Working Parents

Balancing career and family
What You’re Saying

Your Winter 2014 issue of AAUW Outlook was the best issue ever in my nearly 60 years of membership. And the only one I’ve read from cover to cover.

Thank you, and keep up your fine work!

JUNE L. COHEN, AAUW SHAWNEE-MISSION (KS) BRANCH MEMBER

I just received my Winter AAUW Outlook. To say the least, I was appalled at the cover. Imagine a woman (in a man-style suit) with arms raised in celebration of “One Step Closer to Equality.” I have been encouraged over the years as AAUW has tried to improve life, education, and workplace fairness for women and girls, but now to highlight lesbians is an affront to the essence of being a woman.

MARTHA FISHER, AAUW JACKSONVILLE REGIONAL (NC) BRANCH MEMBER

I need to challenge part of your article [“He Said, Ze Said: Gender and Personal Pronouns” in the Winter 2014 issue]. You spoke about the 1990s as the onset of academia attempting to find gender-neutral language. I was a student in my master’s program with Ball State University in the late 1970s. It was very acceptable to use s/he in scholarly papers in referencing a singular pronoun.

BETH LOGAN BATZER, NATIONAL AAUW MEMBER

“When women succeed, America succeeds. ... This should not be a hard proposition.”

PRESIDENT BARACK OBAMA ON HIS SIGNING OF TWO EXECUTIVE ORDERS ON EQUAL PAY DAY 2014

“I didn’t feel like adding that layer was going to help us better get at the equal pay issue.”

SEN. KELLY AYOTTE ON WHY SHE VOTED AGAINST THE PAYCHECK FAIRNESS ACT

CORRECTION

A story in the Winter 2014 issue celebrating the 70th anniversary of the AAUW Riverside (CA) Branch mistakenly attributed a quote to Jo Harberson instead of Jo Turner. We regret the error and again offer our congratulations to the branch!

We welcome your comments. Send letters to editor@aauw.org or to AAUW Outlook, 1111 Sixteenth St. NW, Washington, DC 20036. Letters may be edited for brevity and style.
Isn’t It Time for Paid Parental Leave?

BY BETH PEARSALL

Maybe you’re not surprised that Sweden has better maternity leave than we do. But did you know that every other industrialized country in the world does?

features

The Child Care Conundrum

BY HANNAH MOULTON BELEC

Do you have a bundle of joy—or several—at home? Congratulations. Now you get to fork over college-tuition-sized payments for child care whose quality no one can guarantee.

No Kids? No Problem

BY ELIZABETH BOLTON

More women are saying no thanks to having kids. Why is child-free, for some, the way to be?

Elder Care and Work-Life Imbalance

BY TARA EBRABIMI

Many working parents, already struggling to balance work and home, are facing another often full-time job: caring for elderly parents.

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They’re running ...

Are you?

AAUW is looking for candidates for our 2015 national election. This is your opportunity to play a part in AAUW’s impressive legacy! Position descriptions and applications are available on the AAUW website. So what are you waiting for? Run!

Interested? See page 22 for details.

Follow in the Footsteps of Marie Curie as AAUW Explores Poland!

November 1 - 9, 2014

Just a sample of delegation highlights

- The Curie Museum in the house where she was born.
- The Central Agricultural Library, home to Curie’s early chemistry experiments.
- Tour and meeting with the Institute of Atomic Energy POLATOM
- Lunch with a Polish family, private Chopin concert, tours of the architectural glories of Imperial Warsaw.

Space limited to first 60 members!

For more information or to register visit www.professionalsabroad.org or call 1-877-298-9677 today!
It’s Just Not Working

A new baby, an aging parent, a sick partner: These are occasions that most working people will face during their careers. The issues are near and dear to us—they affect our everyday lives. Unfortunately, these deeply personal circumstances are also some of the most intense emotional stressors faced by workers.

It seems that the more time women—who make up the majority of caregivers in this country—devote to their children, parents, or even themselves, the more value they lose in the workplace. That’s an especially alarming thought when you consider that women are paid less than men are across the board and are more likely to work for minimum wage.

AAUW research shows that women still aren’t treated equally in the workplace and that mothers face additional hurdles. Regardless of whether women have kids, work outside the home, or take time off to be caregivers, no choice seems to come without emotional baggage and financial burden.

In this issue of Outlook, you’ll read about why parental leave is so important. (If Lesotho, Swaziland, and Papua New Guinea start offering paid maternity leave, we’ll be the only country on the planet that doesn’t.) You’ll also learn about how the lack of child care resources in this country is holding back women’s careers, how working parents struggle to take on elder care, and why a growing number of people are choosing not to have kids at all.

Whether it’s lobbying for laws like the Family and Medical Leave Act or creating grassroots child care centers (see page 13), AAUW members have been taking matters into their own hands for decades. We know that these are not just “women’s issues”—they’re family issues. Most Americans have to work, and many of us are or will be caregivers for children or parents.

As a culture, we put a lot of value on the family. Yet, lacking institutional support, working parents today find themselves making impossible choices again and again. The sooner our policies reflect our values, the better. Moms, dads, and kids can’t wait.
"Flowers fade quickly—fair pay and dignity make a lifetime difference in the lives of women and their families."

Linda Vestal responds to a graphic about fair pay.

This baby might have kids of his own by now, yet child care isn’t much better. The plight of working parents was also the focus of a 1989 issue of Outlook.

@AAUW “If there are more women in the world, why don’t they have rights?” Carol Gilligan #WhatWomenNeed

The AAUW alumna spoke at the Shriver Report launch in January.

@AAUWPolicy Kerri Sleeman to Senators: No one should go through what I went through with unfair pay. That’s why we need Paycheck Fairness Act #NoMadMenPay

AAUW member and $tart $mart facilitator Kerri Sleeman testified at a congressional hearing for fair pay in April.

Students all over the country attended Elect Her to get trained to run for office.
AAUW staff celebrated when the president signed two executive orders to help women fight for fair pay.

@KatharineCSULA: I want one! The Younger Women’s Task Force T-shirt is a hit.

“Why is it I have to be in my late 60s to learn about this amazing woman ... we so need better education about our own amazing women of history.”
Sharyn Baker responds to a blog post about Madam C. J. Walker, one of the first self-made women millionaires in America.

From the AAUW Blog: It’s Never Too Early to Fight Discrimination—Just Ask These 16-Year-Olds

When we launched the Title IX Champions Award, we wanted to celebrate the work AAUW members have been doing for more than 40 years to advance Title IX. In addition to wonderful stories from AAUW members, we got something we didn’t expect: a story about two inspiring teenagers. AAUW Austin (TX) Branch member Janani Janakiraman nominated her 16-year-old daughters, Priya Ramamoorthy and Kavya Ramamoorthy.

