

THE ARIZONA WOMEN'S NEWS

www.azwomensnews.com

July - August, 2000 - Vol. 3, No. 4

The News and Information Resource for Arizona Women

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The Small Business Advisor



Tips - Advice, & Ideas From Leading Arizona Businesswomen

We must see the connection between our work and our true talents. Before you can market yourself, do what I call - "truth due diligence." This means assess your business and make sure that it is in line with who you are and what you are capable of contributing to others. To establish a powerful marketing message, power is key. Without truth, there is no power.

Kim Green is the owner of VERITAS COMMUNICATIONS, a firm committed to clarity, self-expression and articulation. For more information on Effective Communication workshops, call 888-234-2231



Kim Green
Owner, Veritas Communications



Annette Alvarez
President,
Alvarez Inc.

Annette Alvarez has expertise in innovative, creative problem-solving for individuals and companies. She recently spoke at Harvard University on Political Leadership in the U.S and the dynamics of PR & Policy. For more information call 602-468-9598.

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See Our Women's Jobs Section on Page 10 for Details.

By Beverly Bibolet Burns

Careers in Law Enforcement

There Ought to be a Law...Enforcement Career for You!

If you believe all the TV or movies you watch, police work is glamorous and exciting, with officers dividing their time between torrid romances and blazing bullets. In reality, police work is far more varied than you would guess from popular dramas. In general, police officers of all types enforce the statutes, laws, and regulations that

are created by governments to protect our lives and our property.

Law enforcement officers come in many forms: city patrolmen and women, DPS officers, U.S. Marshals, county Sheriffs, park rangers or community service officers. It all depends on the governmental organization that employs them. Whatever their title

may be, most officers of the law spend much of their time responding to crimes that have been committed or that are in progress. They also patrol our streets to keep us safe, interview witnesses and suspects, apprehend fugitives, collect evidence, write reports and provide testimony in court.

Sergeant Jeri L. Williams

By Beverly Bibolet Burns

Shooting Straight for a Police Career

Jeri Williams didn't dream of arresting people as a student at Maryvale High School in the 80's. In fact, it wasn't until she graduated from ASU with a degree in fine arts and found herself looking at a pile of student loans and an uncertain career path that she even considered law enforcement as a possibility. It was actually her wonderful and wise

mom, Mildred Jones, who, two weeks after Jeri's graduation, gave her the million dollar motherly advice to "look at some of the city positions like the police department". Trusting her mom's judgement she looked into the police department and, although it was an option she hadn't thought of before, it seemed like a pretty good idea.

The Phoenix Police Department thought it was a pretty good idea too. She was hired as a Maryvale Patrol Officer in 1989 and it was a great match! She advanced to the position of Walking Beat Officer for two years and then moved up to the position of Bicycle Patrol Officer. "It was great being able to interact with people in the neighborhood in which I had grown up as a kid". She loved being able to be a part of the community she knew in a law enforcement capacity.

"Murder for Hire"

By Karyn Riedell

"Murder for hire" is what the media called it three years ago when Kimberly Lee's husband hired two teenage boys to abduct and murder her. Kimberly Lee called the act something else—domestic violence.

The day of the murder attempt followed a long period of physical abuse and rape. When Kimberly finally left the house, her husband realized he was losing power. The murder attempt was his final, desperate effort to keep control, Lee explains.

On the morning she almost died, Lee had just left the house to drop her two children by the sitter's and then go on to work. But the two hired killers had other plans for her that day. They abducted her and slashed her throat in front of her two children, then two and four. "I came within one centimeter of dying," Lee says, referring to how close the cut had come to her windpipe.

Fortunately, this story has a happy ending. Today, Lee says she and her children are "fabulous," thanks to the help of therapy and the support of family, friends and those at her workplace.

In fact, Lee says she doesn't know if she would have survived if the people where she worked had not been there for her. The insurance and financial services company where she had worked for 12 years as a manager was there for her every step of the way. "I was very fortunate because I had an employer who was very supportive. If I had not had that kind of support, it would have taken much longer to heal."

For years, Lee had not told people at work of her abuse because she believed she could work it out on her own. That attitude changed after she left her husband, and he started making threatening phone calls to her at

See "Murder for Hire", Page 15

Phoenix Art Museum to Present Annie Leibovitz: Women

Phoenix Art Museum is pleased to announce a surprise summer exhibition by one of the most celebrated photographers of our time. *Women*, a special exhibition of photographs by Annie Leibovitz, features 64 portraits by the internationally renowned photographer.

The exhibition, which is a celebration of American women at the end of the millennium, includes portraits from a broad spectrum of society. *Women* will be on view at Phoenix Art Museum from July 29 through September 24, 2000. For more information about the exhibition call the museum's 24-hour recorded information line at 602-257-1222 or visit the web site at www.phxart.org.



Eileen Collins, Astronaut, Johnson Space Center, Houston, Texas, 1999. Annie Leibovitz: Women is organized by the Corcoran Gallery of Art, Washington, D.C. The exhibition and tour are underwritten by Vogue and Mercedes-Benz.

In smaller communities and rural areas, police officers are less specialized and have much broader law enforcement duties. However, in larger communities and state and federal agencies there are more

See Careers, Page 11



Sergeant Jeri L. Williams

See Shooting
Straight, Page 19

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Editor's Note

Do You Know Where the Candidates Stand on Important Issues?

Now is the time to educate yourself about the candidates for our November elections. And how better than by asking the candidates yourself?

How can you do this? Easy - just attend one of the League of Women Voters Candidate Forums. These forums will include candidates running for the Legislature and the Corporation Commission.

I have to be frank, I have never attended a League of Women Voters Forum. But, I will this year. Do you know what has really motivated me to go out and ask questions for myself? The media. Yep - it has become harder and harder to trust the media to be fair.

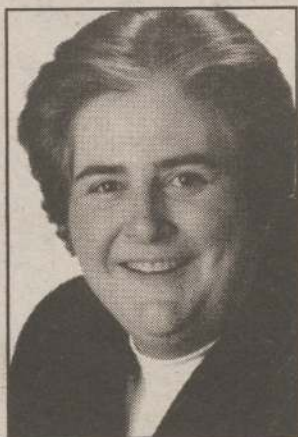
I read recently about how the editorial board of one of our local publications will guide us through this year's election. They have carefully crafted 'their' list of the good and the bad philosophies and they will be happy to brainwash our minds with their views.

So, please help me out here. Think for yourself. Take the time to attend a forum in your neighborhood.

District 6: Chandler City Chambers, 22 S. Delaware St., 8/17/00, 5:30 pm.

District 18: Sunnyslope Community Center, 802 E. Vogel, Phoenix, 8/16/00, 6 pm.

Districts 23/25: UFCW Building, 2401 N. Central, Phoenix, 8/17/00, 6 pm.



Terry Williams,
Managing Editor

District 26: Civic Plaza Library, 3839 N. Drinkwater Blvd., Scottsdale, 8/22/00, 5:30 pm.

District 27: Escalante Community Center, 2150 E. Orange St., Tempe, 8/22/00, 6 pm.

District 28: Mustang Branch Library, 10101 N. 90th St., Scottsdale, 8/15/00, 5:30 pm.

District 21/29: Mesa Community Center, 201 N. Center, St., Mesa, 8/24/00, 6 pm.

District 30: SE Regional Library, 775 N. Greenfield Rd., Gilbert, 8/23/00, 6 pm.

For forums in your area contact the League of Women Voters at 602-997-5218 or toll free at 1-877-711-VOTE.

The League also has a great nonpartisan website where you can find information about ballot issues and candidates. Check it out at www.dnet.org.

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Mission Statement and Policies

Our mission is to inspire, create and express unlimited potential for the women whose lives we touch.

Arizona Women's News focuses on women's issues, lives and dreams - bringing together valuable information in one, convenient location for women who want to be connected to community, to their potential and to the dreams that help them grow. **Arizona Women's News** embraces diversity, integrity and respect within the women's community. Each edition contains in depth discussions of the issues facing women today.

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Women on the Rise



APPOINTMENTS

Susan Weinhold, an 18-year nursing veteran, was recently appointed Director of VistaCare Hospice for the Phoenix region.

Keri Lazarus Silvyn, an associate in the Tucson office of Lewis and Roca LLP, was recently appointed to the position of President for the Pima County Bar Young Lawyers Division.

Frances Ackley, owner and vice president of sales and marketing of Orbit Industrial Service and Maintenance, has been named by the mayor and City Council as chair of the Phoenix Women's Commission. For more information, call Phx. Equal Opportunity Department at 602-261-8242.

Alison Huxford has joined the Fidelity National Title Insurance Company as Assistant Vice President of Commercial Sales. For more information call 602-224-8501.

Louise Waites has been named Assisted Living Coordinator at Sierra Pointe, Scottsdale's newest luxury rental retirement community.

Jenny Davenport has been hired as an account coordinator at Hanson, Moser, and Associates, a full-service marketing communications and public relations agency.

Mildred Garcia, an author and national authority on administration, faculty development, and diversity in higher education, has been selected as vice provost for academic personnel at Arizona State University West.

Terry Williams, Managing Editor of Arizona Women's News, has been named Program Chair of the first women's multicultural entrepreneurial conference, entitled *The Culture of Women in Business*. The conference will be held at the Glendale Convention Center on August 16, 2000. For more information, call 602-495-2196.

Ann A. Scott Timmer, immediate past president of the AWLA Maricopa Chapter, has become the newest member of the Arizona Court of Appeals, Division I. Congratulations, Judge Timmer!

Ann-Martha Andrews has been elected to partnership within the firm of Lewis and Roca LLP. Ann is a member of the firm's Tort and

Insurance Group.

Patty Briguglio, President of M M I Associates, a Scottsdale-based Marketing and Public Relations firm, has been appointed commissioner for the City of Phoenix Council for Heritage Square and the Science Park Board by Mayor Skip Rimsza.

