Rousseff never held an elected office before becoming the first woman president of Brazil. Now she leads the fifth largest country in the world with one of the fastest growing economies; a nation preparing to host the 2014 World Cup and the 2016 Olympics in Rio de Janeiro. Arrested in her early 20s for opposing a military dictatorship she spent three years enduring imprisonment and torture. Today she balances a reputation for determination and grit and sees eliminating poverty and bringing social equality for all as her primary goals. Rousseff has appointed nine women to her cabinet and travels surrounded by female security guards. This year she was 16th on Forbes list of the world's most powerful people.

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Finland

Tarja Halonen became the first female head of state in the Republic of Finland in 2000 and was re-elected in 2006 to another six-year term. Finland is the first nation to appoint more women than men as government ministers. Halonen served as a member of the parliament from 1979 to 2000 and was the first woman to become foreign minister. In addition to her political career she had a long career in trade unions and different non-governmental organizations. President Halonen is a Social Democrat who believes that women in a position of power need to

support other women until there is equality in governments around the world. Tarja Halonen has built her political career on promoting human rights, social justice and equality. In 2009, Finland became the first country in the world to make access to high speed internet a legal right.

Germany

Angela Merkel was sworn in as Chancellor of Germany in 2005 and had a phenomenal 60% approval rate into her 2009 reelection. Her parties concern for her success was not based on the

usual merits of male candidates; rather they were afraid because she was too frumpy looking, divorced, and had no children. The 'frumpy' looking, childless Chancellor managed to pull her nation from its deep recession. Her doctorate is in physics, but at the age of 36 she became involved in the democracy movement and after the Berlin Wall came down took a job in government. In 2010, Forbes listed her sixth on their list of Powerful People, and fourth on their list of Powerful Women. This June, President Obama presented Chancellor Merkel with the Presidential Medal of Freedom.

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India

Pratibha Patil was elected India's first woman president in 2007. Trained as a lawyer she became a member of congress in 60s and then spent two decades in Maharashtra's state legislature. In 2004 she was appointed the first woman governor of Rajasthan. She earned a Master's degree in Political Science and Economics and a Bachelor of Laws and has worked tirelessly for the welfare of women and children and the underprivileged. She promoted the Shram Sadhana Trust which supports working women's hostels and a college of engineering and technology for rural youth. She is currently working with all political parties for implementation of the Women Reservation Bill which grants 33 per cent reservation for women in government. Many males oppose the reservation because women are poorly educated—a typical political catch 22—until more women make the laws they will remain uneducated.

Iceland

Jhanna Sigurardttir became the first female Prime Minister of Iceland in 2009. She began her political career as a union organizer while working as a

flight attendant and became a member of the Icelandic Parliament in 1978. One of her first notable acts was to refuse the official limo to drive her own vehicle to work. She was Iceland's longest serving minister on committees such as Foreign and Constitutional Affairs and Economy/Trade and Social Affairs. Ultimately, it was Iceland's economic crash in 2008 that forced the resignation of the then Prime Minister Geir Haarde. Sigurardttir led a group of Social Democrats and Left-Greens who joined forces to form a caretaker minority government. Her election made her the world's first openly gay female head of government. Her personal achievements and political prowess were more important to Icelandic voters than sexual orientation.

Ireland

Mary Patricia McAleese became the second female President of Ireland and the first woman ever to succeed another elected female head of state, Mary Robinson, in 1997. She was re-elected unopposed for a second 7 year term in 2004. McAleese grew up in Northern Ireland before her family was forced to leave during 'The Troubles' (a term used to describe the violence between Catholics and Protestants in Northern Ireland). In the past two

decades, Ireland has become one of Europe's wealthiest countries. In May of 2011 Queen Elizabeth II's unprecedented and symbolic trip to Ireland added another plank to the Presidents successful platform of 'Building Bridges'. She told the Queen "...Your visit is a formal recognition of what has, for many years, been a reality. A lived reality...that Ireland and Britain are neighbours, equals, colleagues and friends."

Kosovo

In April of 2011, Atifete Jahjaga, a non-partisan candidate, became the 4th President of Kosovo. She is also the first female and at 36, the youngest person to hold the office. Before her election she was the deputy commander of the Kosovo Police. Jahjaga graduated from the University of Pristina Faculty of Law in 2000 and after the Kosovo War began working as an interpreter for the international police. She became an officer and rose through the ranks to General Major. The Republic of Kosovo is in the Balkan Mountains in Southeastern Europe, bordered by Serbia and Albania. In 2008 Kosovo declared independence and is awaiting acceptance approval from the UN. In July, Atifete Jahjaga met

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with another female world leader, the President of Lithuania, Dalia Grybauskaitė, to discuss, among other things, how Kosovo can benefit from the experience of Lithuania on the path of the European integration process.