Back in eighth grade, Priya, Kavya, and two of their classmates were looking for a project for a National History Day competition on the topic of revolutionary action and reform. One classmate’s cousin, a member of a girls’ swim team, told them that her high school team didn’t get the same opportunities as the boys’ team. The girls’ team had to practice in the old pool area, while the boys’ team got to practice in a new pool and use new equipment. “This was really our first encounter with Title IX, seeing it actually happen in the real world,” says Kavya. They decided to do a project about sex discrimination in school.

You all are AWESOME! So proud to implement both these executive actions at #OFCCP. Thanks for giving us extra work. We’ve never been happier to take it.”
Parag Mehta, a Department of Labor employee, responds to AAUW’s work on the April executive orders.

Chelsea Clinton is going. Are you?
Chelsea Clinton is a featured speaker at the 2014 National Conference for College Women Student Leaders.

@daniellestern: Thank you @AAUW for my awesome #feminist tshirt!
Isn’t It Time for Paid Parental Leave?
Welcoming a new child into a family should be a time of great joy. Unfortunately, for millions of Americans, it is also a time of great financial stress. In addition to focusing on a healthy recovery and the needs of a new baby, many parents are forced to worry about their next paycheck and how they are going to make ends meet.

The Family and Medical Leave Act—passed in 1993—remains the only federal law designed to help workers balance job and family. It requires larger employers to provide up to 12 weeks of job-protected leave for the birth or adoption of a child or to care for loved ones, but with one critical caveat—the leave is unpaid.

Forty percent of workers are ineligible for FMLA leave because they work for a small company, work part time, or have not worked for their employer for the required number of hours over 12 months of tenure.

Those who do qualify and take unpaid leave can find themselves in significant debt. For too many around the country, unpaid time away from work is simply unaffordable: Almost half of workers who need to take leave cannot afford to do so.

As a result, we see new mothers who work outside the home rushing back to work before they have fully recovered physically and emotionally. Some moms return to work just weeks after giving birth, even though they are still in pain from a difficult labor or from complications due to a cesarean section. Others suffer from severe postpartum depression, unable to seek the help they need because they simply cannot afford any more time off.

“FMLA has helped hundreds of millions of Americans take job-protected time off for caregiving situations or major medical issues, and that is a huge success,” says Anne Hedgepeth, AAUW’s government relations manager. “But at the end of the day, it is just a first step.”

Some are fortunate to have access to paid family leave through their employers, but the numbers remain low: only 12 percent of private sector workers and 16 percent of public sector workers.

On the federal level, the United States remains the only industrialized nation not to mandate paid leave for new mothers. The only other countries that fail to offer any are Lesotho, Swaziland, and Papua New Guinea. Most governments around the world offer paid maternity leave; many also give new fathers paid time off. Some, like Sweden, allow parents to share as much as one year of paid leave.

The rest of the world acknowledges that parents should have time to take care of and bond with their children without suffering major financial turmoil. It is time for the United States to do the same.

Why Is Paid Leave Important?

Paid parental leave improves health outcomes for parents and children. Research has shown that paid maternity leave is associated with lower infant mortality rates, increased breast-feeding, higher rates of immunizations and health visits for babies, and reduced rates of postpartum depression.
in mothers. But unfortunately, faced with today's inadequate leave policies and looming financial pressures, many women must return to work quickly, perhaps before they—and their children—are physically and emotionally ready. According to Career Builder’s annual study of working moms, 12 percent who have had a child in the last three years said they took two weeks or less of maternity leave; 40 percent were off work for six weeks or less.

Paid parental leave keeps women at work. Today, women make up roughly half of the workforce. And we know that when women do better, economies do better. Researchers at Rutgers University’s Center for Women and Work have found that new mothers who have paid leave are less likely to drop out of the labor force. That’s good news, especially for employers: The Center for American Progress estimates that replacing an employee may cost employers anywhere from 21 percent to 200 percent of the departing employee’s salary.

Paid parental leave helps break down traditional gender roles. Although most new fathers today take at least some time off after the arrival of a child, few stay home for more than two weeks. Studies have shown that fathers who take paternity leave are more likely to be involved in domestic work and child rearing—changing diapers, bathing their children, reading them bedtime stories, and getting up at night, for example. More equitable parental leave policies can promote more equitable marriages and increase the likelihood that mothers will return to their jobs after having a baby.

Paid parental leave makes families more economically stable. The Center for Women and Work has found that paid leave leads to fewer welfare dollars spent and reduces the likelihood that a family receiving welfare will increase its dependence on public funding following a child’s birth.

And, as Hedgepeth notes, it’s important to remember that this issue is not just about parents. “This is also about paid leave for if you need medical care yourself or if caregiving responsibilities come up,” she says. “We are all potential patients and caregivers. Even people who do not have children get sick and have aging relatives who will likely need care at some point.”

In addition to parental leave, AAUW is working on another issue that affects working mothers: earned sick days. Forty-four million Americans don’t have paid sick days, and low-wage workers are even more likely not to have the benefit—70 percent don’t, and that includes workers in industries like food service and child care.

Women are disproportionately affected by this issue: 22 million working women don’t have paid sick days, so they have to take unpaid time off if they need to care for a sick child or relative. Without paid sick days, employees often come to work ill because they can’t afford not to or because they feel that their jobs would be in jeopardy otherwise. A 2010 survey by the Institute for Women’s Policy Research found that 69 percent of voters support passing laws to provide paid sick days.

“Coming to work sick affects all employees. Illnesses spread rapidly in the workplace, and who wants to catch the flu over lunch?” says AAUW Executive Director Linda D. Hallman. “If you’re sick, you should stay home, but you shouldn’t have to forgo a paycheck or lose your job to do so. Without earned sick days most workers don’t have that choice.”

That’s why AAUW is proud that members have been involved with local efforts to get paid sick days for workers in New York City and why we support the Healthy Families Act, which would provide seven paid sick days to full-time employees and prorated sick days for part-time workers. E-mail advocacy@aauw.org for more resources on how to get involved at the local or national level.
How Do We Get There?
Several states are already recognizing the importance of paid family leave. California and New Jersey have laws built into their temporary disability insurance programs that allow workers to take paid leave for up to six weeks to care for a new child or a sick family member. Employees bear the costs. In California, workers pay 1 percent of their wages to cover both their state disability insurance and paid family leave insurance, which provides 55 percent of an employee’s weekly salary, up to about $1,000 a week. Rhode Island has implemented a similar program. In addition, Hawaii and New York have state temporary disability insurance programs, which cover maternity leave but not parental leave. This patchwork of state laws has laid the groundwork for similar efforts on the federal level.