PRA Destination Management Phoenix-Scottsdale welcomes **Kelli Burton**, account manager, and **Sandra Grady**, operations manager, to their team. For more information call 480-704-2088.

Sherry Ann Sentgeorge has joined the Phoenix-based small business lending institution, Southwestern Business Financing Corporation (SBFC), as a new Business Development Officer.

Debra Sharker has joined R & R Images, the Valley's most creative digital printers, as Sales and Marketing Manager.

Richmond American Homes welcomes **Sherri Harrison** as design consultant and **Jeannie Sheldon** as design center administrator. The department is also pleased to announce the promotion of **Vanessa Bailey** to senior designer.

Dr. Janet Baker has joined the Phoenix Art Museum's staff as curator of Asian art. Baker's research background has focused primarily on early Chinese Buddhist art and archaeology, with studies in Indian Buddhist art and later Japanese painting.

Governor Hull has announced she will appoint **Catherine R. Eden** as Director of the Arizona Department of Health Services.

Susan Hale is named national sales manager of PRA Destination Management's Phoenix-Scottsdale office.

Jill Bartlett joined the Braille and Talking Book Library, Arizona State Library, Archives and Public Records, as Outreach Librarian.

Caroline Newsom was promoted to Acting Executive Director of Self-Employment Loan Fund, Inc. (SELF)

AWARDS

Stacey Sweeney, President of The Art Institute of Phoenix, announces that The Art Institute of Phoenix has received the prestigious "Outstanding Campus" award and six "Best Practices" awards from the Arizona Private School Association.

Debbie Gaby, President of Sleep America, was selected to receive the Vera Beaton Award at the 47th annual meeting of Girls Ranch, Inc. of Arizona.

Tucson NAWBO member, **Mary Johnson**, owner of PostNet Postal and Business Services in Campbell Plaza, was awarded the "President's Award" at the 6th-Annual Franchise Owner's Convention of the PostNet Intl. Franchise Corporation.

Tucson NAWBO members **Joyce King**, owner of Associated Consultants, Inc., and **Lea Peterson**, owner of American Retail Corporation, were two of seven award winners at this year's Small Business Solutions 2000.

The NAWBO awards committee for 2000 is happy to announce their choice for the recipients of the 2000 NAWBO Chapter Awards. They are: **Ann Owens**, Pioneer; **Sandy Wolf**, Unsung Hero; **Patty Briguglio**, Bridge Builder; **Teresa Ornelas**, Member of the Year; **Susan Ratliff**, Business Owner of the Year; **Betty Pichon**, Presidents Choice Award; **Hebert, Schenk & Johnson** and **SRP**, Corporate Partners.

Linda M. Herold, publisher of *The Herold Report*, has been named the "Arizona Small Business Journalist of the Year," a distinction awarded by the SBA Arizona District Office.

Deborah A. Wright-Turner, owner of Breeze Ways Air Systems, Inc., has been named the "Women in Business Advocate of the Year."

Training a la Carte, with president **Nancy Campbell**, has been selected as the exclusive provider of computer training services for the Arizona Business Association and its membership base.

Phoenix Health Plan employees, **Cathy Carrillo** and **Ruby Vega**, and Community Connection employee, **Denise Minjares**, received the Hot Shots award from the Arizona Partnership for Infant Immunization (TAPII).

Sheila Berkowitz of West USA Realty has been awarded the Accredited Buyer Representative (ABR) designation by the Real Estate Buyer's Agent Council, Inc. (REBAC) of the National Association of Realtors (NAR). Contact Sheila at 480-948-5554.

BUSINESS

"Women in Balance" - the Southern Arizona Chapter of NAWBO's first conference and membership drive - attracted more than 100 women from Tucson and its surrounding communities. The conference, a membership drive, attracted a record 22 new members.

EDUCATION

Two local women have won Millenium Dissertation Fellowships from the Graduate College at Arizona State University. Both doctoral students, **Peggy Lindauer**, who is conducting a critical analysis of the Heard Museum exhibition, and **Dana Perry**, an experienced researcher in air quality studies at ASU, received \$15,000 each to support their innovative research.

Local ballerina, **Renee Noelle Meiffren**, age 17, was named a "Year 2000 Presidential Scholar" by the U.S. Secretary of Education Richard W. Riley.

Midwestern University students, **Alician Babalmoradi** of Glendale, and **Helene Labonte** of Boston, have each received \$1,000 scholarships from Chela Financial, a San Francisco education finance company.

Looking for more news and information?
Go to our web-site at
www.azwomensnews.com

News



STATE

■ **Governor, Attorney General Announce Availability of Funds to Assist Sexual Assault Victims.** Arizona Governor Jane Dee Hull joined Arizona Attorney General Janet Napolitano in announcing the availability of \$1.1 million in Attorney General's Office funds to be used for services for victims of sexual assault. The money, which comes from the Office's share of victims' rights funding, will be used to develop protocols, trainings and other programs to create a more uniform and efficient treatment of sexual assault victims.

NATIONAL

■ **Women Cutting Back on Work at Prime of Careers.** Hundreds of thousands of American women are choosing to de-emphasize their careers in order to emphasize family. Eighty percent of all women will become mothers by age 44. Two-thirds of mothers are not employed full-time all year. One quarter of these women left the workforce entirely, sometimes at the prime of their careers, and nearly half are working less than forty hours per week. Of the remaining one-third of mothers working full-time, over a quarter work flexible hours.

These statistics, released by Mothers & More, a not-for-profit organization supporting sequencing women, show the widespread practice of "sequencing" — the process of moving in and out of paid employment and choosing a variety of flexible work arrangements in order to

successfully balance work and family.

According to Mothers & More, women move in and out of the workforce as their family and financial needs dictate, and as they create innovative work arrangements that allow them to focus on family life. For more information, call 800-223-9399 or visit the website: www.mothersandmore.org.

■ **Women have caught up to men in Internet use, but what they do once they're online differs from men, much as it differs offline.** Overall, women in particular report using the Internet to enrich their important relationships and enlarge their networks. 55% of Internet users say their use of email has improved their connection with their family; 59% of those who email relatives say their level of contact with significant family members has increased; 66% of Internet users say email has improved their connection with their friends; 60% of those who email their friends say they communicate more often with significant friends now because of email. In these areas, women cite the benefits of email more frequently than men do. Users' responses challenge the social relationships and their contact with the wider world.

■ **Special Bulletin from the SBA's Office of Women's Business Ownership.** President Clinton signed an executive order affirming the Administration's commitment to seeing that women-owned businesses receive 5 percent of the federal contracts for goods and services. It is a direct message from the Administration to the heads of government agencies that they must do all they can to meet the 5 percent procurement goal.

Congress established that goal in 1994, by amendment to the Small Business Act. At the time, women owned 6.4 million businesses, a third of all businesses in the U.S., yet received only 1.3 percent of the federal contract dollars. By establishing a goal, Congress hoped to break open the federal market to women-owned firms.

It didn't work. While most of the largest federal departments and agencies signed agreements with the SBA to work to achieve the goal and significant efforts were made, it wasn't enough. Between 1992 and 1999, while the number of women-owned businesses rose to 9.1 million — 38 percent of all businesses — federal contracts to women-owned businesses only increased 1 percent.

Today, the President sent a clear message: Meet the goal. The executive order spells out the responsibilities of the agencies and departments, and establishes an Office of Women's Procurement at the SBA to spearhead this government-wide effort.

■ **Statement of U.S. Labor Secretary Alexis M. Herman Regarding the Bureau Of Labor Statistics' 'Highlights of Women's Earnings in 1999.'** The following is a statement of U.S. Labor Secretary Alexis M. Herman regarding the Bureau of Labor Statistics' "Highlights of Women's Earnings in 1999":

Today's report documents the large earnings gap that still exists between women and men. While women's earnings as a percent of men's earnings have risen substantially — from 62.5 percent in 1979 to 76.5 percent in 1999 — an earnings gap persists.

The pay gap is worse for black and Hispanic women and their earnings have grown very little. Black and Hispanic women receive just 64 and 55 cents, respectively, to every dollar earned by white men.

More women are working in occupations that pay well, but even within those occupations they still make less than men. The pay gaps are as wide as 38 percent for women physicians. In each of the top 10 occupations with the highest earnings for women, there is at least a 9.5 percent pay gap.

Wage discrimination remains an unfortunate reality for many women. The pay gap is not just a women's issue, it's a family issue. When women bring home less money, it affects the family. It's about food on the table and clothing for the kids. Equal pay matters, and we need to do everything we can to close this lingering pay gap.

The Bureau of Labor Statistics' "Highlights of Women's Earnings in 1999" (Report 943) is available by calling (202) 691-5200 or logging on to <http://www.stats.bls.gov/pdf/cpswom99.pdf>.

