



Today's Girls, Tomorrow's Leaders

Defining the dimensions of success

Salem College
Winston-Salem, North Carolina

August 12, 1995

For more information on the sponsoring organizations, contact:

Tarheel Triad Girl Scout Council, Inc.
8432 Norcross Road
Colfax, North Carolina 27235-9754
(800) 672-2148

or

North Carolina American Association of University Women
Mary Fran Schickedantz, President
2809 Watauga Drive
Greensboro, North Carolina 27408
(910) 299-6870



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STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR
RALEIGH 27603-8001

JAMES B. HUNT JR.
GOVERNOR

August 12, 1995

Dear Friends:

As Governor of the State of North Carolina, it is indeed my privilege to extend greetings and to welcome you to Salem College for an educational symposium, "Today's Girls, Tomorrow's Leaders: Defining the Dimensions of Success." This important event is proudly sponsored by the Tarheel Triad Girl Scout Council and the North Carolina Branch of the American Association of University Women.

Community leaders, human service professionals, educators and parents will be afforded the opportunity of learning how to better prepare girls to become the next generation of leaders. Nothing any of us does is more important than what we do for our young people, and each participant in today's event is an integral part of the formula for their success. I applaud your commitment, and I wish for each one of you an enjoyable and productive symposium.

I extend a warm North Carolina welcome to Judy Mann, your keynote speaker.

My warmest personal regards.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Hunt".

James B. Hunt Jr.

JBH:pbt



CITY OF WINSTON-SALEM

OFFICE OF THE MAYOR

P.O. BOX 2511, WINSTON-SALEM, NORTH CAROLINA 27102
910-727-2058 FAX 910-727-2566

August 12, 1995

Greetings!

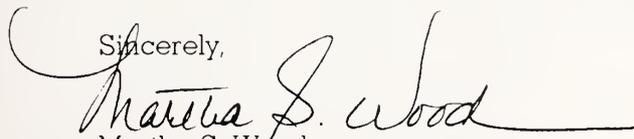
On behalf of the citizens of Winston-Salem, I am pleased to welcome everyone attending this important educational symposium. In choosing the campus of Salem Academy and College for this event, the Tarheel Triad Girl Scout Council and the American Association of University Women have selected the perfect setting to discuss "Today's Girls, Tomorrow's Leaders: Defining the Dimensions of Success."

The Moravians who arrived at Bethabara in 1753 to settle our community had a strong and deep commitment to education. They chose able, exemplary leaders to teach both boys *and girls*, and were well-known for their successful educational program which attracted their neighbors far and wide. Under the outstanding leadership of President Julianne Still Thrift, Salem Academy and College continue that long and proud tradition of expecting excellence in education from young women and men.

I truly regret that I cannot join you and will miss hearing Judy Mann whose work I have long admired and appreciated. If I were present, I would share with you my experience in reading *Women's Reality An Emerging Female System in a White Male Society* by Anne Wilson Schaefer. Reading this book soon after I became mayor of Winston-Salem opened my eyes -- and my opportunities -- in many ways. I encourage you to read it, too.

I hope that your experience at this symposium will inspire and motivate you to your unique possibilities!

Sincerely,


Martha S. Wood
Mayor



North Carolina I welcome you today on behalf of all girls. "America can't compete unless she can". The American Association of University Women, at all levels -- branch, state, national, and international -- is taking the lead to change the future for women and girls. "How Schools Shortchange Girls - The AAUW Report" released in 1992, synthesized more than 1,300 independent studies on girls and public education that documented gender bias against girls in school. Peggy Orenstein, author of SchoolGirls (now in paperback), documents how the attitudes of parents as well as teachers impact the self-esteem of girls. As a former Brownie, Girl Scout and Girl Scout Leader, it is with mutual interest that I join this next step in the progression for helping girls; as we collaborate in this educational symposium.