According to one survey, 40 percent of moms took six weeks of maternity leave or less.

The recently proposed Family and Medical Insurance Leave Act (FAMILY Act) would create a national insurance program that would provide eligible employees with up to 12 weeks of paid leave to address their own serious health issue; to deal with the serious health issue of a parent, spouse, domestic partner, or child; to care for a new child; or for particular military caregiving and leave purposes. Employee and employer would each contribute 0.2 percent of wages to the program, or two cents for every $10 earned. Importantly, the program would cover all employees—private or public full time or part time, self-employed—who have a basic level of work and earnings history, regardless of employer size.

According to Hedgepeth, “The FAMILY Act would create a self-sustaining fund to ensure that most American workers have a much-needed paycheck when using family and medical leave.”

“Welcoming a new child into the family is expensive,” she adds. “Offering only unpaid leave is not economically feasible for most families. As a result, we have moms rushing back to work, dads with few options to help, and a child care system that is expensive and not always accommodating of newborns.”

“Paid family and medical leave is the smart thing to do,” says Hedgepeth. “From a practical and pragmatic standpoint, it leads to healthier outcomes for both parents and children.”

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The Child Care Conundrum

BY HANNAH MOULTON BELEC

Should working moms lean in, opt out, or something in between? When it comes to careers, motherhood is a condition that, rightly or wrongly, is blamed for lower earnings, slower advancement, and the absence of women from the workforce. At the crux of every discussion about the “mommy wars” or “having it all” is the overwhelming, expensive mess that is child care in the United States—and the many difficulties women who work outside the home face because of it.

“I’m 31 years old, and my career is slowly getting away from me because I have to be concerned about the child care options for my daughter and how she’s raised,” says Celia Garcia Perez, whose little girl, Nayeli, will be 2 in June.

Garcia Perez started her career at nonprofits and in local governments in her native California before attending graduate school at American University, where she earned her master’s. Her daughter was born about a month after graduation, and Garcia Perez has had a hard time finding a job since then.

“I want to give Nayeli that role model of the working mom. She could benefit from that. And everybody knows that a household is not happy unless mom is happy. For me, that means some sort of professional engagement,” Garcia Perez says.

But her field, human rights, is hardly a lucrative one, and the cost of child care in the Washington, D.C., area is steep. Care in Garcia Perez’s neighborhood runs about $1,200 a month, so for now Garcia Perez is making extra money as a nanny while volunteering on the board of a maternal health

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organization in hopes of parlaying the experience into paid work. She’s come to terms with the fact that when she restarts her career, her salary might only be enough to cover the cost of child care and transportation. “It could be a wash,” she says.

Nearly 4 million babies are born every year in the United States. Most of them will need some sort of child care before they’re school age. Yet working parents are left with few child care options and a shocking lack of information about the quality of care their kids will get.

Child care is one of the flagpole items on the Women’s Economic Agenda, a series of issues that House Minority Leader Nancy Pelosi (D-CA) and others are pushing in Congress. The agenda points out that “the lack of affordable and high-quality child care in this country has reached crisis proportions” and that parents face a dearth of high-quality preschool options for their children.

Depending on the state, the average cost of full-time care for an infant ranges from 7 to 19 percent of the median income for married parents. In every state, the cost exceeds 25 percent of the median income for single parents.

“Cost is big,” Garcia Perez says. “But so is quality.”

As former AAUW Student Advisory Council Member Maureen Evans Arthurs put it at a Women’s Economic Agenda event in fall 2013, “Affordable child care and safe child care aren’t synonymous.” Arthurs described her experience of putting her son, Noah, in a “subpar” but more affordable center briefly while she was in college. A first-generation college graduate, Arthurs considered quitting school to care for her son but decided with her husband to take out about $30,000 in student loans to cover the cost of better child care.

Low-quality child care can be dangerous, and it’s often difficult to sniff out the bad apples. National news stories abound of kids injured or killed in the care of providers—in homes or institutions—who are untrained or negligent. The stories keep working parents up at night.

The quality question led Amanda Vincent, an executive in the technology field, to always choose more institutional day care centers and preschools for her two daughters, now 9 and 13, because of a “perceived safety in numbers.”

Licensing requirements vary from state to state, and accreditation means different things to different certifying agencies. Thus, the quality of any given child care scenario can feel like a crapshoot. Many providers operate with no licensing or oversight whatsoever, and centers that do have licensing, accreditation, and well-trained staff tend to be pricey and often involve waiting lists that can be months long. A National Institute of Child Health Development survey found that fewer than 10 percent of child care settings provided high-quality care when measuring things like adult-to-child ratio, group size, reading, and teaching.

Vincent, a single mom who adopted her daughters, got on a waiting list about a year before her kids arrived. Because there are so few resources to find child care centers, she relied on recommendations from friends and...
a community Listserv. When both daughters were in child care at the same time, she paid about $2,500 a month. “That’s a lot of money,” says Vincent, who says being able to work primarily from home helps her cope with a high-demand job and still have time to spend with her daughters.

Vincent faces the stress of being the only breadwinner, and she’s used many other types of care, including au pairs and babysitters, to cover the “second shift” of work that faces her when she gets home. “It takes a village,” Vincent quips. “But you have to pay everyone in the village.”

It’s not clear yet which child care options from the Women’s Economic Agenda will gain traction. Meanwhile, the situation for working parents often remains untenable, with the result that parents are spending way too much on care and that many talented women leave, never enter, or find themselves stalled in the workforce.

There are precedents for considering child care a national imperative—from the child care centers that were set up during World War II so that women could work in factories to Congress passing (but President Richard Nixon vetoing) the Comprehensive Child Development Act of 1971, which would have established a national system of child care centers for all preschool children.

The structure of families has changed enormously since the 1970s, when politicians said that funding child care would ruin the traditional family. Over the past 50 years, the percentage of children raised in homes where both parents work full time has almost doubled. Meanwhile, the issue of funding better, more affordable child care for all working parents hasn’t been seriously addressed since the Comprehensive Child Development Act died 43 years ago.

Whatever the solution, something has to give. Because working mothers, kids, and the economy are paying the price.

“Women do not have the options that we need to take care of our families,” says Garcia Perez. “How many generations of women have not been able to advance because they could not afford or did not have access to the quality child care they needed?”