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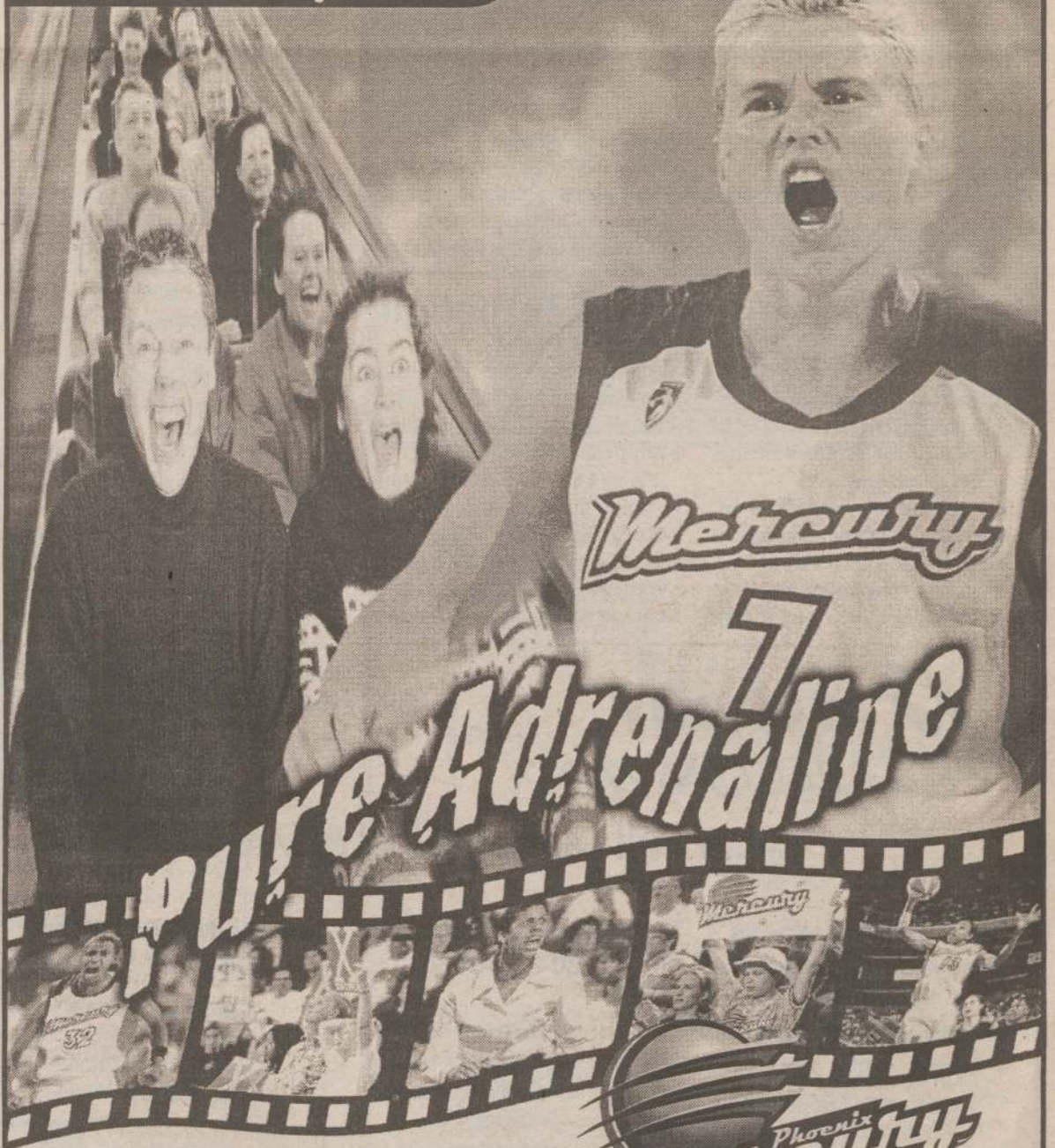


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Health



Alternative Treatments for Endometriosis

By Dr. Denise Dion

What is Endometriosis, Exactly?

Endometriosis is a condition created when endometrial cells (the cells that line the uterus) travel outside of the uterus, usually into the abdomen, and implant. These misplaced cells are stimulated by the hormones of the menstrual cycle just as if they were where they should be. Those hormones that influence the cycle are Follicle Stimulating Hormone, Leutinizing Hormone, Estrogen, and Progesterone. And just like properly placed endometrial cells, these misplaced cells grow, secrete blood and regress with each menstrual cycle. However, since the secreted blood does not get shed through the uterus, it must be absorbed by the body each and every month. This abnormal action produces scar tissue and deposits within the abdomen, which causes severe abdominal and low back pain.

Endometriosis is the leading cause of infertility in America accounting for 30% - 40% of fertility problems. The scar tissue formed from these misplaced cells may change the shape and location of the ovaries, fallopian tubes and uterus. In addition, the adhesions may block the fallopian tubes (slowing or blocking the egg from getting from the ovary to the uterus) or may surround the ovaries preventing the egg from getting to the fallopian tubes.

Should these endometrial cells attach to the ovaries, a condition called ovarian endometrioma (ovarian cyst/chocolate cyst) may develop. The symptoms of ovarian



cysts may be the same as endometriosis. A laparoscopy may have to be performed for a proper diagnosis. Some serious but rare complications of ovarian cysts include scar tissue blocking bowels, urine flow or twisting the ovary (ovarian torsion). The ovarian cyst may rupture. Decaying endometrial cells may damage normal tissue. Endometrial cells implanted in lung may cause pneumothorax. Endometrial cells implanted in the brain or spinal cord may stimulate seizure activity.

Gynecological procedures for diagnosis include complete patient history, routine gynecological exam, laparoscopy, ultrasound, computerized tomography (CT) or magnetic resonance imaging (MRI). Traditional treatments include a prescription for oral contraceptives and over the counter painkillers. However, oral contraceptives are contraindicated if a woman has high blood pressure, liver disease, history of phlebitis (inflammation of a vein), family history of stroke, family history of heart disease, diabetes, smoking or high cholesterol.

The signs and symptoms of



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endometriosis include abnormal menstrual periods, painful periods (doctor word = dysmenorrhea), premenstrual spotting, pelvic pain, low back pain a couple days prior to menstrual period which subsides during the period, pain during intercourse, infertility, and miscarriage/spontaneous abortion.

You are at risk if you have a family history, shorter (< 28 day) menstrual cycle, longer (> 1 week) menstrual flow, younger age (before 12 years old) when menstrual periods started, few (1 or 2) or no pregnancies, and congenital abnormal structures of uterus, cervix, or vagina that obstructs menstrual flow.

Treatments include traditional and non-traditional options. For additional information on nutritional supports and changes you can make to reduce your risk of Endometriosis, visit The Arizona Women's News website at www.azwomensnews.com.

Dr. Denise Dion is a chiropractic physician in Tempe who specializes in anti-aging and personalized health care coaching. For the full story on endometriosis, call 480-768-0678 or email NeicyDC@aol.com.

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Parents Warned About Impetigo

Reminder - warming weather brings increased cases of impetigo. Impetigo is a skin infection which can spread to other areas of the body and to other people.

The incidence increases in summer as kids are out playing in the dirt and sand which may harbor staph germs. The infection first appears as a discolored pimple and

forms into a blister. The blisters then break and spread the germs. The infection should be treated by a physician immediately.

Parents can help treat impetigo by doing the following:

- Keep their child's fingernails short and clean to prevent spread
- Wash sores three times a day with soap and water and apply ointment

as directed by their doctor

- Wash the tub and rinse well with a mild bleach solution
- Launder child's towels, linen and clothes separate from those of family members
- Watch the sores. If they do not improve within three day. Follow up with your doctor again.

For more information contact Laura Toussaint-Newkirk, Phoenix Memorial Hospital at 602-824-3360.

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Vision



Stress Management in the Home

In this hectic life we live we all strive for a more organized and less stressed way of life. It doesn't help to come home to a mess and clutter after leaving the office with a desk full of unfinished work.

By simplifying things in your home and changing the things you can change, you can manage stress better in your own environment.

Here are some simple tricks that can make a difference:

Look carefully at your belongings: We all collect "things" over the years. It is time to ask yourself three simple questions about accessory items throughout your home: Is it useful? Is it Beautiful? Is it Meaningful? If the answer to each of these questions is "NO" get rid of it!

Use Color to Simplify: A consistent base color on major walls and in large pieces of furniture can help achieve a true calm throughout your main living areas. By repeating tints and tones of a

soothing color such as taupe, light yellow, grey or sage you will create "background" that allows you to highlight special items and add accent colors that reflect your personal style. Using a neutral base color will also create flow throughout your home and once accent colors are added your color story will be complete.

Start in Your Kitchen: Typically kitchen counters are a gathering place for clutter and transient items. As a general rule, only appliances that are used every day should be left out. To begin uncluttering this area place a large basket in the spot where mail, keys, homework and small toys seem to gather. Use a tray under the coffee maker that will hold the grinder, sugar, spoons and decorative cups.

Make the Family Room Functional: This is the place where we spend our true leisure time. It is also an area that seems to become disorganized quickly. To keep this space "company

ready" and clear of clutter use baskets, bowls and chests. These items will not only work into your décor and complement your existing accessories, but they will serve a valuable purpose in helping contain small items. The TV remote, newspapers, magazines and toys should all be contained to keep this area looking its best.

Master Your Bedrooms: This important resting spot is where we spend the most hours. Even at sleep we are conscious of our surroundings...make sure that this area is simplified and easy to maintain. Make the bed in the morning regardless of how early you rise - an unmade bed will make the whole room seem messed up. Use bookcase or cabinet units next to the bed to hold more than a standard bedside table.

Plan a private space for yourself This could be nothing more than a favorite chair in a corner. Remember to create a comfortable ambiance with good lighting, a conveniently placed table, perhaps a picture hung low over the table, and a throw over the arm or back of the chair.

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defects, and many additional affected pregnancies result in miscarriage or stillbirth. The most common NTD is spina bifida, a leading cause of childhood paralysis.

To help prevent NTDs, all women capable of having a baby should consume a multivitamin containing 400 micrograms of folic acid every day beginning before pregnancy, as part of a healthy diet containing foods naturally high in folic acid, such as leafy green vegetables, orange juice, beans, and enriched grain products fortified with the vitamin.

Copies of the March of Dimes survey results, "Folic Acid and the Prevention of Birth Defects," item #31-1404-00, can be obtained by calling toll-free 1-800-367-6630.

Health



Women Failing to Take Vitamin That Helps Prevent Serious Birth Defects

Despite years of public health campaigns advising that taking the B vitamin folic acid helps prevent serious birth defects of the brain and spine, most women of childbearing age are still not taking the vitamin in time, according to a survey released today by the March of Dimes.