I entreat you to not only avail yourself of this chance to talk about self-esteem issues, but to realize that the partnership forged today as advocates for girls will have little meaning if we do not also recognize the issues that will continue to affect girls in the legislative arena. The congressional leadership is now considering rescinding recently passed gender equity legislation that would help eliminate gender bias in public schools. There have been recent attacks on Title IX enforcement which will roll back progress in athletics for our girls. Joining together in multicultural endeavors such as this today will help stem this tide, if we focus our efforts.

I challenge you to act on the new information you garner today. It is important that we come together to learn about how best to change ourselves so that we can become better role models. As we attend the various sessions, let's stretch our awareness of the world our young people are part of and of constructive ways to help them meet the challenges with their best foot forward. It is my hope and that of the 33 AAUW branches across North Carolina, that you go away with a renewed commitment to impact the lives of girls as you meet them in your own setting.

Mary Fran Schickedantz

Mary Fran Schickedantz
President, AAUW of North Carolina



GIRL SCOUTS

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Serving Girls In
Alamance
Alleghany
Caswell
Davidson
Davie
Forsyth
Guilford
Randolph
Rockingham
Stokes
Surry
Wilkes
Yadkin

August 12, 1995

Welcome, and thank you for joining us today as the Girl Scouts, together with the American Association of University Women, host "*Today's Girls, Tomorrow's Leaders -- Defining the dimensions of success*".

In Girl Scouting, we encourage each girl to be the best she can be. Through our values-based program, girls from kindergarten through high school meet people from all walks of life, explore nature, science, and the arts, and work together on projects to improve their community. Under the guidance of caring, adult role models, Girl Scouts develop leadership skills and the ability to make positive choices for their lives. These are experiences that last a lifetime, and help young girls grow into happy, competent adults.

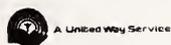
As adult leaders in the Girl Scout movement, we recognize that there are many challenges facing girls today and that we have the unique opportunity to address their needs and emphasize their potential.

Today's Girls, Tomorrow's Leaders is geared toward bringing us together -- community leaders, human service professionals, educators, and others interested in enriching the lives of girls -- as we work together to empower girls to be the very best they can be.

Today's workshops are as varied as our girls. Whether you choose an emphasis on self-esteem, education, sports, or diversity, we hope that you will leave today with a new understanding and a fresh approach to helping today's girls truly define their dimensions of success.

Sincerely,

Marci L. Mattos
Executive Director



Schedule of Events

8:00 - 9:00 a.m.

Registration

9:00 - 10:15 a.m.

Welcome and Keynote Address

10:15 - 10:30 a.m.

Break

10:30 - 11:45 a.m.

Session I

11:45 a.m. - 1:15 p.m.

Lunch

1:15 - 2:30 p.m.

Session II

2:30 - 3:00 p.m.

Break

3:00 - 4:15 p.m.

Session III

4:15 - 5:00 p.m.

Open Forum With Area Policy Makers

Keynote Speaker

Judy Mann, columnist and author

Judy Mann, a prize-winning columnist for *The Washington Post*, has been writing about women, families and the politics of the women's movement for more than a decade.

The author of *The Difference: Growing Up Female in America*, Ms. Mann draws on the revolution that Carol Gilligan began over a decade ago: presenting an accessible case for the differences between boys and girls and proposing strategies for raising less limited, more self-aware women and men. She has written extensively about gender bias and sex discrimination in American education and culture.

Ms. Mann writes from her own experiences as a single working mother and about child care and caring for an elderly parent: "Women cannot continue to be stretched between aging parents, their jobs, and their children without breaking."

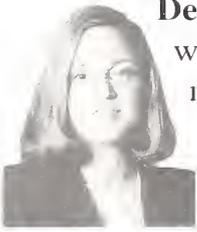
The Difference: Growing Up Female in America was inspired by Ms. Mann's need to find out what she could do to help her daughter. During her two years of investigation, she looked into all aspects of our culture and past cultures to determine the causes for the imbalance of power that makes today's culture so perilous for girls.

