BlackVoices Compiles List of Top 100

W.E.B. DuBois -- Sociologist, activist, co-founder of the NAACP. Accomplished the first sociological study ever performed in the United States.

Rosa Parks -- Civil rights activist. Her simple act of defiance helped trigger the Civil Rights Movement.


Jackie Robinson -- First African-American to play in the major leagues. Changed professional sports forever.

Jesse Jackson -- Human rights activist, clergyman, and politician.

Muhammad Ali -- Internationally acclaimed professional boxer. Perhaps one of the three most recognized people in the entire world.

Carter G. Woodson -- Historian, educator, activist. Shaped the way African-Americans viewed history.

Thurgood Marshall -- First African-American U.S. Supreme Court Justice and perhaps one of the most brilliant to sit on the High Court. First, as a NAACP lawyer and then as a justice, he helped achieve great gains in civil rights.


Karen Dunn, CTED's Representative to ICSEW, eagerly awaits the stroke of midnight while working at the Y2K Coordination Center at Camp Murray. Pictured below with Karen are Adam Bless of the Oregon Department of Energy and Jo Wadsworth, Y2K Project Coordinator for the Utilities and Transportation Commission.

By Leigh Bacharach

Female corporate executives earn 68 cents to every dollar earned by their male counterparts. A study conducted by Catalyst, a nonprofit group that works to advance women in business, found that among the nation’s 1,000 highest-paid executives the median income for women was $765,000 and $518,596 for women.

Women in a wider pay parts in the general women earn 76 cents for every dollar men make, according to Labor Department statistics. Women have made great progress in achieving management positions, though still bleak, is improving due to mentoring, organizational policy changes, and similar programs.

By Dawn Baker

ICSEW Chair Shares Her Fears and Joys

I have a confession to make.

Up until 1997, I had never even heard of ICSEW. Although my agency had a representative on the committee, I didn’t have a clue what they did. That year I was invited to attend the ICSEW conference. I was so impressed with the work that ICSEW was doing I came back to my agency and asked to fill the outgoing member’s position.

I worked on the Education Committee for two years and was ready to allow someone else from my agency to take over when I was asked to apply for the Chair position.

When I was selected it was with complete shock! Every fear I ever had came over me... “I can’t speak publicly. But they continued to take risks, and we have learned and benefited from both their failures and successes. Each of us has an endless list of possibilities just waiting to be explored. We just have to quiet our fears and jump in with both feet. We will at times fail. But we will also

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ICSEW Chair Shares Her Fears and Joys

Continued from page 1

succeed. It has been said that the only absolute failure is to fail to try. This committee has been a way for me to take risks, grow both personally and professionally and make a difference in the lives of others. It has been my “higher” education. Education isn’t just in the classroom. It’s life’s experiences and challenges. These help shape who we are.


Celebrating accomplishments. Many of the women I’ve met could not have imagined five years ago they would be where they are today. The things they’ve accomplished, places they’ve gone, people who have touched their lives and whose lives they have touched. All this because they weren’t afraid to take risks and follow their dreams.

Being Chair of this committee is a milestone in my life. Something I would never have dreamed I could do. Without the help, support and encouragement of each other our chances of success are small. By being there for each other, mentoring, encouraging one another, we are making a difference.

Take a few moments today and recognize your accomplishments. Recognize someone else’s accomplishment. Share your experiences with someone, let someone share theirs with you. We have the capacity to build on the experiences and accomplishments of others. Why wouldn’t we? You’ve heard the phrase “Life isn’t a spectator sport.” It’s absolutely true. If we don’t get involved, make ourselves available, use the talents we have, and take a few risks we will be missing out on a life full of accomplishment and joy.

Calendar of Events

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<tr>
<th>Event</th>
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<tr>
<td>Autism Awareness Month</td>
<td>January 1</td>
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<td>National Personal Self-Defense Awareness Month</td>
<td>January</td>
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<td>ICSEW General Membership Meeting</td>
<td>January 17</td>
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<td>Martin Luther King Jr. (State Observance)</td>
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<td>American Heart Month</td>
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<td>Black History Month</td>
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<td>Ground Hog Day</td>
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<td>ICSEW Executive Board Meeting</td>
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<td>Valentine’s Day</td>
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<td>Presidents’ Day</td>
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<td>Leap Year Day</td>
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<td>ICSEW General Membership Meeting</td>
<td>March 14</td>
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I was glad I hadn’t settled

Climbing Mount Rainier Provides Challenge

By Erma Burgermeister

(Editor’s Note: Erma is the ICSEW Alternate from the Attorney General’s Office and works in Seattle.)