Dr. Jennifer L. Howse, president of the March of Dimes, noted that 9 out of 10 women do not know

that folic acid must be consumed before pregnancy to be effective, and that only 1 in 7 know that folic acid prevents birth defects. "We think this shows that very few women truly understand the importance of folic acid," Dr. Howse said.

Neural tube defects (NTDs) are among the most serious and common birth defects in the United States. Each year, an estimated 2,500 babies are born with these

Being active women we do some pretty crazy things to ourselves without realizing our everyday actions and bad habits are taking a dramatic toll on our bodies. I learned very quickly what being too busy can do to one's health. My story is a frightening one and it can happen to you. I was the picture of health: Fit and trim, a vegetarian who ran several miles every day - I felt great, was bright and cheery, and knew I'd live to be 100 years old! Right? Wrong!

The busier I became at work, the less I began to take care of myself. Sure, I was still running, but exercise is only part of the equation. It was everything else I was leaving out - especially proper nutrition. To top it off, I ignored many important warning signs for months. Finally, my system shut down. I could barely get out of bed and I was seriously ill.

Why am I telling you this? I don't want this to happen to you. In my quest for more knowledge on proper all-around health I stumbled across a seminar that is truly amazing. This seminar covers the gamut of health and lifestyle, everything from diets, heart health, media myths, eating disorders, to the difference between exercise and activity, etc. The best part - it's aimed and designed with women in mind. I learned what happens as I age and how to prevent future problems. I can't think of anything worse than merely surviving rather than enjoying my hard-earned retirement.

The seminar, *Sins of the Heart™ Conference*, will be presented July 20. I highly recommend it. If you can't attend, please find out how you can help yourself. I believe changing my lifestyle is well worth the benefits of how great I'll feel jogging down the road when I'm 100 years old!

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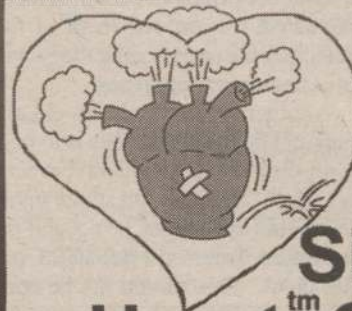
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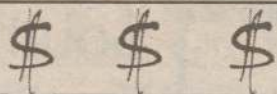
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Finance



QuickBooks or Peachtree

Which Accounting Software is Right for Your Business?

QuickBooks, Peachtree, and other accounting software provide smaller companies with the financial tools to sharpen their competitive edge. The challenge for 21st century entrepreneurs will no longer be in gathering important financial information, but utilizing the data.

Accounting software packages offer small-business owners information on what item is selling, profit margin by item, quality job costing, and much more information that was costly to obtain before the widespread use of these accounting packages. These accounting software packages can provide the data instantaneously, allowing business owners to respond quickly to new trends.

The variety of reports and information available from these inexpensive software programs is staggering. The data can be manipulated in a multitude of ways to create reports unheard of just a few years ago. Need to know how much time your employees spend on a specific job for the last month, quarter, or year? No problem. Need to know which customers are 120 days late? Instantaneously available. Need to merge the data with an existing spreadsheet? Click a button and the data will move error-free to an existing or new

spreadsheet. Need to calculate payroll, payroll liabilities, and sales tax liabilities? All this and so much more is now at your fingertips.

Now, with all of that power available are there any drawbacks? The most common drawback is poor initial setup. **Although anyone can read the instruction manual, everyone should consider hiring a professional, as few novices will correctly identify all the setup pitfalls.**

Virginia Curry, professional QuickBooks advisor and owner of Tri-C Consulting, states that the starting point for any set-up process is determining what reports you need in order to operate your business. Virginia has helped numerous companies design or redesign an existing setup around a report specific to their needs.

Many of the costly errors that companies have experienced with accounting software could have been avoided by scheduling a short consultation with an expert in setup. Virginia Curry is no stranger to costly errors: "The cost of a quality setup is only 10% of the cost of a QuickBooks cleanup. I've seen companies spend \$5,000 to get their accounting files cleaned up when problems resulted from a small set-up error."

The two most common set-up errors, according to Virginia, are in

by Jean DeKraker



setting up payroll and sales tax. These two areas seem to create the most problems and are potentially the most expensive to correct. Payroll errors can result in costly IRS penalties if you inadvertently underpay.

In addition, many companies using the programs fail to realize the power of the programs. Business owners start using QuickBooks to keep their checkbooks in order and fail to realize that the program can produce so much other information, information that the business owner is tracking somewhere else. With small changes during setup, expensive personnel time spent completing other redundant tasks could be eliminated.

These accounting packages offer smaller businesses a competitive edge in today's marketplace. The challenge of this software is first in using it to get reliable data, second in understanding the data, and third in responding appropriately to the information.

Jean DeKraker is a CPA with a Masters Degree in Taxation and her own CPA firm. Her real passion is educating and nurturing women about money. (602) 992-2768, www.jdk-cpa.com.

by Sharon E. Ravenscroft, Esq.



In summary, helping an elderly family member or friend with financial matters can be done easily by being an agent named in a Power of Attorney, being a joint signer or being a joint tenant on the account.

Sharon E. Ravenscroft, Esq., is a director/owner of Goodwin Raup PC, with offices in Phoenix and Tucson. Sharon can be reached at (602) 650-2011 or (520) 623-2100, SRavenscroft@GoodwinRaupPC. Her area of legal practice focuses on simplifying family asset challenges through Wills, trusts, charitable giving, business entities and litigation.

Legal



Easing the Elderly's Everyday Needs

The primary need this article addresses is the elderly's ability to access their funds. Perhaps you are a member of the "sandwich generation" or just helping out an older parent or friend. Many times older clients have a helpmate who writes out their checks and then they simply sign them. However, if even writing checks can be too difficult, the helpmate may need more authority in order to help.

One way to be more active is to have a Durable Power of Attorney. A Power of Attorney allows a person (called a principal) to nominate an agent to handle all current financial and business affairs. The agent has the responsibility to carry out her duties with care and consideration of the best interests of the principal.

If it is possible that the agent will obtain a benefit from carrying on any financial activities for the principal, then the principal must initial those activities, or powers, on the Power of Attorney form. The initials approval for the agent's ability to receive gain in performing the power. For example, if the principal and agent own property together and selling the property would provide cash flow needed by the principal but would also result in a gain from the agent who is a joint owner, that power must be initialed. If the agent could arrange for insurance policies for property such as automobiles, then the agent is protecting the principal's property but may also be receiving a benefit if the agent is the ultimate recipient for the property at the principal's death. Thus, that power must be initialed.

Powers of Attorney are not simple any more and should be executed with care and proper legal advice. The "Durable" portion of the Power of Attorney allows the power of attorney to continue to be effective even if the principal becomes incapacitated. Upon the death of the principal, the power under the Power of Attorney extinguishes.

Another way to assist an elderly person with their finances is to be a joint signer on bank and investment accounts. Being a joint signer gives the authority to sign checks and investment orders on behalf of the principal. This should not be confused with being a joint tenant.

A joint tenant on an account usually means that the tenants have right of survivorship. That is, upon the death of one, the surviving tenant gets everything in the account.

Joint tenant accounts can be a problem if a person has several children and only one is a joint tenant. When the person dies, the entire account goes to that one child who is the joint tenant. This could anger the other children and also prevent them from receiving an inheritance that was intended under the Will.

If a sibling finds herself in a position where she has inadvertently become the recipient of an entire set of bank or investment accounts and wants to equalize things with her other siblings, she can do this with a disclaimer. The disclaimer must be exercised within nine months after the joint tenant's death before any benefit from the account is received. A disclaimer is different than a gift. Legal or tax advice should be sought.

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The Enterprising Woman.com

Congratulations to the Tucson City Council for making Lemonade Instead of Lemons!

The mayor and council of Tucson voted unanimously on June 19, 2000 to donate the building at 240 N. Court to the Pima County Tucson Women's Commission! As exciting as this is, this did not occur without a fight.

In 1982 it was women from the commission who saved this building from demolition by the city and women who renovated it. This 110-year old historical monument had become the heart of women's history in this community.

"Originally the City Manager's office 'invited' us to move into another building, saying they wanted this building for other city business. This occurred not three weeks before the lease was up, on June 19, 2000," said Neema Caughran, Executive Director of the Pima County Tucson Women's Commission. "We launched a campaign to stay in the building, largely through e-mail and phone calls to the City and Mayor Comment Line."

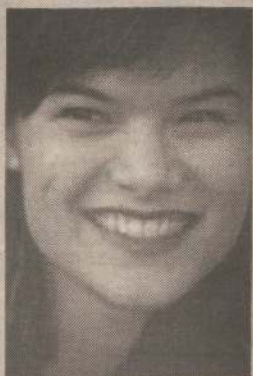
Because of the hard work of many, the decision was reversed, and the building was donated.

"We are ecstatic and wish to acknowledge the support and leadership by all the Council members," said Caughran. "We want to especially thank Vice Mayor Steve Leal for his leadership. He argued that the commission that often has to deal with the problems of single women and children who are forced out of their homes should not have to face the threat of being homeless itself."

For 25 years the Pima County Tucson Women's Commission's mission has been to promote equality for women in all aspects of life and advocate for women on individual, organizational and policy levels. Visions for the future include: developing a drop in center where community members can access the Internet, and the community events and issues that pertain to women, providing fiscal agent agreements and space for new organizations or projects forming to address issues that are germane to women and minorities, and developing a museum of women's history within the community.

For further information, contact Neema Caughran, Ph.D., Executive Director or Mindy Engel, MPA, Commissioner at (520)624-8318 or pctwc@azstarnet.com. Visit www.azstarnet.com/~pctwc/index.htm.