Kyrgyzstan

Rosa Otunbayeva, Central Asia's first female leader, came to power in 2010 after a takeover. The former professor received her education at Moscow State University and went on to serve as foreign minister during Soviet rule and after Kyrgyzstan gained its independence, in which she played a major role. In 2011 she was awarded the International Woman of Courage award by US Secretary of State Hillary Clinton. In Otunbayeva's own words "Nothing can be more moving than to see humans celebrate their freedom....The Almighty provided us with such a powerful sense of dignity that we cannot tolerate the denial of our unalienable rights and freedoms, no matter what real or supposed benefits are provided by "stable" authoritarian regimes. It is the magic of people, young and old, men and women of different religions and political beliefs, who come together in city squares and announce that enough is enough."

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Liberia

By the time Ellen Johnson-Sirleaf, who spent over ten years in prison, many years in exile, and nearly faced execution, became the 24th President of Liberia in 2005, the country was devastated. Years of civil war resulted in the deaths of 300,000 and the rape of an estimated 75% of Liberian women. Unemployment stood at 85%. In six years, Johnson-Sirleaf has eliminated the country's external debt and Liberia now has one of the fastest growing economies in the world. Unemployment, though still high, is down to 50% while school enrollment has increased 40%-girls constitute a

major portion of that number. In 2007, Johnson Sirleaf was awarded the Medal of Freedom by the United States, and in 2010, Newsweek listed her as one of the ten best leaders in the world, and Time named her in the top ten female leaders.

Lithuania

In 2009, Dalia Grybauskaite, an Independent, won the office of President of the Republic of Lithuania with over 68% of the vote. Her campaign stressed the importance of protecting the poor, reducing the bureaucracy, and investigating government spending. In

1988, she received a doctoral degree in economic sciences at the Moscow Academy of Social Studies. In 1991, she was appointed Director of the European Department at the Ministry of International Economic Relations and served in Ministry positions until 2004 when she was appointed EU commissioner for financial programming and budget. There she began reforms to ensure a more practical and efficient distribution of funds. The work earned her the title of Commissioner of the Year. Grybauskaite's lack of links to political parties or special interest groups and her spotless record allowed her to demand accountability from government officials and agencies.

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Slovakia

Iveta Radicova became the first woman Prime Minister of Slovakia in 2010. She holds a Ph.D. in philosophy and was a professor of Sociology at Comenius University in Bratislava. She began her political career in the 1990s as a member of the Public Against Violence movement. Said to be Slovakia's leading female sociologist she was appointed Minister of Labour, Social Affairs, and Families from 2005-2006 and represented the Slovak Democratic Party in Parliament in 2006. Radicova promised to cut state spending rather than establish tax increases to reduce

the budget deficit. She believes religion is a private matter, that women should be trusted to make their own decisions about their bodies, and that leaders should focus on the rights of minorities. Another ambitious step was the decision to place contracts related to public finance on the internet before they are enforced.

Switzerland

Micheline Calmy-Rey, head of the Swiss Federal Department of Foreign Affairs was elected President of the Swiss Confederation for 2011. She also held

the office in 2007. After earning a degree in Political Science she ran a book-distribution business. In 1979 she joined the Socialist Party of Geneva focused her efforts on public finance. After her election to the Geneva Cantonal Government, she became head of the Department of Finance. Since 2003, she has been head of the Federal Department of Foreign Affairs where she has made clear her commitment to the promotion of peace, the elimination of poverty, and the continual struggle for global human right. Speaking at the 100th International Labour Conference in June, Calmy-Rey emphasized the urgency for social justice. In July she met with Russian Federation Ministers

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to discuss cooperation in social development.

Trinidad and Tobago

Kamla Persad-Bissessarm became the seventh Prime Minister of the Caribbean nation Trinidad and Tobago in 2010 and the first woman to hold that position. Former premier Patrick Manning predicted she was not strong enough to govern but Time magazine voted her one of the world's top 10 female leaders. Her priorities are to reduce the large population of Trinidadians living in poverty by 2% per year and to provide citizens with a way to voice their concerns and displeasure without fear. "The most enlightened democracies are those that allow for freedom of expression and the right to self determination." Before her political career, Persad-Bissessarm was a social worker, known for compassion.