At the ICSEW convention last May, the bidding for the items in the Silent Auction was fast and furious. As soon as the new bid was put down someone was waiting to change it. When the bidding closed, my pencil had prevailed and I got the one I wanted. The certificate read “Mount Rainier Centennial Hike for four with gourmet backpacker’s lunch.” In the basket under the certificate were two Washington State Parks T-shirts and a book that had information on every State Park in Washington. I look out my window every day and see Mount Rainier in the distance. This would be a chance to really see it.

The hike was for four people so I invited my husband Lon, a coworker, Carol Williams, and her friend Al Baker. Our guides were Cleve Pinnix, State Parks Director, and his wife Marty. Cleve was a National Park Ranger on Mount Rainier during the ‘60s and has many stories about his service on “his mountain.” Cleve and Marty know every plant, tree, bush and critter that exists on Mount Rainier.

The first hurdle was selecting a date that would work not only with everyone’s schedule, but one that was agreeable with the mountain. The snowfall was particularly heavy last year and not melting quickly, which meant all trails might not be accessible. We tentatively picked August 27, 1999 and crossed our fingers!

The mountain cooperated and August 27 was it. We met Cleve and Marty at a parking lot in Lakewood where we climbed into Cleve’s Eurovan to start our adventure. We did manage to find the last latte’ stand before we entered the mountain so we could have one last shot of caffeine.

Our first destination was Lake Mowich where we discovered the packed lot was packed. We definitely would have a lot of company on the trails. We put on our gear and started out for our next destination, Lake Eunice. We soon found that we had lots of unwanted company. There were bugs in our eyes, in our ears, up our noses -- I’m sure we each swallowed a couple of pounds of protein. The bugs had obviously brought in reinforcements. Al was the one who had the foresight to bring a small bottle of bug repellent, which he shared with the group. Unfortunately, instead of being repelled, the bugs thought of it as barbecue sauce.

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The trail to Lake Eunice consisted of several switchbacks that were either huge tree roots or rocky ledges. And me with my vertigo and fear of high places! Why couldn’t I have been content to bid on that cute basket full of perfume and bath oil? But I was determined to finish the trip. At Lake Eunice we prepared to enjoy our gourmet backpacker’s lunch prepared by Marty. Cleve, environmentalist that he is, selected a place where we would be least likely to hurt the vegetation when we sat to enjoy our three-bean salad, cous-cous, salmon salad, raspberry iced tea and homemade chocolate brownies. While we were eating, a very young and enthusiastic ranger stopped by to tell us that we really shouldn’t be sitting on the vegetation. Cleve graciously told him that we would clean up and move on. We teased Cleve about getting us in trouble with the Park Rangers.

Marty and I rested at Lake Eunice. Cleve, Lon, Al and Carol continued on a more difficult climb to Tolme Peak, where there was a fire lookout cabin. The climb was almost straight up the side of the peak. They both agreed the view was worth the effort of the climb.

Marty and I started back down towards Lake Mowich. Cleve, Lon, Al and Carol continued on a more difficult climb to Tolme Peak, where there was a fire lookout cabin. The climb was almost straight up the side of the peak. They both agreed the view was worth the effort of the climb.

We met many people enjoying the beauty of the mountain. It had been a great trip with beautiful scenery, great people, and wonderful food. I was glad I hadn’t settled for the basket of perfume and bath oil.
Letters to the Editor on Domestic Violence

By Mary Farley

Being tasked with writing an article about what the Legislature will tackle in the upcoming session beginning January 10, 2000 is a little like trying to read someone's mind.

Governor Gary Locke had the challenge of revealing his proposed budget first. Those that follow may lend support or wage all-out opposition to the Governor's budget initiatives. So far, the press has treated the Governor well and recognizes his perseverance toward well-established goals. His themes include a stronger education system, aid to local governments hurt by the passage of I-695, tax relief, health insurance reform including a patients’ rights bill, child care enhancements for welfare recipients moving into the work force, and a thoughtful redesigning of the transportation budget.

We can be sure that these issues will be strongly debated to final passage. The Governor’s budget initiatives are designed to make Washington competitive and sustainable. His themes for improving student achievement, and enhancing education for welfare recipients moving into the work force, and a thoughtful redesigning of the transportation budget aim to: keep spending within Initiative 601 limits; does not propose any new taxes; enhances education goals for improving student achievement and providing access to higher education; provides relief to local jurisdictions for vital services impacted by the passage of Initiative 695; maintains a responsible reserve account; and uses other surplus state funding by choosing to wait for a time for this action. The elected Superintendent of Public Instruction, Terry Bergeson, will propose a $36 million compensation package for teachers in the mid-experience range. Many legislators view tolls as a solution to funding challenges. Governor Locke has worked tirelessly at government accountability through executive order, legislation, and example, achieving noticeable results. However, the elected state auditor proposes a bolder step.