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NAWBO Notes

National Association of Women Business Owners, Phoenix Chapter

NAWBO Phoenix President, Charlotte Hodel, Takes the Lead

Charlotte Hodel is the 2000-2001 President of the metropolitan Phoenix Chapter of the National Association of Women Business Owners.

Hodel was elected President of NAWBO following nearly seven active years with the women business owners' organization.

Hodel is President and CEO of a small communications consulting company, entitled, IMPACT Communications, which specializes in strategic marketing and communications for businesses and special event planning and promotion. She is also the Vice President of Communications and Marketing for the Chandler Chamber of Commerce, the Chamber that represents the second fastest growing city in the nation for its size, Chandler, Arizona. The dual roles allow Hodel to strategically grow her business while having the opportunity to assist in business development for her rapidly growing community of Chandler, where she has resided for over 14 years.

Prior to starting IMPACT Communications and joining the Chamber staff, Hodel served seven years in varying management roles with *Today's Arizona Woman* Magazine. Her last position with the magazine was as Vice President of Sales and Marketing and Associate Publisher of the *Today's Arizona Woman Who's Who in Business* Directory, and as an Equity Partner and Vice President of Corporate Communications for the magazine's sister company, *Today's Business Woman Publishing Group, Inc.*

Hodel entered the Phoenix market after being recruited by the Phoenix Chamber of Commerce from another chamber of commerce in Washington State, to manage the Phoenix Chamber's Communications program, a position she held for seven years.

Hodel is a 2000-2001 candidate in the Chandler Leadership program; she serves on the Bishop's Commission on Communications for the Diocese of Phoenix, and holds a CTM from Toastmasters International. She received her Bachelor of Arts degree in Speech Communications, with a Specialization in Vocal Performance, and began her graduate work in both fields through Western Washington University in Bellingham.



Charlotte R. Hodel
President, NAWBO
Phoenix Chapter

Washington. She is married to former professional baseball Umpire, Chris Hodel, and they have two children, Alexis, 12 and Dylan, eight.

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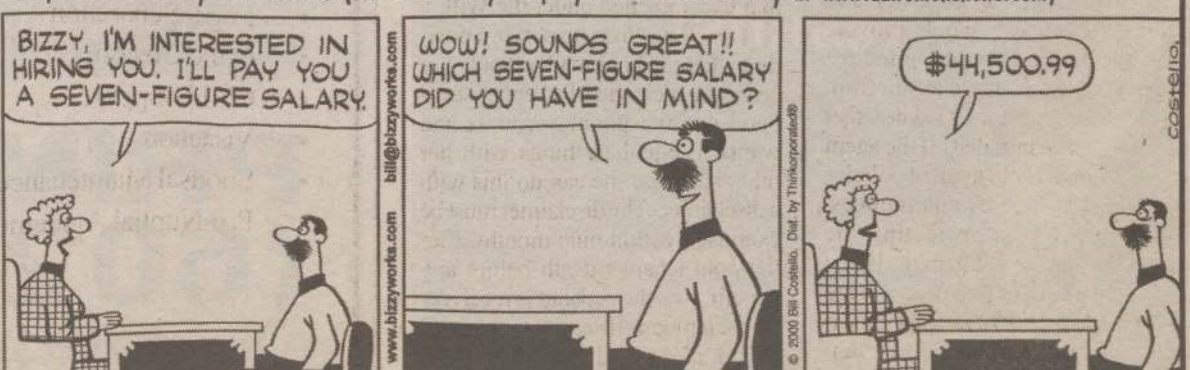
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Women in Business



Go With The Flow. . .

by Lynette Zang

Every business has an information flow. All you have to do is harness it. Train it to give you what you need to accomplish your goals. Insure everyone gets the information they need in an efficient, effective and timely manner, through contact and layout process management. Utilize this process to capture and mine the information your organization needs to develop and manage your marketing and sales processes.

Steady As She Goes...

Every person becomes part of the business cycle and flow. A client needs to be serviced and grown. A prospect needs to be developed into a client. Internal talent needs to be empowered and cloned. An example would be the sales staff that develops your client base. Typically, they are the ones that have the relationship and knowledge of the prospect or client. Ask yourself what would happen to your company's prospects if that sales / service person leaves. Do you have to start all over? Eliminate that issue. The contact management programs available today enable you to capture all information in a permanent file at your fingertips. In addition, this information can be used to service and grow your client base by empowering your employees with information.

First you must determine what information you need and the logical flow of that information throughout your organization. Use

a simple process map to determine the pieces and parts that make up your client base. Design your layout from that. Here is an example of what that flow chart might look like...

Level 1 - General Client Info -

Ask yourself what anyone first pulling up this contact sheet would need to know about this contact to in the broadest general terms: Name, Company, Phone, Fax, Address, E-mail etc. Then, what else do you want anybody pulling up this contact to know? What was the last thing that happened and what's supposed to happen next and when?

Level 2 - Client Areas - Ask yourself which departments need to know about this prospect or client, what do they need to know, and how does what they do for the client or prospect affect other departments in your company. For example, sales might need information about the company but also any jobs currently in process or completed in the past. Production would be more interested in job information only. In addition, a networked system means that client or job status can be available to all of the networked areas in your company, a plus for information flow and customer service.

Delve into each area and ask the question, "What do we need to know in this area?" Write it down. Now you're ready to define your fields. Each contact management package is a bit different, so consult



your user's guide. Keep in mind that this is how you will collect information, discover patterns, and maintain prospect and client history.

Communication As The Ruder

One of the key benefits of information process management is the ability to create efficiencies. Empower your in house talent with the key to knowledge about your customers and your business operations. Let everyone know how he or she fits into the operations and encourage efficiencies. Take the time to look at your information flow as first an overview, then in great detail. Eliminate duplicated efforts and increase your in house capacity. Clone yourself by instituting information flow processes throughout the organization. This will give you flexible control.

Lynette Zang is a Creative Conduit at Independent Assets, Inc. an outsource marketing management and execution firm specializing in small to mid sized companies. Call 480-348-9544, fax 480-348-9787, or e-mail lzang@independentassets.com.

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The Joys and Challenges of Doing Business Online

By Deidre Larrabee

When I decided to "open" an online art gallery, I knew there would be challenges, but just as any "pioneer," I knew it would also be the beginning of something big.

The truth is online businesses offer a cost-effective way to do business with a global audience, which is why so many entrepreneurs are taking the plunge. The potential to reach more than 40 million people worldwide was irresistible because our art appeals to a wide variety of people, many who would never have access to these works.

The challenge is how to effectively sell products without actual customer contact. The Internet does offer shoppers the ability to browse as long as they want, without interruption, and interactivity is still possible.

In the beginning there were start-up costs to consider. We needed inventory (art!), design services, computer equipment, a shopping cart system, domain registration, licenses, public relations and advertising services and office supplies. Luckily, we were able to get it done for less than \$50,000, however, our competition in the art

arena are often backed by multi-million dollar investments. The good news is that these big-money sites often become bogged down with "bells and whistles," making them difficult to navigate. With a clean site, customers can quickly and easily find what they came for. We can't afford to advertise the way the "big guys" can, but we just have to be more creative.

Another challenge for starting the gallery was finding a domain name. With everyone struggling for a web presence, most domain names you might consider for your business — no matter how unique you think they are — will be taken. We researched more than 300 names, and only 20 were available! The cost to register your domain name is about \$70.00 for the first two years, \$35.00 for each additional year.

Once your site is ready, you need to get registered with search engines. Getting high placement (within the top 20 returns) on these engines can be incredibly complex and time-consuming, but it is critical for getting traffic to your site.

Most online retailers face the challenge of creating "ambiance"

without the luxury of physical space, lighting and music, and, for an art gallery, ambiance is crucial. Another obstacle is making the shopping cart system (usually relatively unattractive templates) fit with the look of your site. Our solution was to go for a clean and classic look, using stark white backgrounds, a distinct font and bright visuals.

While we expect the future of online galleries to be strong, only time will tell, as so much of the future of Internet business is still unknown. Although the ease and security of doing business online has greatly improved, people still have concerns, especially when asked to give their credit card numbers online. However, using the latest Secure Server technology, as we do, has made this less risky than using your card in a restaurant.

The bottom line of online business is the same as any: be visible, have a product that you can stand by, and provide outstanding customer service.

Deidre Larrabee is the owner of FatHorse.com, an online art gallery featuring Contemporary, Native American and Folk art. The gallery can be visited at www.FatHorse.com. For more information contact the gallery at 520-615-7744.

Local CPA Releases White House Conference on Small Business Tax Action Plan

Sandy Abalos, CPA and President of Abalos & Associates, has announced that the White House Conference on Small Business has released the 2000 Tax Action Plan. Thousands of small business people provided input and active assistance to ensure that the tax law reflects sound public policy and fundamental fairness, while imposing as little administrative burden as possible.

Some of the recommendations made to Congress are as follows:

*Creating a simpler and fairer tax system that does not increase the tax burden or record keeping burden on small business

*100% Health Care Deduction For the Self-Employed

*Estate Tax Reform to protect businesses from being dismantled upon the death of the principal

*Greater increases and quicker implementation of depreciation expensing

*Full deduction for meals and entertainment

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The Arizona Coalition Against Domestic Violence (ACADV) is a statewide non-profit organization working to empower battered women and their children and to end domestic violence. ACADV is currently seeking a Director of Systems Advocacy.

Responsibilities include implementation and completion of systems advocacy activities of the Coalition including legislative, judiciary, and public policy areas, work with community committees and task forces, determining systemic change/advocacy needs and plan for implementation, systems advocacy training, and for achieving or monitoring contract obligations and deliverables within the scope of the funded program.