There you have a brief look at these remarkable women. Learn more about them, or better yet, become involved in change yourself.

Equality is like gravity. We need it to stand on this earth as men and women, and the misogyny that is in every culture is not a true part of the human condition. It is life out of balance, and that imbalance is sucking something out of the soul of every man and woman who's confronted with it. We need equality. Kinda now. Joss Whedonquote

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Best Paying Careers For Women

By: Billy Baker

When it comes to careers for women, it was normally stability that was given precedence over salary. Over the last decade, with better education and opportunities, women have started coming out of the preoccupation of family carer and home management and instead are choosing more high paying jobs that don't provide the previous stability yet give them the satisfaction of both career and a higher income.

What are those high paying jobs?

There has been a gradual shift from the traditional careers for women like nurse, dental assistant, etc to non-traditional and alternative posts like general practitioners, dentists, etc. This is a welcome change for women and society in general. When we talk about the best paying careers for women today, we easily notice that

the field of medicine is dominating the charts.

o The latest to add in this category is the job of anaesthesiologists. They are the ones who give anaesthesia to patients pre-surgery to render them unconscious during the surgery. This involves proper understanding of the patient's body and the various risks it faces when a particular anaesthetic is given. This is one of the top paying jobs in the market today.

o The role of an internist often goes unnoticed by most of us. They are the ones who provide non-surgical treatment to the internal organs of the patients when they are inflicted with disease. This is a wonderful profession and internists are renowned for taking home healthy salaries every month.

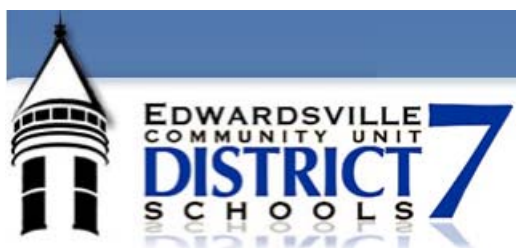
o One field of medicine has almost always been held by women and why not! It is the post of a gynaecologist. A gynaecologist is a special stream of

doctors who handle the diseases related to the reproductive organs of women and childbirth. This is a very important job and women have played a massively important role. No wonder such an important job is paid so well.

o It is time women stopped limiting themselves to dental assistants and instead become a dentist. Apart from dentists being one of the best paid people in the industry, like medical doctors they hold highly respected, responsible positions in society.

o If you try to step aside from the field of medicine and consider other alternatives, you will find there are other equally fulfilling jobs for women. A teacher is one of them. Being a teacher has been a rewarding career for many women both in terms of satisfaction and income (in most locations). In fact, the constant contact with bright minds can be very enriching just on its own.

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o Human resources in larger firms is another attractive field where women dominate and earn a good pay package. The human resources department of a company handle the employee welfare, recruitment, social activities, etc. In short, it handles everything that concerns the 'people' side of the company.

o The Fashion industry has always attracted women. But apart from being just a skinny model gracing the ramp,

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women can also hold many other posts that are equally or much more rewarding. Fashion designers, make-up artists, event managers, etc. have amazing take home salaries that can turn a top model turn green with envy!

o The post of financial advisor may be quite a risky job as it involves giving advice on the financial matters of people, but it is a high paying job precisely for that. Women who are good in finance and are comfortable giving advice can have the experience of their lifetime in this career as it is a highly interesting job. People are known to earn enormous amounts once they become established in this field.

The list given above is only indicative. There are many fields like sales, psychiatry, analysis etc. that are also rewarding.

Wow! So how do I get one?

Well, no matter what job you want, they almost always involve some basic qualifications. Traditional jobs which women used to hold required little educational requirements in many cases. However, all the high paying jobs usually require proper, formal education as they are most often more complex. Most require degree qualifications and in the case of a

career in medicine, it's usually a tough five to six years medical degree plus some internship.

Education may seem costly sometimes and you may be tempted to slip back and settle for a low paying job. However, that decision of yours can help you lose a lifetime of comfort and satisfaction. There are scores of educational loans that are being offered to students. You can always pay it back over time after you get those dream jobs.

Finally, some research is all it takes and you can even jump on line at your local library (usually for free) if you don't have a computer of your own yet!