Hannah Moulton Belec is the Outlook senior editor, a wannabe film buff, and a new mom. You can reach her at belech@aauw.org.
No Kids? No Problem

Hope Hamilton and her husband, David Galinis, skiing in Jackson Hole, Wyoming

BY ELIZABETH BOLTON
On the wall in their study, Hope Hamilton, 37, and her husband, both lawyers who live in a Washington, D.C., suburb, have an enormous, wood-framed map of the world. The map is littered with color-coded pushpins: red for the places they have been, yellow for the places they have trips planned, blue for their favorite past trips, and green for their dream destinations. Hamilton has a demanding career at a big firm in D.C., but she works hard so that she can play hard. She and her husband travel extensively: skiing in the winter and scuba diving in the summer. They have two dogs and no children.

“I never really had an interest or desire,” says Hamilton of her decision not to have kids. She hails from a small Wyoming town and has seen firsthand many young families and the difficulties that come with having kids before being ready emotionally or financially.

“Growing up was not an easy road for us. I was very motivated to get out of there and make a career,” she says. So she decided not to have kids, something she told her husband very clearly and early in their relationship. He was ambivalent about children, she says, and accepted her decision readily. They’ve never looked back.

Hamilton’s situation is not unique. According to a Pew Research Center study that uses data from 2008, 18 percent of American women now end their childbearing years without ever having a child, up from just 10 percent in the 1970s. That increase holds true for women of every race, ethnicity, marital status, and education level except one: Women with advanced degrees are now more likely to have children than they were in the 1970s, although they are still less likely to have kids than just about everyone else.

The reasons behind the decline are complex. Women are more educated now than ever before, and they have a range of career opportunities open to them, not to mention access to reliable contraception. Then there’s the expense of having children. The U.S. Department of Agriculture estimates that raising a child will set parents back approximately $241,000 over 18 years, up 3 percent in the last year.

Hamilton knew from a young age not only that she didn’t want to have kids but also that she wanted to work in law. “I was always a very driven person. I didn’t want to sacrifice the ability to develop my legal career.” She became a litigator, which just doesn’t allow much room for maternity leave on its demanding career trajectory. “There are women who do it, but, for the most part, if you’re having children in this particular career, it sets you back years at a time when you take maternity leave.”

It’s not just the leave, though the setbacks Hamilton mentions reflect an American culture that both values motherhood and makes it really hard for mothers who work outside the home (see the stories on pages 6 and 10). AAUW’s Behind the Pay Gap report found that having children exacts a pay penalty for women. Working mothers are paid 63 percent of what working fathers are paid, while single women are paid 77 percent of what single men are paid. Meanwhile, weekly earnings are higher for fathers than for single men.

National AAUW member Tracy L. Livingston didn’t consciously decide one way or the other about children at first. In her 20s and 30s, she says, her timing was simply off. When she was younger, she didn’t have a partner she wanted to raise children with, and after that, she spent a lot of time

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It sets you back years at a time when you take maternity leave.”

HOPE HAMILTON

Tracy L. Livingston in a homesteader barn in eastern Montana. PHOTO BY MARY LOU OSLUND

caring for terminally ill family members. But in her 40s, she decided to undergo a complete hysterectomy in an attempt to head off the cancer that had killed her mother and aunts on both sides of her family.

She thought then about whether she would miss having kids but came to a clear conclusion: “I decided, no, I will not,” she says. “I feel like I’ve done a good job as a person, and I’m not worried about my family dying out. My brother has children.” Any feelings of loss or anxiety since then, she says, have been fleeting, and at age 57 she remains cancer-free and is saving for her nieces’ college funds.

“I’ve been able to concentrate more on my education,” Livingston says when asked about how her life is different without children. She’s a master gardener, and she’s involved in several causes, including AAUW and the National Multiple Sclerosis Society.

Livingston says that she encountered no resistance at all from her doctors when she decided to have a hysterectomy, but at that point she was in her 40s and was trying to prevent cancer. Kelly Henderson, a young woman who has written online about her choice not to have children, was 28 at the time she sought a tubal ligation; her doctor told her that she would be uncomfortable performing the surgery on anyone under 30 and that Henderson should seek counseling.

“To which I say, Do people who want to have children have to seek counseling? Do people seeking fertility treatment get a speech about how the process of having kids is nonreversible? NO!” she wrote in a blog post about her experience.

Henderson is right. The bedrock assumption in American culture is still that women are or will be mothers. But since the global recession hit in 2008, the number of women without children has risen 1 percentage point to 19 percent, a fast change historically. And the U.S. fertility rate has dropped below the replacement rate of 2.1 children per woman to an all-time low of 1.8.

Does that mean that the stigma associated with not having children has lessened?

As an AAUW member from Indiana points out, even asking the question shows that the stigma persists. Her first marriage ended, in part, because she didn’t want children, and
she asked not to be named for this article because of the insults people sometimes still sling at women who decide that motherhood isn’t for them.

Nancy Dietrich, a 42-year-old member of the AAUW Champaign-Urbana (IL) Branch who runs a financial planning business with her husband, says, “I think, frankly, it’s given me more freedom to do the things I want to do.” She says that she’s been “pleasantly surprised” how little grief anyone gave her over her decision. “I can’t tell you what I’m going to feel like when I’m 65 or 70, but I have no regrets. I want young women to know, you can have a very fulfilling life without kids.”

Elizabeth Bolton is AAUW’s associate director of art, editorial, and media and an avid runner and cyclist. You can reach her at boltone@aauw.org.

Another reason to protect Social Security

But who will take care of you when you’re old? It’s a question Hope Hamilton says she gets asked all the time. And it’s an especially pressing question for women in general, not just women who don’t have children. Women tend to earn less over their careers because of the gender pay gap, and they often outlive their spouses.

The Family and Medical Leave Act was designed to provide leave for child and elder care, and it does. But the guaranteed leave only extends directly up the family tree trunk: The law allows time off for children to care for their aging parents—but not for beloved aunts, uncles, or even siblings (see sidebar on page 20).

In other words, couples who don’t have children will have to fend for themselves in retirement.

Nancy Dietrich is well aware of that fact, and in addition to socking extra money away in her nest egg, she’s been working with AAUW to preserve Social Security. “I’m definitely going to need it,” she says. Dietrich is also quick to point out that having children is no guarantee of end-of-life care or financial security, a sentiment echoed by all the women interviewed for this article.