Candidates must have previous knowledge of domestic violence and related issues, knowledge of legislative, judicial and public processes, supervisory and grant writing experience. Benefits package included. Salary to \$34K depending on experience. Send resume and cover letter by 7/28/2000 to: ACADV, Director of Systems Advocacy Position, 100 W. Camelback #109, Phoenix, AZ 85013. Include a stamped, self-addressed envelope to receive a copy of the job description. Please, no phone calls.



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Career



From Careers, Page 1

specific niches. The variety of specialized areas is exemplified in the Phoenix Police Department.

I talked to Officer Leah Kasper of the Phoenix Police Department's Employment Services recently. She told me, "there are over 80 specialty divisions in our department. We have detention officers, horse mounted patrols, canine officers, bicycle patrol officers, air support officers as well as school resource officers." She also cited the need for a host of other professionals in the evidence labs. "As technology becomes more sophisticated we have a growing need for lab specialists in many areas from forensics to fingerprinting."

"This is a great time for women who are interested in a law enforcement career. The Phoenix Police Department employs 350 female officers out of 2600 total. That's only 13%! We are looking for more than a 'few' good women! If you speak another language that's another major plus."

So you like the idea of being a positive force in community. Why else should a woman consider a police career? How about great salary and benefits?

Officer Kasper mentioned \$34,200 starting salary for recruits, full tuition reimbursement, bilingual bonus pay, pay incentives for nights and weekends and even an \$1,100.00 yearly uniform allowance. Medical, dental and retirement benefits are top of the line as well.

Here are a few hoops you'll need to jump through for most law enforcement careers: written application, written exam-English, math and problem solving piece, background investigation, physical agility test, polygraph exam-crossing your fingers won't get you through this one, oral interview, full medical exam, Psychological exam.

Picture yourself in uniform. Picture yourself making a difference in our community. Picture yourself in law enforcement. If it looks like a picture you like, pick up the phone and call the Phoenix Police Department's Employee Services @ (602) 262-6925 or go online www.ci.phoenix.az.us today. Why not try Mesa, Tempe, Scottsdale or Peoria police departments while you're at it?

For even more information check out these Websites related to law enforcement.

On Duty Magazine <http://members.xoom.com/onduty/>

Law Enforcement News <http://www.lib.jjay.cuny.edu/len/>

Diary of a Law Man <http://www.geocities.com/Pentagon/Bunker/3974>

Occupational Outlook Handbook (see Police, Detectives and Special Agents)



Bev Burns

<http://stats.bls.gov/oco/ocos160.htm>

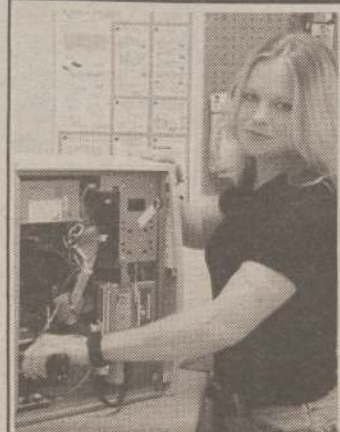
Another great site for general information about working women's issues and nontraditional careers of all types is the U.S. Department of Labor Women's Bureau <http://www.dol.gov/dol/wb/>

Beverly Bibolet Burns is the central Arizona gender equity specialist for the Center for Educational Development/New Frontiers. She is also an adjunct counselor and teacher at Phoenix College, where she teaches Career Exploration.

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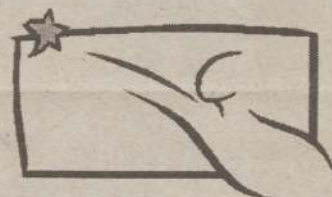
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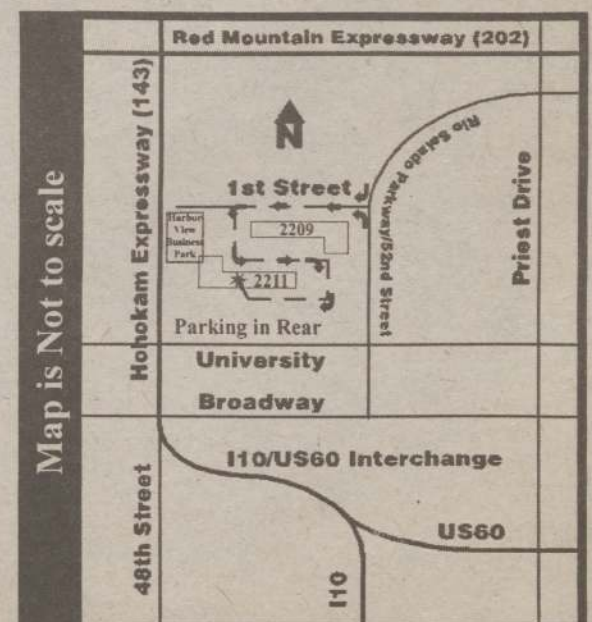
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Women's Calendar

How to get listed in the Women's Calendar

Mail, fax or email items to: Arizona Women's News at PO Box 45207, Phoenix, AZ 85064-5207, fax (602) 532-7034, or email to calendar@azwomensnews.com. We do not take information by phone. Final deadline for the Women's Calendar is 5 pm the 10th of the month prior to issue date. We give preference to notices by and for women that are free or low-cost (\$10 or under). Items selected for inclusion at no charge are listed chronologically and limited to the following information: date, time, group, title, location, contact and fee.

To GUARANTEE that your item is included, you may reserve a listing for \$15 for 10 words, \$28 for 25 words (in Agenda and/or Sponsor lines). Entries must be prepaid as we do not bill or send receipts for the calendar. The Women's Calendar is also posted at our web-site monthly - www.azwomensnews.com.

professional groups

7/08 W.I.L.D. WOMEN BREAKFAST

Agenda: Breakfast meeting monthly. **Speakers:** Laura Alden-Kamm and Christina Whitehawk.
Cost: \$15
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Info/RSVP: Jenny 602-866-3355

7/12 NAWBO

When: 11:30am
Where: Phx Country Club, 7th St & Thomas
Agenda: The Art of the Fresh Start
Cost: \$22-\$30
Sponsor: NAWBO
Info/RSVP: 480-496-5755

women's prof. groups with regular meetings

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

1st Saturday. Open to all college graduates. 8:30 am (Free) La Madeleine, 3102 E. Camelback Rd., Phoenix. RSVP Gina Vesco 602-493-2387.

AMERICAN BUSINESS WOMEN'S ASSOCIATION

Encourages members to unite, build strength through diversity and celebrate both our differences and our similarities while working toward our common goal of achieving better lives for all working women.

There are a number of regional groups in the metro area: Tempe 480-831-3326, East Valley 480-844-2441, Foothills 480-730-8628, Kachina 602-395-1079, Las Revalides 602-943-8288, Paradise Valley 602-971-3849, Phx Metro 602-276-5887, Saguaro Roundtable 480-813-7630, Sonoran Spirit 480-947-8769, Turquoise-Camel 602-788-3121

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS

To help our members achieve their full potential and to ensure gender equality within the accounting profession. 3rd Thursday, 5:30 pm (\$18) Treulichs Restaurant, 5020 N. Black Canyon (Fwy I-10 & Camelback), Charlene Kirtley 623-516-9295.

ARIZONA COMMERCIAL REAL ESTATE WOMEN (AZCREW)

To support, educate and promote business opportunities for women who are practicing professionals in the commercial real estate industry. 3rd Tuesday, 11:30am (\$35) University Club, 39 E Monte Vista, Phoenix, Maurine Koerner 602-468-8539.

ARIZONA WOMEN LAWYERS ASSOCIATION (AWLA)

Anyone may attend (reservations required). 4th Wednesday, 11:30 am (\$20) Arizona Club (Bank One Building) 201 N Central, RSVP 623-572-2292. For further information call Amy Schwartz 602-956-4435

ARIZONA WOMEN'S COUNCIL

(Bring Brown Bag Lunch) 2nd Monday, 12-1 pm YWCA, 755 E Willetta, Phoenix, 602-248-8203

ARIZONA WOMEN IN INTERNATIONAL TRADE (AWIT)

3rd Thursday, Happy Hour (\$5) Locations Vary. RSVP, Wendy Rubin 602-957-9830.

BUSINESS AND PROFESSIONAL WOMEN (BPW)

Brings together businesswomen of diverse backgrounds; helps them to grow personally and professionally through leadership, networking and national recognition. Advocates of civil rights, health, and economic equity; addresses issues of sexual harassment, violence against women, equal rights, and reproductive choice.

Several valley chapters meet regionally. Visit: <http://www.bpwaz.org/azbpw.html>.

Chandler 4th Monday/Dinner, Mike Poulos' Spaghetti, 1361 N. Alma School, 6:30pm. For reservations call Rose Pachura 480-802-0775.

Capitol 3rd Wednesday, 6-8pm (\$17) Treulichs, 5020 N Black Canyon (I17 & Camelback) Francisca Rangel-Fibiger 602-392-2260, x281 (brifran@goodnet.com)

Metropolitan/Scottsdale 2nd Wednesday, 11:30am - 1pm (\$16) McCormick Ranch Golf Club, 7505 McCormick Pkwy, Scottsdale, Sheila Berkowitz 602-451-5229 (sassyshell@aol.com)

Midtowners 2nd Thursday, noon (\$20) Phoenix Country Club (7th St & Thomas) 602-279-0940 (midtownersbpw.usa.net)

North Phoenix 4th Tuesday or Saturday, location varies (cmillerbos@msn.com)

Sun City/Northwest Valley 3rs Tuesday, 7:30am (\$5) Westbrook Village at the Vista Grill, Leslie Fountain 623-561-8233 (franjan@azstarnet.com)

Superstition 2nd Tuesday, 6:30pm (\$11) Ranch House Restaurant, 2155 S Dobson, Mesa, Jan Lewis 480-820-2072 (ntross@uswest.net)

Tucson 1st Thursday, 6pm (\$14) Windmill Restaurant. RSVP by Mon Prior 520-751-1513. Tucson U of A 3rd Wednesday, noon (\$5) University of Arizona, phess@26.fm.arizona.edu Wickenburg 1st Thursday, (\$5) location varies (franjan@azstarnet.com).