Ms. Mann is one of the most readable and relevant female journalists of our time. She has written for a variety of magazines that include *Ms.* and *Working Woman*; her columns have appeared in *Reader's Digest*. Ms. Mann has been a guest on *Nightline*, *Good Morning America*, *PrimeTime Live*, *Inside Edition*, *The Larry King Show*, and other radio and television programs.

A native of Washington, D.C., Ms. Mann attended Barnard College and holds an honorary doctorate from Grinnell College. She has two sons and a daughter, and is married to journalist Richard T. Starnes.



Featured Speakers



Deborah Best is the chairman of the psychology department at Wake Forest University, where she teaches, conducts and supervises departmental research and coordinates child research and the department's library. One of her primary interests is how sexual stereotypes develop within the United States and cross-nationally. The most recent of her many honors was being awarded the Schoonmaker Faculty Prize for Community Service by the university.

Janice Chu is a Pluralism Strategy Consultant at Girl Scouts of USA. She helped develop CITYFORCE 2000: Future Focus, a national project for Girl Scout councils aimed at recruiting and retaining older girls through collaboration and career development. She also was on the team that piloted and produced the gender-equity module for Girl Scouts. Ms. Chu is a certified social worker in New York state.



Anson Dorrance coaches the women's soccer team at the University of North Carolina at Chapel Hill. He has been with the program since it began in 1979, winning the collegiate championship 13 times. As of 1994, 10 of his former players have become head coaches at various colleges; five players have become assistant coaches, and four players have joined soccer teams overseas.

Susan Farrell is a developmental pediatrician and the director of Developmental Associates of Moses H. Cone Memorial Hospital. She has chaired the Children with Disabilities Section at the 1993 and 1994 national meetings of the American Academy of Pediatrics. She has lectured on subjects ranging from neurological problems in children to helping working parents cope with raising children and how to talk with children about sex.



Holly Petrie Francis is the vice president of public relations for James A. Fyock & Associates and an associate director for the company's MasterCom training division. Her expertise is in setting up programs within companies to help employees at all levels learn how to effectively communicate with their business associates. She received her master of science degree in communication from Northwestern University.

Katherine Harrelson is a regional director for the N.C. Council for Women, which provides technical assistance to individuals and groups about agencies, programs and state and federal initiatives of concern to women. She is the co-author of "Positive Directions," a resource manual for child victims of violence. She also began the Young Female Connections Training Program in 1991, which is a statewide leadership and development program for girls ages 14 to 17.





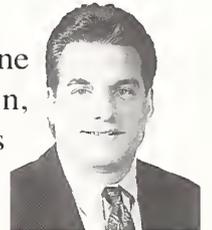
Joye Hearn has managed the work-force diversity program for Sara Lee Knit Products, a division of Sara Lee Corp., for more than two years. In her position, she develops and initiates programs to ensure that diversity is encouraged and supported within the corporation, and by suppliers and community organizations. She is a member of the Winston-Salem State University Partnership Program. She will be assisted by **Naomi Buckta**, also of Sara Lee.

June Kimmel is a regional director for the N.C. Council for Women. Currently, she is the state president of the Women's Political Caucus; a member of the advisory committee to the Women's Agenda Project of N.C. Equity; the chair of the Mecklenburg County Domestic Violence Advisory Board, and sits on the local Board of the League of Women Voters.



Kuldip Kuwahara teaches such courses as "Images of Women in World Literature" and "American and British Literature" at the University of North Carolina at Greensboro. Last summer she was awarded a post-doctoral grant to participate in the School of Theory and Criticism at Dartmouth College. She now participates in the Race and Gender Institute at UNCG, a program designed to raise the awareness of faculty and staff.

Mark Lewis is a staff psychologist with Developmental Associates of Moses H. Cone Memorial Hospital. He is a member of a multidisciplinary team that treats children, adolescents and families with psychological or developmental disorders. He has lectured on such subjects as teen-age depression and suicide and Attention Deficit Hyperactivity Disorder.