“That’s why AAUW members work to preserve Social Security. Everyone, no matter who they are, is served by this program—but women in particular rely on its earned benefits,” says AAUW Vice President of Government Relations Lisa Maatz. “Social Security is more than just a retirement program: It is one of the most successful anti-poverty programs in our nation’s history. It cares across generations, providing income in retirement.”
Elder Care and Work-Life Imbalance
For nine months, Cordy Galligan took on the responsibility of caring for her sick, elderly mother. Galligan’s mother, Klara, had been diagnosed with rapidly progressing cancer and needed care in every aspect of her life. Galligan shared the responsibility with her father and sister before her mother passed away, all while juggling work and parenting.

It’s an issue that more and more Americans are facing: caring for ailing parents while holding a demanding job and often caring for your own kids and home.

According to the U.S. Department of Health and Human Services’ Administration on Aging, more than one in every eight Americans is over age 65. By 2030, there will be about 72.1 million in this age range, more than twice the number in 2000. Today, those who reach age 65 have an average life expectancy of an additional 19.2 years, which puts the population of people in the 80-plus age range at an all-time high. And it’s expected to increase.

As a result of medical advances, people’s lives are prolonged—but sometimes with a diminished quality of life. And it’s becoming more and more clear that workers need resources and flexibility to take away some of the tremendous stress of caregiving that comes in addition to the grief that people already feel when their parents become ill.

A Balancing Act

According to the National Alliance for Caregiving, about 66 million unpaid caregivers are part of the long-term care system for the elderly. In a 2008 study on workers dealing with elder care, the alliance found that 81 percent of caregivers regularly took time from work to check in on a loved one or make care arrangements, 64 percent arrived late or left work early to address caregiving issues, and 70 percent needed days off to do caregiving. Eighty-four percent of the caregivers were women, and the average time spent doing caregiving tasks was 13.5 hours a week.

The amount of time that someone has to devote to caregiving inevitably takes a toll on other areas of a caregiver’s life. “I wasn’t able to take care of my home. I would pay bills late because I was too exhausted and emotionally drained. I had no downtime,” Galligan says. “I also wasn’t able to spend much time with my daughter, and I worried about the toll it was taking on her to see her beloved grandmother in such decline.”

As vice president of marketing and business development for AAUW, Galligan actually found respite in work, even though her schedule was hectic, and she was harried.

Some employers are now recognizing that providing flexible work arrangements, paid family leave, flex-spending accounts, leaves of absence, financial planning, emergency day care, and referral services can help employees who need time to balance work and family-care responsibilities.

But there are legal advances that could also help. The Family and Medical Leave Act, which was signed into law in 1993, provides 12 weeks of unpaid, job-protected leave each year to care for an immediate family member, including a spouse or a parent. Unfortunately, the law does not cover

Continued on next page
caring for parents-in-law, siblings, or children over the age of 18. There have been efforts to try and broaden the scope of the law so that it covers additional family situations (see sidebar), but the push to change the law has not gained much traction in Congress.

AAUW has identified two bills in Congress that would help update FMLA to reach more workers and reflect the needs of all families. The Family and Medical Leave Act would allow employees to take leave to care for a sibling, domestic partner, grandparent, parent-in-law, and others. Currently, only spouses, parents, and children qualify. The Family and Medical Leave Enhancement Act would allow employees to take time off to do things like visit an elderly relative at a nursing home or attend a school program for their kids.

“FMLA has helped so many workers, and we know businesses benefit as well. But FMLA still falls short—we need to cover all families and allow for additional use of workers’ time,” says AAUW Vice President of Government Relations Lisa Maatz. “It’s vital that Americans be able to provide care outside a narrow definition of family. We also need to find commonsense ways to fund it. FMLA currently only provides unpaid leave (see page 6), which prevents many from benefiting fairly from the law.”

Peggy Griffitts, a retired office manager for Radford University, also had trouble with relationships while she was caring for her mother, Myrtle.

Until she was 92 years old, Myrtle lived alone. A retired hosiery mill worker, Myrtle had moved to Radford, Virginia, from about an hour away to be closer to her family. Her need for care developed gradually as her hearing, eyesight, and general health declined. Eventually, Griffitts and her husband decided to move into her mother’s home so that Griffitts could be a full-time caretaker, but it affected her marriage.

“My husband was tired of not being in his own bed in his own home,” Griffitts says. “He was concerned for my mother but felt we had taken on more than we could manage. We wanted to be able to visit our grandchildren, who were a few hours away, without being worried sick about Mother.”

Preparing for the Future
Elder-care issues can be overwhelming and can come up unexpectedly, but there are steps that people can take to prepare for the eventual responsibility of caring for a parent.

“It is never too soon to put a plan in place for long-term care needs,” says Mary Osborne, program manager of the Elder-care Locator with the National Association of Area Agencies on Aging. “Learning about potential costs of care and what options are available is a good place to start.”

It’s also important to talk with aging parents about their financial situation and their wishes about care, what they would like to happen to their belongings and property, whether they have or should get long-term care insurance, and whether they have updated wills and where they are kept.

Unfortunately, Galligan is now having to talk with her father about these issues. With his health declining, she will have to split the responsibility of his caregiving with her sister. “It’s very frustrating because he is in
denial,” she says. “He doesn’t have a will or a do-not-resuscitate order, and he hasn’t made any final arrangements.”

Caregivers themselves should also think about these things. “I’ve learned that I need to set up long-term care,” says Galligan. “I don’t want my daughter to go through what I’ve gone through.”

One of the first questions people face is whether their parents will need to move from their home. If your parents prefer to stay, Osborne says the local Agency on Aging should be able to help you find out what types of services are available in their area and what services are covered by the many different kinds of long-term care insurance policies.

“Services like home care, meals programs, rides to the store and doctor, and home modifications are a few of the things that can be considered,” says Osborne. The Agency on Aging should also be able to help navigate the labyrinthine bureaucracy of agencies, Social Security, Medicare, and insurance issues, which can be daunting.

Making sure you’re prepared to take care of yourself and your needs is also imperative, says Osborne. “More and more you are seeing caregivers suffering from burnout from taking care of a parent or relative, maintaining a full-time career, and taking care of their own family.” Caregivers should learn about what respite programs are available and enlist others, whether professional, family, or volunteers, to help with everything from child care to house-sitting and pet-sitting.

Working parents are becoming caregivers in many capacities and many environments. They’re doing their best in what can be a painful and complex situation, but they need flexibility and time to find a workable balance. 🌱

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Tara Ebrahimi is a freelance writer from Chicago. Her work has appeared in the New York Times and Reportage. She is working on her first book, a memoir.
AAUW Members, We Salute You!

Every day, AAUW members all over the country (and the world!) empower women and girls. That’s why AAUW’s national staff designated the last week of March as Member Appreciation Week. While we couldn’t possibly cram all our thanks into one week, we want to make sure you know how much we appreciate all you do to make AAUW the powerful community it is. Please visit www.aauw.org/2014/03/21/member-appreciation to see a love letter, a video, photos, and more from AAUW staff and leaders.