Donna, I wanted to share a quick comment on your article. Thanks for the great article but, I personally feel that the issue of domestic violence is not a women’s issue. Here is my thinking:

I’m a Camp Fire leader with six junior high school girls. We were working on a project in community government and had a female Pierce County Sheriff’s officer at our meeting for an interview session (exploring government careers). She mentioned domestic violence issues and that while the victims are generally women, men too are sometimes victims.

Well as you can imagine, the girls started asking questions. I shared a story with them about a male co-worker of mine who was a battered spouse. His wife once broke his arm. I shared this story with several women. Thanks for another great article. Linda Brown

Donna, I found the Nov.-Dec. 1999 issue of InterAct to be very interesting and informative.

The article on male battering reminded me of a question that has confronted me for as long as I have been dating. This is the apparent belief that many women seem to have that men do not really respect females, but there is certainly some interesting psychology involved. My own way of dealing with it now is to just cut off (or at least minimize) my involvement with that person. I rarely have the interest or the energy to confront the situation or get into an argumentative relationship. Basically, if I don’t enjoy the person’s company and feel that the relationship is a positive and constructive one, I don’t pursue it.

One other thought is that it definitely takes two to Tango, and even though the woman usually does most of the physical battering, that does not mean that females are not capable of inflicting severe stress and damage on the male ego. As a fairly recent divorcee (three years), I rarely think about male abuse may originate with cases of female (or male) battering. I was trained to do and feel responsible for. Also, we are trained (or evolved) to be providers and protectors, not counselors. I was frequently told as a child that I would someday have to provide for a family, but I was never warned that I should have a degree in psychiatry too.

In summary, I think that in most cases of female (or male) battering there can be blame placed on both parties, although neither one may be able to do anything to curb what that person’s role is in originating the problem. Many reactions we have a result of our conditioning and happen almost subconsciously. Discovering the real sources of this violence requires intense analysis and recognition of the role of both partners. It would be interesting to hear about any other men who might respond to your article.

Jon Bennett

Department of Ecology
By Kathy Shore  
ICSEW Vice Chair

I am a parent of a child with special needs. I have a daughter with learning disabilities and Attention Deficit Disorder (ADD). I chose to write about this subject because balancing career and family is an issue for many of us. Another work place issue that has gotten a lot of attention over the years has been diversity. Among the issues of diversity, there has been a lot of discussion about the need for awareness of people with disabilities. When we think of disabilities, we think of those who are hearing impaired, vision impaired, or physically challenged. But there are also those who have hidden disabilities – who look and act perfectly normal on the outside – who are completely and totally misunderstood. Such is the case of the person with learning disabilities and/or ADD. I cannot call myself an “expert” on this subject. I have no doctorate, no college degree, and no initials behind my name, and cannot cite statistics. I can only express what it is like to be a parent of a child with these disorders.

Like most mothers, I was delighted with my newborn daughter who seemed perfect to me in every way. She was a small, lovely, blue-eyed, blonde, beautiful baby. She ate behavior, the younger sibling constantly disciplined for inappropriately timed turds – came easily for the younger sister in skills. What seemed impossible for the older sibling – like impulse control, learning, staying on task – came easily for the younger sibling. Where the older child was constantly disciplined for inappropriately timed behavior, the younger sibling pleaded without effort and was constantly praised. As a mother of the two, I constantly felt torn and guilty. It wasn’t fair for one child to feel like a loser, and for the other to feel like a winner. I worried about my older daughter’s self-esteem. I could see and feel her despair.

We tried family counseling. We tried parenting classes. We tested various theories on child rearing which had little or no effect. My daughter did not respond to “I” statements. We could explain why she was being disciplined. She would appear to understand. But then she would do the same things over and over again. It took testing from the school system and a visit to two pediatric neurologists to finally learn that I had a younger daughter who was, indeed, developmentally delayed and might have ADD. I was devastated and in denial. I had been determined to prove everyone wrong. I underwent a grieving process, thinking “Why me?”