CHRISTIAN BUSINESS WOMEN'S ASSOCIATION

To encourage and equip Christian business and professional women to reflect Christ in their world. Monday, Noon (\$18) Phoenix Country Club (7th Street & Thomas), 480-948-2292, line #1.

EAST VALLEY ENTREPRENEURS (EVE)

2nd Friday, 9am (Free) DeCarlucci's Ristorante, 1859 W Guadalupe, Mesa, Mary Contreras 480-967-8749.

ENTREPRENEURIAL MOTHERS ASSOCIATION (EMA)

Provides a professional network through which entrepreneurial mothers can meet with peers to share information, trade support, use on another's services, and offer encouragement to other mothers considering entering the entrepreneurial field. Call 602-892-0722.

West Valley 4th Monday/Dinner, 6:30-8:30pm (\$11/\$13) Old Country Buffet, 79th Ave. 1/2 block N. of Bell Rd. Carol Crouch 623-979-7635.

East Valley 1st Monday, 6:30pm (\$5) Wyndham Garden Hotel (Chandler Blvd & 110) 480-892-0722.

Metro Phoenix 4th Monday, 11am (\$5) Sheraton Crescent Hotel, Indigo Restaurant (Dunlap & 117)

RSVP 480-892-0722. Northeast Valley 2nd Tuesday, 11:30am (\$19/\$22) Orange Tree Resort, 10601 N 56th St. RSVP 480-563-9922. Tucson 3rd Tuesday, 11am (\$5) El Parador Restaurant, 2744 Broadway Blvd. RSVP 520-577-8250.

IMPACT FOR ENTERPRISING WOMEN

Local NAFE affiliate. Empowers women by fostering an atmosphere of women helping women both in their businesses and professional lives.

Phoenix Chapter last Friday, 11:30am (\$17) Tessa's Tea & Treats, 4628 N 7th St. RSVP 602-817-8210. Northeast Valley Chapter 3rd Wednesday, 11:30am (\$17) Stone Creek Country Club, 4435 E Paradise Valley Pkwy. RSVP 602-817-8210. East Valley 2nd Wednesday, 6pm (\$5) DeCarlucci's Ristorante, Se Corner of Guadalupe & Dobson. RSVP 602-817-8210. Northeast Dinner 3rd Tuesday, 5:30pm (\$14/\$19) Coco's Restaurant, 4515 E Cactus Rd. RSVP 602-817-8210.

MOON VALLEY BUSINESS & PROFESSIONAL WOMEN'S NETWORK

Professional women's networking group with speakers spotlighted monthly. 1st Thursday, 6:00 pm (\$18) Moon Valley country Club (151 W Moon Valley Drive), Becky Powers 602-866-8500.

NATL. ASSOCIATION OF WOMEN BUSINESS OWNERS

Train leaders for a changing world and to be the continuing voice and vision of women business owners in expanding their personal and business influence politically. 2nd Wednesday, 11:30 am (\$25) Phoenix Country Club (7th Street & Thomas), 480-496-5755

NATL. ASSOCIATION OF WOMEN IN CONSTRUCTION

Helen 602-841-7900.

NORTHWEST WOMEN'S NETWORK

To establish an effective referral system through the exchange of leads and networking information. Wednesday, 7:30 am (\$5) Mimi's Café (75th Ave & Bell), Peggy Bowers 938-5427.

PROFESSIONAL WOMEN IN HEALTHCARE

Bi-monthly, 4th Monday of every other month, 6 pm (\$36/\$21) Phoenix Airport Marriott, 1101 N 44th St. RSVP Debra Trachy 480-314-9280.

SISTAS WITH A PURPOSE

Through our community involvement we seek to educate, empower, equip and uplift women of color who are business owners, or in senior management positions. For more information on times and locations call 623-931-9594 or e-mail SWAP_Info@yahoo.com.

SOUTHEAST WOMEN'S NETWORK

Thursdays 7:30am, Chomple's Bagel Factory, 1160 E University Dr., Tempe, No Membership Dues, Gillian Whitney 480-894-6305

W.I.S.K. Women I Should Know. PREPAYMENT REQUIRED!

Mail check to M. Joyce Geyser, Coppersmith & Gordon, P.L.C., 2633 E Indian School Rd, Ste 300, Phoenix, AZ 85016-6759. Payment must be received by the Thursday prior. 3rd Monday, 11:30 am (\$18.50) University Club, 39 E Monte Vista Rd.

WOMAN'S NETWORKING OF ARIZONA

A division of NAFE. 4th Wednesday, Noon (\$5) 100 W Clarendon, 2nd Floor Conference Room, Beverly Tuthill 602-248-2773.

WOMEN BUSINESS BUILDERS

To provide education and networking support to experienced and novice entrepreneurs. 2nd Saturday, 2 pm (Free) Glendale Public Library, 5959 W Brown, Diane Neville 623-930-3554.

WOMEN BUSINESS & DIALOGUE

Phoenix Chamber of Commerce women's business group. 2nd Friday, 7:30 am (\$5) University Club, RSVP 602-495-6481.

WOMEN IN BUSINESS COUNCIL

Tempe Chamber of Commerce women's business group meets for lunch with speakers. 3rd Thursday, 11:30 am (\$10 Members/\$12 nonmembers) various locations, 480-736-4283.

WOMEN IN HEALTHCARE

Tucson Bi-monthly meeting Thursday, July 20, at Hometown Buffet, Oracle Rd. at River Rd. Speaker: Carolyn Masters. 7am networking; 7:30am meeting. \$10 for members, \$15 for non-members. For reservations send check to: WHHC, P.O. Box 85820, Tucson, AZ, 85754 by July 18. Phoenix July 24, Phoenix Airport Marriott, 1011 N. 44th St. 5:30pm registration, 6pm dinner and program. \$23 members/\$30 non-members. For reservations and info, call Debra Trachy at 480-314-9280.

ZONTA CLUB

International service organization of executives in business and the professions working together to advance the status of women.

East Valley 2nd Thursday, noon (\$5) Holiday Inn, Tempe, Pat 480-895-3071. Phoenix 3rd Thursday, 6pm (\$5) Executive Park Hotel, 1100 N Central. Caroline 602-841-0143.

other prof groups with regular meetings

AMERICAN SUBCONTRACTORS ASSOCIATION

Provides a variety of meetings and classes. For more information, call Linda Tweten 602-274-8979.

ARIZONA ASSOCIATION OF BUSINESS SUPPORT SERVICES

To provide a forum from which members and guests can share experience and knowledge, and promote their personal and professional growth. 3rd Wednesday, 6:00pm \$13.50 (members/\$15 nonmembers) Coco's, 4515 E Cactus (Tatum & Cactus), Wanda McLaughlin 480-732-7966.

ARIZONA PROFESSIONAL ORGANIZERS ASSOCIATION

2nd Tuesday, 4:30pm (\$5) Sesame Inn, 3912 E Camelback, Karen Ussery 602-248-2884.

ARIZONA SMALL BUSINESS ASSOCIATION (ASBA)

Supports and networks small business owners throughout the state. Offers business workshops on a variety of topics.

Phoenix Wednesdays, 8-10am (free) ASBA, 1500 E Bethany Home Rd, Ste 140, Tom Gunn 602-265-4563. RSVP fax. 602-265-3681.

East Valley 2nd & 4th Tuesdays, 8-10am (Free) Spectrastaff, 3200 N Hayden Rd Ste 210, Scottsdale. RSVP: 480-481-0411 x212 or fax 480-481-0525.

Tucson Thursdays, 8-10am (Free to members/\$10 guests) Various locations. RSVP 520-886-6588.

ARIZONA TECHNICAL RECRUITERS ASSOCIATION

A non-profit networking organization dedicated to the sharing of ideas and information relevant to technical recruitment in information systems and engineering area. Active community outreach programs address technology workforce development issues by assisting women in transition and at-risk youth by supporting educational and career advancement programs. 3rd Wednesday, for more info: <http://atra.hypemart.net>.

CHATS TOASTMASTERS

A group of professionals and entrepreneurs that are dedicated to improving public speaking and leadership skills. Mondays, Noon University of Phoenix, 7001 N Scottsdale Rd (& Indian Bend), Wendy Pellegrini 860-6367.

GILBERT TOASTMASTERS

The name "Gilbert" reflects only where the club originated, members are from Phoenix to Apache Junction, International House of Pancakes, 1870 W Main, Mesa, S, 480-963-0130

GREATER PHOENIX BLACK CHAMBER OF COMMERCE

2nd Thursday, Bulon Barr Library, 1221 N Central Ave, Phoenix, RSVP by prior Friday, contact Shelly Harris at 602-495-2196.

GREATER PHOENIX CHAMBER OF COMMERCE

Provides a variety networking opportunities 602-495-6477.

HISPANIC CHAMBER OF COMMERCE

3rd Thursday, 7:30am or 5:30pm RSVP 602-279-1800.

HOME BASED BUSINESS COUNCIL

Chaired by Janet Drez. 3rd Tuesday, 9:30am (Free) ASBA, 1500 E Bethany Home Rd., Ste 140, 265-4563.

THE SUCCESSFUL HOME-BASED BUSINESS NETWORKING GROUP

1st Wednesday, 10:30am (Free) Borders Book Store 7320 W Bell Rd, Glendale. Contact Tina 623-572-4434 or Brenda 623-572-4854.

PEORIA CHAMBER NETWORK

1st & 3rd Tuesday, 7am (\$5) Borders, 7320 W Bell, Connie Brown 623-979-3601.