2014 Art Contest Winners

Congratulations to the winners of the sixth annual AAUW Art Contest! Six entries were selected by a panel of judges and by popular vote. The winning entries were “Cat Nap,” by Paula Schroeder of the AAUW Atascadero (CA) Branch; “Unique,” by Sharon Gale of

AAUW Board of Directors
Call for Candidates

Would you like to play an active role at the national level in addressing the challenges that AAUW faces now and into the future? AAUW needs dedicated, hardworking, creative, and forward-thinking team players to serve on the 2015–17 AAUW Board of Directors. Officers to be elected in 2015 are president, vice president, and 10 directors.

Position descriptions and candidate application forms are available on the AAUW website. The deadline to submit candidate forms is November 1, 2014. Candidates for president and vice president must have previously served on the AAUW Board of Directors. Three additional directors will be appointed at the first meeting of incoming officers. The secretary and finance vice president will be appointed from the elected or appointed directors.

Please direct any questions to Kelvie Comer, Nominating Committee chair. Her contact information is in the leadership directory on the AAUW website.

Note: The Spring/Summer 2015 Outlook will include a voter guide. All voting will take place online unless members request a paper ballot by May 8, 2015, and it is postmarked by May 26, 2015.

“Cat Nap” also received the contest’s National Museum of Women in the Arts Award of Distinction.
theAAUW Southeast Valley (AZ) Branch;
“Disappearing Four Patch,” by Nann Hilyard
of the AAUW Waukegan Area (IL) Branch;
“Epiphany,” by Claudia Frost of the AAUW
Batavia-Geneva-St. Charles (IL) Branch;
“Barcelona Girl,” by Pat Cairns of the AAUW
Atascadero (CA) Branch; and “Saying Good-
bye,” by Linda French of the AAUW Loveland
(CO) Branch.

These entries will be made into note cards
and sent to members this spring. Visit www.
aauw.org/contests to get a preview.

SpreadWomen’s History with
Online Lessons
AAUW has been working with the Newseum
in Washington, D.C., to build a free learning
tool called Women, Their Rights, and Noth-
ing Less—one of the largest online collec-
tions of historical documents about the
women’s suffrage movement.

The learning tool includes items from
AAUW’s history, investigates the suffragists’
pioneering use of First Amendment free-
doms, and connects their goals to contem-
porary issues. Comprehensive yet flexible
lesson plans support historical thinking,
media literacy, and civic engagement for
students in grades 6–12. The plans align
with national standards and include interac-
tive elements.

Spread the word that this resource is
available at newseum.com/education.

STEM Programs Go Global
and Local
To address the global gender gap in the
science, technology, engineering, and math-
ematics (STEM) workforce, AAUW has
joined forces with the Alcoa Foundation to
bring STEM education to two communi-
ties. Thanks to a $250,000 grant from the
foundation, AAUW will give hundreds of

middle school girls in Székesfehérvár, Hungary, and Barber-
ton, Ohio, the chance to participate in fun, experiential STEM
programs over the next two years. Alcoa, a major employer in
both regions, has identified a need for more trained technical
trade workers and engineers.

The project in Székesfehérvár will be AAUW’s first foray
into taking STEM programs global. AAUW of Ohio members
will lead the effort in Barberton and host Tech Savvy work-
shops, daylong programs that engage girls with STEM.

Will You Be Our Facebook Friend?
Checking out your granddaughter’s science fair achieve-
ments? Done. Viewing your friend’s latest pet photos? Done.

Now, it’s time for a Facebook update about you! Take
a quick visit to the AAUW national Facebook page and the
members’ Facebook group to catch up on all things AAUW
and show what issues you’re invested in.

Did you know that in just one week, postings to the AAUW
Facebook page can reach more than 100,000 viewers? Every
week, tens of thousands of people enjoy a quick dose of
AAUW by logging on. Every time you like, share, or comment
on posts, the AAUW voice—your voice—is exponentially
amplified. And when that voice is amplified, so is our mission!

It’s a simple way to give the tremendous things AAUW
does locally and nationally the online exposure they deserve.
Visit us at facebook.com/AAUW.National.
AAUW Members Go Big for Equal Pay Day
The results are in: AAUW members nationwide report that Equal Pay Day 2014 was a huge success.

Although members always draw attention to the gender wage gap on Equal Pay Day, which was April 8, this year members outdid themselves, leading activities in more than 40 states. Equal Pay Day is the symbolic day when, thanks to the gender wage gap, women’s earnings finally catch up to men’s earnings from the previous year. Events included lobbying elected officials in Missouri, organizing a rally in Chicago, and getting gubernatorial Equal Pay Day proclamations signed in Nevada and Virginia. AAUW members also held attention-getting events like a lobby day in Louisiana and cake deliveries (with 23 percent of the cake missing to represent the pay gap or with a message to pass the Paycheck Fairness Act) to Sen. Bill Nelson (D-FL) and Rep. Rodney Frelinghuysen (R-NJ).

What did your branch or state do for Equal Pay Day? Let us know at bit.ly/AAUWEventForm.

Care Packages Help Recruit More than 200 Members
The AAUW Schenectady (NY) Branch came up with an ingenious way to reach out to students at a local AAUW college/university partner member school, Schenectady County Community College. After getting food donations from local stores, volunteers packed 400 bags with a variety of items, including homemade baked goods from the branch’s members, to make “survival care packages” for the students during finals week. The members stapled Schenectady branch business cards to the bags, which were labeled “AAUW” in big, bold letters.

The branch set up a table near the lounge and cafeteria area of the college, where branch members welcomed the students, handed out the care packages, and wished the students well on their exams. Members took the opportunity to talk about how AAUW’s work could benefit the students and encouraged them to join. Not only did 218 students become e-student affiliates, but several instructors also joined, including one who agreed to start an AAUW student organization on campus.

Girls Get Tech Savvy in Mississippi
March 1 was an exciting day for middle school girls in Cleveland, Mississippi: It was the site of the first Tech Savvy conference of the national expansion of the program, made possible through a grant from the Praxair Foundation. Hosted by the AAUW Cleveland (MS) Branch and Delta State University, the event featured activities and skills training for girls and panels on college readiness for parents and other adults in the girls’ lives.

Through workshops ranging from engineering technology to DNA mapping to flight simulation, 220 girls learned that high-tech careers can be exciting and fun—and found confidence in their skills. One father said...
that his usually shy daughter was involved, talkative, and excited about working with other girls.