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Minority Education

By: Archangelo Joseph

By the late 19th century, educational debates were still echoing on “who was to be educated?” and “how this education was to be carried out?” Such philosophers as John Dewey and (closer to us) Jean Piaget understood that “all knowledge has a special origin and the interests of the child are the primary source of learning” (Spring 1989). The same author said that after the Civil War black leaders, particularly W.E. Dubois and Booker T. Washington debated not the importance of schooling but the kind of education for blacks. The latter, considered by many blacks as a traitor, would acquiesce with the 1895 Plessy v. Ferguson decision that said under segregation schools can be separated and remained equal. According to Perkinson (1991), Washington addressed publicly in 1895,

“...The Negro did not want social equality, that he did not need social equality with the whites. Nor did he

want or need political or civil equality ... but cooperation with their white friends. Negro education should be devoted to the practical education of earning a living.” P.48

But Dubois vehemently rejected that position and argued for equal rights. Meanwhile, diverse segments of society had been restless protecting their interests after the inaction of Plessy v. Ferguson. The US Supreme Court solved many cases in favor of minorities such as Peirce v. Society of sisters (1922, unconstitutionality of forcing public schooling only) or Virginia State Board of Education v. Barnette (1940, unconstitutionality of forcing Jehovah Witness to salute the flag). None of them delivered a blow to the racist establishment more significant than Brown v. Board of Education of (1954), which stipulated that separate education was inherently unequal. That decision invigorated the position of such minority leaders as Dr. Martin L. King who had long said that the reality of equality will

require extensive adjustments in the way of life of the white majority, an adjustment many are unwilling to make”, (Smith & Chunn, 1989). The Brown decision opened the valve for a flurry of other specific legislations to right the educational wrongs done to minorities. For, Perkinson (1991) stated that black parents realized that their children were failing in schools not because they were culturally deprived but because the schools were incompetent to teach black students who, indeed, had a culture, a different culture.

I remain convinced that, on the part of many folks, it was not a matter of how to educate our culturally different children, but a deliberate case of not willing to do so. If we take, for example, Shor and Freire (1987), “It is not education which shapes society, but on the contrary, it is society that shapes education according to the interests of those who have power” p.35; and Perkinson (1991) “By 1965

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the schools had polarized American society into self-satisfied whites and victimized blacks, into despondent city dwellers and indifferent suburb amenities by identifying and creating winners and losers” p.220, we shall see that these points of view (Freire/ Shor’s and Perkinson’s) are in direct contradiction while both being sensitive and in the interests of the unfortunate, that include the children of the immigrants.

Bilingual Education

History & Rationale.

As children of the lower class were failing in school and in life, bilingual education (originally) was not meant to rescue them. On the contrary, it was designed to catch up with the Soviets after their launching of the Sputnik, the first manned satellite (Cazabon, 1993). Through the National Defense

Education Act (NDEA), the United States Government hoped to be competitive scientifically and technologically while being sophisticated in languages and cultures. As waves of immigrants kept crashing onto our shores, the Federal government passed a series of legislations and decisions to deal with the problem among which the 1965 Elementary & Secondary Education Act (to attack poverty), the 1967 Bilingual Education, the 1974 Lau vs. Nichols (special aid to non-English speaking pupils) and the 1980 Department of Education regulation (mandated Transitional Bilingual Education nationwide for limited English proficient students). Despite all those efforts, Lambert held that there were two faces of Bilingualism; one for language minorities and the other for the mainstream Americans (Cazabon, 1993).

To such conservative politicians as former Senator Hayakawa, Bilingual Education would hinder the English development of immigrants (Minami & Kennedy, 1991). To those critics, Jim Cummings replied that students who experienced a preschool program in which: a) their cultural identity was reinforced, b) their was active collaboration with parents; and c) meaningful use of language was integrated into every aspect of daily activities; these pupils were developing high level of conceptual and linguistic skills in both language. Supportively, Krashen (1983) indicated that all languages are acquired the same way through four development stages, namely silent period or

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comprehension, early production, speech emergence, and intermediate fluency. Given time, a comprehensible input, and a lower affective filter (anxiety-free) the young immigrant will excel.

The situation of bilingual education led to believe that the authorities either want to assimilate every child into the main culture or to create bad cases of bilingual programs for the minorities where they would be proficient in neither language. In reply Skutnabb-Kangas (1986) had put forward the Declaration of Linguistic Human Rights (the rights to identify with, to learn, and to choose when to use one's mother tongue), especially in relation to small children, where it "is close to criminal, real psychological torture to use monolingual teachers who do not understand what the child has to say in her mother tongue" (Skutnabb-Kangas & Cummins, 1986) p.28. Nonetheless, they registered many cases of positive as well as negative bilingual programs. The additive (positive) Bilingualism has been mostly experienced abroad, whereas most of the subtractive ones have been found in the United States.