Susan Metz teaches language arts and science classes at Jamestown Middle School. She was awarded the Eleanor Roosevelt Teaching Fellowship by the American Association of University Women for 1994-95. With the fellowship, she is encouraging girls' interest in careers in science and the environment. In March she presented a Poster Session on "Getting Girls Hooked on Science" at the National Science Teachers Association Conference in Philadelphia.

Craig H. Miller is a professor of chemistry at Salem College and a consultant for R.J. Reynolds Tobacco Co. In 1994 he presented a lecture, "Changes Within, Changes Without: Making Science Accessible to Women," during the college's luncheon lecture series. He was honored with the Salem Distinguished Professorship from 1987-92.

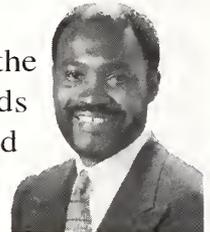


Virginia K. Newell is the founder and headmaster of the Math and Science Academy of Excellence, a program that offers enrichment activities in computers, math and science to minority students. She has lectured at mathematics conferences, workshops and institutes throughout the Southeastern and Western United States since 1960. She also represented the East Ward on the Winston-Salem Board of Aldermen from 1977 to 1993.



Beth M. Norris is the immediate-past director for the South Atlantic Region of the American Association of University Women. As a former teacher of young children and high-school students, she has developed an interest in the issue of gender equity for girls in school, a part of that being understanding and helping to fight sexual harassment in the schools.

Sydney K. Seymour is a biological and agricultural engineer who is the manager of the Instrumentation Methods and Electronics Development Division at R.J. Reynolds Tobacco Co. He coaches soccer; is an adjunct professor for SciWorks, the Science and Environmental Park of Forsyth County; participates in the Scientist in the Classroom Program; and is a member of the Board of Managers at the West Forsyth Family YMCA.



Dudley Shearburn spent 35 years as a teacher and administrator in special education in the public schools. She has been an associate faculty member in the education department at Salem College, as well as a faculty member in the college's women's studies department. She currently is a professor emeritus at the college.

Barbara Lynn Taylor taught elementary school in public and private schools for eight years. After finishing her master's degree in guidance and counseling at the University of North Carolina at Greensboro, she served as a school counselor for 11 years. She currently is a partner with Richards & Taylor Video Productions of Winston-Salem and is a consultant on issues relating to children, school and parenthood for WFMY Channel 2 in Greensboro.



Tammy Williams teaches science to eighth-grade students in Guilford County. She is now enrolled in a doctoral program at the University of North Carolina at Greensboro, working on an education degree with emphasis in curriculum and teaching science for kindergarten through 12th grades. Ms. Williams contributed to the publication of the National Science Teachers Association activity books that resulted from the National Science Foundation's funded "Project Earth Science".

Eileen Wilson-Oyelaran is the new dean of Salem College. From 1990 to 1994, she was the chairman of the education department at Winston-Salem State University; during the 1994-95 academic year, she was a fellow with the American Council on Education at Wake Forest University. She has contributed to books and written numerous journal articles on such issues as child and adolescent development.



Session Highlights

TO BE, RATHER THAN TO SEEM: If we expect girls to mature into leadership roles, we need to begin by looking into the mirror. Are we, as adults, happy and successful? Do we adhere to values? Do we show self-sufficiency? A look at what changes adults can make to be positive role models for the girls whom they inspire.

Session Leader: Barbara Lynn Taylor
Partner
Richards & Taylor Video Productions

TURNING THE CURRENT: Are girls treated different from boys? Does this different treatment lead to different expectations, and therefore, accomplishments? Take a look at the data of several studies, leading into a discussion of how to get the public to recognize gender inequities in the home, school or an organization, and how to fix them.

Workshop Leaders: June M. Kimmel or Janice Chu
Regional Director Pluralism Strategy Consultant
North Carolina Council for Women; Girl Scouts, USA

BIG THINGS COME IN SMALL PACKAGES: It's so often the small, subtle actions in a girl's day-to-day life that add up to bigger inequities down the road. A psychologist points out what parents, teachers and other care-givers can do to stem the social pressures that limit a girl's options and opportunities.