Tamara Brown, the founder of Tech Savvy, says she was thrilled to be at this special event in her home state of Mississippi. She even presented a workshop herself. Brown started Tech Savvy when she was president of the AAUW Buffalo (NY) Branch.

“It was very rewarding to witness the energy and excitement displayed by the girls,” says Glendscene Williams, Tech Savvy committee chair in Mississippi.

**Members Support Common Core**

This year AAUW members nationwide have started working to shore up support for the Common Core State Standards, a state-led, voluntary effort that established a single set of educational standards for K–12 students in English and mathematics.

Although the standards have been adopted in 45 states, Washington, D.C., and four territories, some groups have been spreading misinformation about Common Core. But AAUW members have been working to set the record straight. AAUW of New York spoke out through *North Country Matters*, a local video public affairs magazine. AAUW of New York Public Policy Chair Donna Seymour interviewed local school officials about Common Core implementation and education standards. Look for opportunities to work on Common Core in your state during the AAUW Action Fund’s get-out-the-vote efforts for the 2014 elections.

AAUW’s Public Policy Committee took the position to support the Common Core standards at the urging of state leaders.

**Students Highlight Sexual Assault on Campus**

AAUW student organizations at campuses across the country held events this spring to raise awareness about sexual assault. At Muskingum University in New Concord, Ohio, and Moravian College in Bethlehem, Pennsylvania, students held Take Back the Night marches for women’s safety. Twenty-two campus groups participated in Moravian’s event, including athletic teams. The student organization at Northeastern State University in Tahlequah, Oklahoma, held a Slut-Walk to raise awareness about how culture and authorities blame rape victims (including citing the attire that women were wearing when they were assaulted). At the University of Missouri in Columbia, Missouri, students participated in Denim Day. The Denim Day campaign started after judges in Italy overturned a rape conviction because they thought a victim’s jeans were too tight and that she must have helped her attacker remove them.

In a study of undergraduate women, 19 percent reported experiencing sexual assault or attempted sexual assault since entering college.
American Fellow Autumn Green has had a whirlwind of a year since earning her doctorate in sociology from Boston College. Not long after defending her dissertation, which explored low-income mothers’ access to higher education, Green was offered a job putting her research into practice as an assistant professor at Endicott College in Beverly, Massachusetts, and as director of the college’s Keys to Degrees program.

The program supports single parents in their pursuit of a bachelor’s degree. Students live in on-campus housing that is designed for two families, each with a single parent and one child. Green and her colleagues are also bringing college-level coursework and coaching to single parents and low-income families who may not have considered themselves candidates for higher education.

Green has a personal connection to her work, because she faced challenges as a teen mother and former recipient of public assistance. Her daughters, now 15 and 13, have grown up in campus child care and tagging along with their mother to her activities. Green says that her daughters have seen a possibility for a different life because of higher education. And she says her daughters are already asking what colleges they can go to, and one of the girls wants to be a teacher.

Green is using her personal story of success to inspire future generations of college graduates—in her own home and in her community.

Sponsors: Anna Brackett and Julia Platt Endowments
Fellow and Grantee Highlights

**Shakira Hemphill**
Career Development Grantee Shakira Hemphill is dedicated to promoting self-empowerment and realization of purpose in teenagers, young adults, and women. In January 2013, she created WOW!, or Women of Worth, a platform for improving the lives of promising young women. Hemphill is currently pursuing a master’s in project management at George Washington University while raising her 8-year-old son.
Sponsors: Dr. Gail Ames, Maxine Bailey, Mary Owen Bass, Edna Cox, and Heidi Kadonaga Research and Projects Grants

**Alexandra Charos**
Selected Professions Fellow Alexandra Charos is a medical student at Temple University and an aspiring physician-scientist. She earned a doctorate at Yale University, where her work focused on the regulatory networks underlying human metabolism. She has a strong interest in pediatrics, and her goal is to apply her experience in genomics to lead cutting-edge research.
Sponsors: Nora Harris Perry, York (PA) Branch, and Reading (PA) Branch/S. Helen Ahrens American Fellowships

**Parents and Educators Exploring Tomorrow’s Technology**
Parents and Educators Exploring Tomorrow’s Technology (PETT), a Community Action Grantee, provides families and teachers in Downingtown, Pennsylvania, with knowledge, contacts, and strategies to help them nurture girls in grades 6–12 who are interested in science, technology, engineering, and math (STEM). PETT, co-directed by Mary Smith and Valerie Connors, raises awareness about the threats of stereotypes and bridges the gap between girls’ desire to study STEM and the support they need from parents and educators to stay in these fields.
Sponsors: Allentown (PA) Branch, Sue Callaway Birkholz Memorial, Lancaster (PA) Branch, Josephine G. Morrison, and Salt Lake City (UT) Branch Research and Projects Grants

**Margaret Willson**
American Fellow Margaret Willson’s focus on inequality, race, gender, and sexuality led to her international activism for equality and educational opportunities for women and girls. Her current research with commercial fisherwomen in Iceland explores gendered insights about sustainable fisheries.
Sponsors: Doris Davies, Eleanor Hadley/Highline (WA) Branch, and Tacoma (WA) Branch Centennial American Fellowships

**Alise Tifentale**
International Fellow Alise Tifentale is an art historian, curator, and writer. Her research deals with the construction of gender roles and the careers of women artists, especially in the Soviet Union. Tifentale focuses on photography and women artists’ search for self-expression under the communist gender ideology in the Soviet Union.
Sponsors: Blanche H. Dow and Maxine Johnson International Fellowships

We get it—life’s busy. But sometimes you need to do something just for you. Something to remind you what really matters.

Consider this your reminder. Join us for the 2015 convention in San Diego.
Executive Orders Give Women Pay Protections
On April 8, Equal Pay Day, President Barack Obama signed two executive orders to increase pay protections for women. The first bans federal contractors—who make up about a quarter of the civilian workforce—from retaliating against workers who talk about their salaries. Without this protection, workers could be fired for discussing salary information. The second order instructs the U.S. Department of Labor to draft regulations for collecting data about wages by gender and race from contractors; keeping these records can help identify patterns of discrimination. AAUW Executive Director Linda Hallman and AAUW Vice President of Government Relations Lisa Maatz were at the White House with the president as he signed the orders.

Ledbetter’s Story of Unequal Pay to Hit the Big Screen
An upcoming movie that tells the story of the woman known as the face of pay equity—Lilly Ledbetter—hasn’t been cast yet, but it’s already earning buzz. The movie, which is scheduled to be released in 2015, made the Athena List of best unproduced screenplays featuring female protagonists. The organizers of the Athena Film Festival created the list because women are underrepresented in films.