Models of Bilingual Programs.

When Lau vs. Nichols was settled, it left the establishment too much leeway even though it cited the school districts for violations of the fourteenth Amendment and the Title VI of the Civil Rights Acts of 1964. According to Lyons (1990), the law did not seek any specific remedy, but only that the Board of Education apply its expertise to the problems and rectify the situation. Therefore, in its implementation worldwide, Bilingualism had two faces depending on whom it was called to serve. It could be implemented and verified as the best form of education (for the elite, the middle/upper class) or the worst case of educational formation (for the minorities, the working/lower class).

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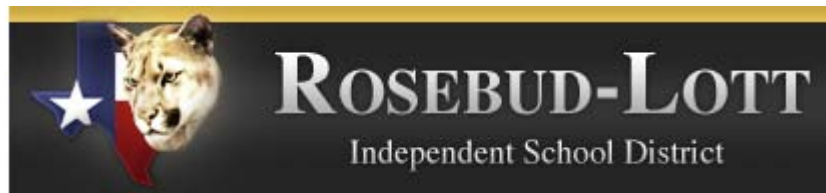


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Minority Scholarships For Women - Do You Qualify For a Free College Education?

By: Clive L. Johnson

Lots of women from minority backgrounds are from low to middle income households. Many of these have no other family members with a college education. You could be a single mom returning to work after a break to raise your family. Maybe you're looking to advance your professional career by taking some vocational training or higher degree. Or perhaps you've never had a chance to study and would like to undertake your first degree. Whatever your situation, don't be discouraged. More than likely there's

a specific funding source that suits your particular set of circumstances.

Where To Apply.

It's not just educational establishments that offer scholarships for minority women. There's a wide range of institutions you can apply to. The main sources of funding include:

- college and university programs

- professional organizations
- charitable and non-profit bodies
- corporate donors

STEM Subjects

Over the course of history, many academic disciplines have been dominated by middle class white males. Women have traditionally had a higher

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representation in areas such as education, the arts, health care and administrative roles. For this reason, many colleges and universities offer scholarships in the so-called STEM subject areas. STEM stands for science, technology engineering and mathematics, but also includes law, business and medicine. In particular, engineering scholarships for women are very popular and millions of dollars each year are allocated to students from minority backgrounds to redress this imbalance.

Types Of Minority Groups

Women minorities fall into several groups. Each one has their specific needs. Here are the main classifications according to government statistics.

African American women

Scholarships for black female students help to bridge ethnic and gender related economic barriers, making a college education a real possibility possible for underprivileged minorities. The African Americans have traditionally been the largest minority group in America, although today this is debatable with the growth in the Hispanic community.

The most well known body for advancing the educational needs of African American men and women is the The United Negro College Fund. The UNCF, with it's motto "A Mind Is a Terrible Thing To Waste" has been responsible for sponsoring the education of over half a million black students in the United States and is funded by many different organizations including the Bill and Melinda Gates (of Microsoft) Foundation.

Hispanic Women

It is undeniable that the Latin and Hispanic community in the United States is growing at a phenomenal rate. Individual scholarships for Hispanic women are widely available from a number of nationwide sources. The Hispanic Scholarship Fund, the Hispanic Heritage Foundation and the Hispanic Association of Colleges And Universities all provide education information educational prospects for women from Hispanic backgrounds who are thinking about going back to college.

Asian American Women

A smaller but significant minority group are Asian American women. Statistics have shown that this ethnic group

attends college more than other minorities and there are fewer drop-outs. However if you're in this group and have missed out on your education, the Pan Asian American Chamber of Commerce (USPAACC) aims to increase the number Asian American students in universities nationwide

Interracial And Mixed Race Women

A newer trend in the world of educational funding are scholarships to cater for men and women from mixed heritage backgrounds. Many women from interracial backgrounds are from lower economically deprived backgrounds and miss out on other type of minority awards as they don't fall into any one particular category. Keep your eyes open for specific terms like interracial, multi-cultural and multi-ethnic scholarships as many universities are now catering specifically for this small but significant minority group.

LGBT

If you've never heard of this term it stands for the lesbian, gay, bisexual and trans-gender community. Women who fall into this category are often

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marginalized from wider society and can find it hard if they want to pursue a college education. Many organizations now cater specifically for this group and can help you find a scholarship to suit your particular needs and career goals.

Native American Women

Native American women are often the smallest minority group on college campuses. Many women from this group come from difficult economic circumstances. This is widely recognized and many organizations are willing to lend a hand to provide educational funding to suit your needs.

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