Workshop Leader: Dr. Deborah L. Best
Chair, Psychology Department
Wake Forest University

DR. SAL, THE SCIENCE GAL: How can adults interest girls and keep them motivated in math and science careers? A panel discussion will focus on the obstacles and the ways that adults can help remove them.

Panelists: Dr. Virginia K. Newell Dr. Sydney K. Seymour
Founder and Headmaster Manager, Instrumentation Methods and
Math and Science Academy Electronics Development Division
of Excellence R.J. Reynolds Tobacco Co.

Dr. Eileen B. Wilson-Oyleran Dr. Craig H. Miller
Dean Chemistry Professor
Salem College Salem College

LEADERS ARE MADE, NOT BORN: Are there specific and identifiable traits in women who have the confidence to succeed and lead? A look at the obvious -- and not so obvious -- traits that adults should consciously share with girls.

Workshop Leader: Katherine Harrelson
Regional Director
N.C. Council for Women

DON'T KISS IT, DISSECT IT: Getting girls to imagine themselves exploring the great outdoors, or discovering a cure for cancer may be the first step toward creating tomorrow's scientists. Two area teachers are taking the next step literally: They are tramping through fields with local girls in the pursuit of science.

Lecturers: Susan Metz or Tammy Williams
Teacher, Jamestown Middle School Teacher, Allen Jay Middle School
AAUW Fellow Doctorial Candidate,
University of North Carolina at Greensboro

IT'S THE AGE: What are the physical, emotional and social pressures that undermine teen-age girls' confidence and self-esteem? A pediatrician and a psychologist offer a refresher course on adolescent changes, and offer tips on how adults can maintain a constructive, supportive environment for growth.

Panelists: Susan Farrell, M.D., F.A.A.P.
Mark Lewis, Ph.D.
Developmental Associates,
Moses H. Cone Memorial Hospital

FRANKLY, SCARLETT, IT'S JUST A STORY: Children's literature offers a palette of experiences through which girls can live. The trick, however, is helping them separate fact from fantasy. Take a look at the popular stories that we tell girls – and the messages that they hear.

Workshop Leader: Dr. Kuldip Kuwahara
English Professor, World Literature
University of North Carolina at Greensboro

DO YOU HEAR WHAT I'M SAYING? The communication gap not only divides generations, but cultures and sexes as well. Bridging it requires breaking the poor listening and speaking habits that girls acquire – often by default – and replacing them with better skills that ensure clearer understanding.

Workshop Leader: Holly Petrie Francis
Vice-President, Public Relations
James A. Fyock & Associates, Inc.

VIRTUAL REALITY–WHY IT'S IMPORTANT TO VALUE THE DIFFERENCE: Helping to prepare girls for the future means recognizing that they are not generic and that there is value in their differences. Leaders of girls who acknowledge their own differences as well as the uniqueness of the girls they work with, will be in a competitive position to lead.

Workshop Leader: Joye N. Hearn
Manager, Workforce Diversity
Assisted by Naomi Buckta
Sara Lee Knit Products

SHE SHOOTS, SHE SCORES, SHE WINS! What can athletics teach girls? For starters: Discipline, teamwork and a desire to compete are all qualities for effective leaders. A coach who has led 13 teams to national women's soccer championships talks about what athletics can offer girls, and what girls can offer athletics.

Speaker: Anson Dorrance
Women's Soccer Coach
University of North Carolina at Chapel Hill

Session Highlights continued

A LOOK BACK AND A LOOK FORWARD: While most adults know that girls learn differently, they sometimes have a hard time recognizing what the specific differences are. Participants will be encouraged to discuss and reflect upon common situations in their own childhoods, coming up with action statements on how they can help girls through the process.

Seminar Leader: Dudley Shearburn
Professor Emerita, Adjunct Faculty Member
Salem College

HOSTILE HALLWAYS: Are schools a haven for our girls? A study by the American Association of University Women suggests that they may not be as safe as we expect. A look at how to recognize sexual harassment among students and understand why it happens, as well as what adults need to do to handle such incidents when they occur.