The movie about Ledbetter, called The Good Years, was written by Rachel Feldman and Adam Prince and will tell the story of how Ledbetter received an anonymous note near the end of her career at Goodyear that revealed she was earning far less than men who did the same job. Her case made it all the way to the U.S. Supreme Court, and the president signed her namesake fair-pay bill into law in 2009. Feldman told Politico that the role of Ledbetter will be a great opportunity for an A-list actress to create an iconic performance akin to Sally Field’s portrayal of the lead character in Norma Rae.

Pay Gap Exists Even When Women Pay Themselves
A recent study from Babson College found that women entrepreneurs pay themselves less than male entrepreneurs pay themselves. When women start a business, they tend to pay themselves about 80 percent of what their male counterparts do, which is similar to the pay gap overall (women in the United States are typically paid 77 percent of what men are paid). The study surveyed graduates of a small-business program at Goldman Sachs.

Continued on page 31
Doesn’t it feel great to belong?

You wouldn’t be involved with the American Association of University Women if you weren’t passionate about empowering women. We understand that feeling, because we treat customers like members. It’s one of the things that makes us a different kind of insurance company.

In the Nation, exclusive discounts are just the beginning.

With Nationwide®, you get great protection for you, your loved ones and all you’ve worked for in life. All from a company that’s been strong and stable for more than 80 years.

AAUW members are rewarded.

As a member of AAUW, you can save with special discounts on Nationwide® auto insurance. In addition, when you add rewards like Vanishing Deductible®, you can take $100 off your deductible for every year of safe driving, for up to $500 in savings.

Call 866-238-1426 or visit nationwide.com/AAUW for a quote today!

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Companies Sue to Deny Employees Contraception Coverage

The Affordable Care Act requires that all qualified health plans offer preventive care, including contraception. Churches and houses of worship are exempt from covering contraception, and religiously affiliated nonprofits can use a third party to provide contraceptive coverage if they don’t want to cover it in their group plan. For-profit businesses have no exemption, but in March, attorneys for two for-profit companies argued before the Supreme Court that their employee health plans shouldn’t have to include contraception because the company owners oppose the use of certain contraceptives (intrauterine devices and the Plan B pill) on religious grounds.

The two companies—Hobby Lobby, a craft store, and Conestoga Wood, a cabinetry business—employ nearly 29,000 people. If the Supreme Court rules in their favor, the decision could enable employers to restrict a variety of employee health benefits, including mental health care, on the basis of their religious beliefs.

Summit to Address Work-Life Problems for Parents

In June, President Barack Obama will lead an event in Washington, D.C., that will focus on modernizing workplaces to accommodate the issues that parents face in balancing work and family. The White House Summit on Working Families will likely address paid sick days, paid parental leave, the gender wage gap, child care, and other issues. Before the national event, which will take place on June 23, the U.S. Department of Labor is hosting meetings in Denver, Chicago, San Francisco, New York, and Boston to listen to people’s work-life balance priorities. AAUW members are encouraged to attend one of these events to make sure women’s voices are heard in these discussions. Learn more at workingfamiliessummit.org.

New Rules to Help Stop Campus Sexual Assault

The White House Task Force to Protect Students from Sexual Assault has started implementing new requirements from the Violence Against Women Reauthorization Act (VAWA) that will help fight the pervasive problem of sexual assault on college campuses. The task force aims to improve enforcement of federal laws and provide colleges and universities, which face important new responsibilities under VAWA, with more tools to respond.

Starting this year, colleges and universities will be subject to more training, prevention, reporting, and response requirements. The new rules are being implemented following three months of intense but productive discussions among a group of advocates, students, administrators, and school officials. AAUW attended the meetings that helped iron out the details of how schools should follow the law. AAUW spearheaded the inclusion of the new campus provisions in VAWA and will continue to lead in the fight against campus sexual assault.
Mothers in the United States have about 36 minutes to themselves each day.

For working mom Brigid Schulte, a reporter at the Washington Post, that number came as no surprise. Whether rushing to meetings or shuttling her kids to events or preparing for a family holiday, Schulte was always late, always tired, always a thousand items away from the bottom of her to-do list.

Prompted by an assignment at the paper, she set out to investigate what she calls the “overwhelm,” the sense that life has spun out of control, overtaken by the myriad tasks, large and small, that consume a working mother’s day. The result is Schulte’s thoughtful new book on how that busyness infects every aspect of modern life.

Whether at home, at work, or at play, Schulte says, people have come to believe that “busy” means “important”: It’s a sign of status. But caught up in the whirlwind of their daily lives, they can lose sight of deeper questions: “Am I trying my best? Am I doing things for the right reasons? Do I make those I love feel loved? Am I happy?”

Making time to consider such issues, much less carve out a more peaceful existence, can be daunting. Employers reward busyness, often promoting a “merciless cycle of responsiveness” that makes work feel intense, unending, and all-consuming.” At home, mothers are spending more time with their children than moms did in the 1960s, even though far more of them now work full time outside the home. And, yes, working moms still do twice as much child care and housework as working dads.

So what’s a time-strapped working mother to do? Although Overwhelmed provides no easy answers, it does offer a wealth of suggestions that can help families set priorities, manage the chaos, and begin to lead more satisfying and authentic lives.

Because, as Schulte hopes, “When we see that somebody’s out there doing things differently, we begin to think that maybe we can, too.”

Working mom Rebecca Lanning is AAUW’s vice president of art, editorial, and media. You can reach her at lanningr@aauw.org.
Many AAUW members are surprised to learn that they can make charitable gifts of stocks, bonds, mutual funds, and certain other securities. If you have holdings that have increased in value, giving to AAUW is an opportunity to enjoy capital gains while saving on your federal income taxes.

AAUW member and Legacy Circle Chair Marla Kim Benziger and her husband, Bob Benziger, have found that this giving option is a great way to support AAUW. “We appreciate the tax benefits available to us as a result of giving to AAUW, enabling us to continue our commitment to our favorite mission-based programs like the Eleanor Roosevelt Fund and scholarships for the National Conference for College Women Student Leaders.”

To learn more, please visit www.aauwlegacy.org or contact Catherine Heffernan, manager of major and planned giving, at 877.357.5587 or heffernanc@aauw.org.
From the Archives

Established in 1925, the AAUW Legislative Committee recommended congressional action on issues of concern to AAUW, including the push for funding child care centers during World War II to help the mothers who staffed factories and other workplaces. This photo was taken at a committee meeting in 1942.