And yet, after seeing quite a few “professionals” with lots of initials behind their names, delivering what sounded like a very complicated “diagnosis,” I finally had to accept that my child was not “normal.” I also had to accept that my stubbornness was not going to help her in life. And the most important thing I was going to need to not only recognize her disability, but provide the needed support to enable her to develop as normally as possible. Telling me that my child was “not smart” came as a tremendous blow to someone like me, who places so much importance on “intelligence.” I came to recognize how often I use the word! I describe my friends as “intelligent” people. I came to recognize the derogatory terms people often use to describe those who are not intelligent; i.e., “moron,” “dweeb,” “twit,” etc. Those terms are not intelligent; i.e., “moron,” “dweeb,” “twit,” etc. Those terms people often use to describe those who are not intelligent; i.e., “moron,” “dweeb,” “twit,” etc.

I underwent a grieving process. I had been determined to prove everyone wrong. I was the only one who was going to stand up for her, so I became her advocate. I began to see the barriers the system imposes on those who are not mainstream and cannot meet the “norms.” It taught me more about diversity than words can say, and strengthened my character in the process.

My daughter has been a gift to me. While ADD is, and will always be a part of our lives, there are many benefits. I have come to appreciate her strengths. She is creative, artistic and intuitive. She is soft-hearted and compassionate, and understands the suffering of others – perhaps because she has been there. A lot of kids get lost in the system. Prisons are filled with learning disabled adults. These kids are high risk for all kinds of difficulties in life if their disabilities are undiagnosed and untreated. It is important to remember that many of our historical figures had learning disabilities, too, such as Albert Einstein, Thomas Edison, Woodrow Wilson, General George Patton, to name a few. It drives the point home that greatness does not always come from what we classify as “normal.” No one can truly measure another person’s potential. Intelligence comes in all shapes and forms.

**L&I to Host Fair to Recognize Women**

In celebration of ICSEW’s 30th Anniversary, Labor and Industries’ ICSEW core group is hosting a fair. This fair will be held Tuesday, February 14 from 10 a.m. to 4 p.m. in the auditorium at the L&I building in Tumwater.

The theme is “Lifting Mind, Body and Spirit” and celebrates state employed women and their many-faceted lives. The fair will feature informational tables on health and wellness, financial planning, volunteer opportunities, arts, recreation, and career planning. Representatives will be available to answer questions.

There will also be historical exhibits, the compelling ICSEW domestic violence exhibit, and a room for neck and shoulder massages. State employed women artists are encouraged to submit their artwork so it can be displayed throughout the day.

That evening there will be a silent auction for Washington Women’s Wellness. For further information, please contact Valerie Gerst, L&I, (360) 902-4617.

**How Will You Celebrate Valentine’s Day?**

By Marla Oughton

What is Valentine’s Day really about? My kids would tell you it’s a time to give cards to classmates and share candy! Many adults would tell you it’s a time to appreciate those you love. I read an article that Valentine’s Day is a special day that has been set aside in order to honor “love.”

If you look for the true meaning of Valentine’s Day you’ll find there was a person who did in fact live by the name of Valentine (some debate as to who he really was), who was killed for being a Christian and later recognized as a Saint. February 14 was designated as a special day to remember St. Valentine.

How did “love” become part of remembering St. Valentine? Well it has to do with a pagan festival originating on February 15, but later changed to February 14 in an effort to stop it. Ever since then “love” has left its mark on St. Valentine’s Day. It’s now been 1504 years since St. Valentine’s Day was enacted in 496 A.D.

Now that you know all that, will that change how you celebrate Valentine’s Day? Will you celebrate St. Valentine the person or celebrate “love”? I vote for love.
interact. These sources, both linguistic (intraand interlingual) and extralinguistic, represent the learners' own knowledge interacting with cues from the words themselves and the surrounding text. From the Cambridge English Corpus. However, biological molecules and surfaces often interact via four or more of these forces either simultaneously or following on one another. From the Cambridge English Corpus. These examples are from the Cambridge English Corpus and from sources on the web. interACT or interACT Advocates for Intersex Youth, formerly known as Advocates for Informed Choice,[1] is a nonprofit organization using innovative strategies to advocate for the legal and human rights of children born with intersex traits. The organization was founded in 2006.[2] Contents. On May 14, 2013, interACT, The Southern Poverty Law Center, and pro bono counsel for the private law firms of Janet, Jenner & Suggs and Steptoe & Johnson LLP filed a lawsuit INTERACT is an infrastructure project under the auspices of SCANNET, a circumarctic network of currently 88 terrestrial field bases in northern Europe, Russia, US, Canada, Greenland, Iceland, the Faroe Islands and Scotland as well as stations in northern alpine areas. INTERACT is multidisciplinary: together, the stations in INTERACT host thousands of scientists from around the world who work on projects within the fields of glaciology, permafrost, climate, ecology, biodiversity and biogeochemical cycling.