Workshop Leader: Beth Norris
Immediate Past Regional Director
South Atlantic Region, AAUW



Symposium Committee

Linda Evans, Chair
Greensboro Historical Museum



Lynn Burnette, Publicity
Freelance Editor and Writer

La Verne Ellis, Keynote Speaker
U.S. Postal Service

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Winston-Salem Journal

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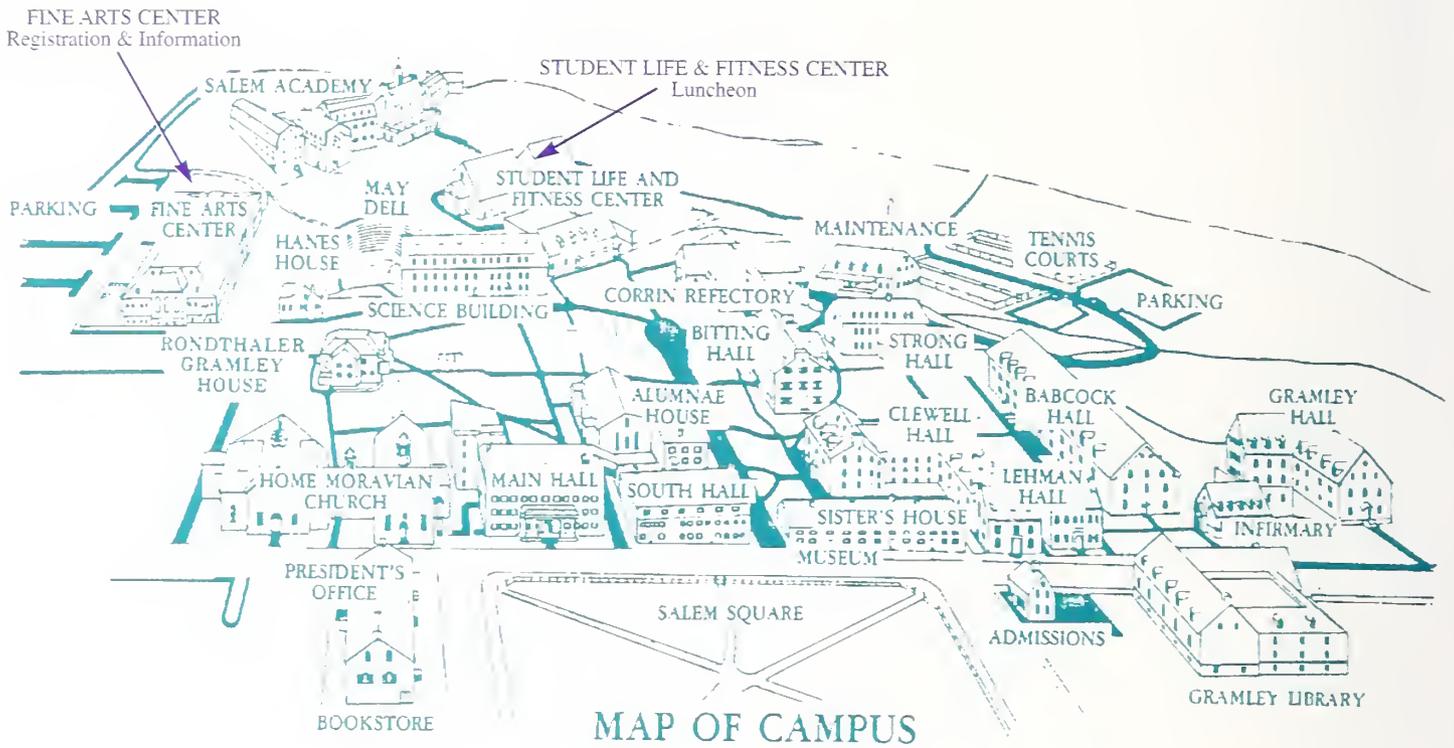
Janice Imgrund, Program Booklet
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Winston-Salem Branch

Marian King, Grants
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