PVPC NETWORK

1st Tuesday, 7am (Free) Paradise Valley Community College, 18401 N 32nd St, 602-787-6800.

STRATEGIC LEADERSHIP FORUM

Meetings on leadership, strategic management and organizational change presented by recognized speakers, authors, academics and senior executives. 3rd Thursday, 11:30am (\$25/\$35) Arizona Club, Bank One Building, 201 N Central, 3, Lynne Gallipio 602-631-4829.

TOASTMASTERS

Various days, various times various, For information, call 602-254-3255.

arts & entertainment

7/6 Detroit, 7/7 Seattle, 7/14 Portland, Phoenix Mercury, 7pm, 7/17 1pm, America West Arena, Call Brad Meyers @ America West Arena. Mention Arizona Women's News for discount rates. 602-379-7840

7/22-23, 13th Annual White Mountain Native American Art Festival

7/22 9am-5pm, 7/23 10am-4pm, White Mountain Blvd. (SR 260) in Pinetop-Lakeside, \$5 adults, free for children 12 and under, for more info. call 800-573-4031 or visit www.pinetoplakeside.com

health

PREBIRTHING YOGA FOR EXPECTANT MOTHERS

When: Tuesdays 5 to 6:30pm
Where: 2310 N 9th Street
Agenda: Stretch, breathe and move your way to a healthier, more enjoyable pregnancy and childbirth in a small cozy class setting.
Cost: First Class Free
Info: Bibi Bhani Kaur 602-254-0418.

7/5, American Cancer Society "Look Good...Feel Better", 6:30-8:30pm, Scottsdale Healthcare Breasthealth, 7301 E. 2nd St., to register call 480-675-4636

7/5, The Fitness Institute: Lance Dreher, 8am, Gainey Ranch Golf Club, \$12 w/ reservations, \$16 at door, for reservations call 480-346-5310

7/12, Women's Power Walk Against Breast Cancer, 7-10am, America West Arena, \$50, for more info. call 602-553-7129

more calendar next page

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To order on line: Visit our website at www.superfeet.com

*VISA or MasterCard only. CA and WA residents please add sales tax.

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POSTBIRTHING YOGA

When: Fridays 9:30 to 11am
Where: 2310 N 9th Street
Agenda: Bring your baby, have fun, and get back in shape.
Cost: \$
Information: Bibi Bhani Kaur 602-254-0418

7/5, American Cancer Society "Look Good...Feel Better", 6:30-8:30pm, Scottsdale Healthcare Breasthealth, 7301 E. 2nd St., to register call 480-675-4636

7/5, The Fitness Institute: Lance Dreher, 8am, Gainey Ranch Golf Club, \$12 w/ reservations, \$16 at door, for reservations call 480-346-5310

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more calendar next page

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Women's Calendar

7/29, **Sins of the Heart Conference**, 8am-5pm, Scottsdale Plaza Resort, \$225, info: 602-888-0000.

outdoors

7/28-30, **Explore What's Happening Outdoors**, Sunrise Park Resort, White Mountains. A weekend in the cool pines to walk, do some exploration and relax into the beauty of the land. Offerings include Birding, Photo Hike, Orienteering, Fly Fishing, Beginning Mountain Biking, Intro to Firearms, Survival Essentials and a Cowgirl Ride. Massages available., \$290 double/\$345 single occupancy, info: 602-375-1054, www.azoutdoorswoman.com

political

LAS RANCHERAS REPUBLICAN WOMEN speakers address educational issues of interest to Republican Women as well as community service and fundraising. Elected officials often attend. Men may attend and join as Elephancheros. 11am Social hour, noon lunch, McCormick Ranch Golf Club, 7505 E McCormick Pkwy (\$). Dawn 480-922-3135 or Juanita 602-955-2890.

LEAGUE OF WOMEN VOTERS A non-partisan organization whose mission is to encourage the informed and active participation of citizens in government and to influence public policy through education and advocacy. Call 602-997-5218 for information. (No meetings in July & August).

Mesa/Tempe Call for date & location. 602-997-5218. **Phoenix** 2nd Wednesday, 9:30am (?) Orangewood Retirement Community, 7550 MN 16th (16th St & Northern) 602-997-5218. **Scottsdale** 2nd Thursday, 10am (?) Scottsdale Civic Center Library, Gold Room, 3839 Civic Center Blvd, Alicia Morrison 480-948-5426. **Pinnacle Peak** 2nd Monday, 7am (?) 2334 N 85th St, Scottsdale, Minell Seftel 480-585-6003. **Evening Unit** 2nd Thursday, 5:30pm (?) Hebert, Schenk & Johnson, PC, 1440 E Missouri Ave # 125, 602-997-5218.

NATIONAL ORGANIZATION FOR WOMEN (NOW) Works to promote judicial, social and economic equality for women. Ariznow@aol.com.

Phoenix/Scottsdale 1st Thursday, 6pm (Free) CASA conference room, 2333 N Central Ave, NOWline 480-948-5014 <phxscsdalenow@aol.com> **East Valley** 3rd Tuesday or Wednesday, 7pm (free) Dobson Ranch library, 2425 S Dobson Rd, Mesa, 480-464-2937 <ZaKynthia@hotmail.com> **Tucson** First Tuesday, For more information, contact Paula Bachman-Williams, Tucson NOW, 240 N Court Ave, Tucson, AZ 85701. 520-634-5655. <bachman@azstarnet.com> **Verde Valley** 3rd Thursday, 6:30pm at the County Kitchen, Best Western, Cottonwood, 520-634-5655 <wcnnow@verdenet.com> **NOW Northwest Valley** 623-584-9422 <Lilientel@msn.com> www.now.org

spiritual

AZ SUBTLE ENERGY & ENERGY MEDICINE STUDY GROUP

When: 4th Wednesday, 7:30pm
Where: Scottsdale Senior Citizens Center, 7375 E 2nd St
Cost: \$
Information: Barbi Davis 213-0512.

GUIDED HEALING MEDITATION

When: Thursdays at 7pm
Where: 6625 S Rural Rd, Suite 102, Tempe
Agenda: Open the Way for a New Spiritual Awareness
Cost: \$10 Donations
Info: 480-814-8624 or 62-799-9012
email: sshellon@uswest.net

support groups

AZ COALITION AGAINST DOMESTIC VIOLENCE

Agenda: Provides info and assistance to victims of domestic violence in AZ.
Information: 1-800-782-6400

BOSOM BUDDIES

Where: **West Valley** 1st Thursday, 4:30pm Community Room, OSCO - Arrowhead Store, 7720 W Bell, Norma 623-933-6217. **East Valley** Last Tuesday, 6:30pm Women's Center at Valley Luthern Hospital, 6644 E Baywood Ave, Wanda 480-789-7044. **Midtown** 2nd Saturday, Various member's home. Wanda 602-789-7993. **Agenda:** A support group for breast disease.
Cost: free

DAUGHTERS WITHOUT MOTHERS

When: Times vary
Where: Changing Hands Bookstore
Cost: Free
Information: Bonnie 480-460-6008

EATING DISORDER GROUP FOR WOMEN

When: Wednesdays, 7pm - 8:30pm
Cost: \$10
Information: Call June, 602-248-9247 for a free 30-minute assessment.

PROSTITUTES ANONYMOUS

Agenda: Recovering prostitutes wanting to leave the sex industry.
Information: 602-841-5790

SINGLE PARENTS ASSOC.

Information: Activity Line 602-404-6787. http://singleparents.org

WOMEN FOR SOBRIETY

When: 10am Saturdays
Where: Sunrise Mountain Branch Library, 21200 N 83rd Ave, Peoria
Info: 623-546-2771 or 480-483-7890

WOMEN IN TRANSITION

When: 9:30am Tuesdays
Where: PVCC, 18401 N 32nd St
Agenda: For those going through a major changes in lives.
Information: 602-787-6540

WOMEN WITH EPILEPSY

Where: Phoenix Children's Hospital Outpatient Building
Cost: Free
Sponsor: Epilepsy Foundation of AZ
Information: 602-406-3581

M.O.M. Mothers on the Move, w/children up to 4 months: Tuesdays 12-1:30pm, Wednesdays 11am-12:30 pm; w/children ages 5-12 months: Tues. 2-3:30pm or Wed. 9-10:30am, Scottsdale Healthcare Sports Rehabilitation and Therapy, Gainey Village

Health Club and Spa, 7477 E. Doubletree Ranch Rd., Ste. 100, free, for more info. call 480-675-INFO or visit www.shc.org

7/10 (2nd Monday every month), **American Cancer Society "Reaching Out"** for women who have/had a diagnosis of breast cancer, 7pm, American Cancer Society office, 2929 E. Thomas Rd., for more info. call Marianne Blanchard at 602-553-7129 ext. 2003

teen women

7/23-29 CAMP CEO

Where: Willow Springs, Prescott, AZ
Agenda: Residential exp designed to prepare girls for future biz ownership
Cost: \$225 Tuition, Scholarships available. Girls Scouts of the USA.
Info: 800-352-6311 or 602-253-6359

9/9 & 16 2000 GIRL'S LEADERSHIP TRAINING

When: 9am - 4pm
Where: Sahuaro Girl Scout Resource Center, 4300 E Broadway
Agenda: 12-13 year old girls learn leadership skills, how to make positive changes in their communities, why & how to run for political office.
Sponsor: Arizona Women's Political Caucus
Info: Mari High 602-743-7966 or e-mail mhigh@azstarnet.com

tucson

AZ SMALL BUSINESS ASSOC

When: Thursdays
Where: Various Locations
Agenda: Supports and networks small business owners throughout the state. Business workshops on variety of topics. Information: 602-265-4563

BUSINESS AND PROFESSIONAL WOMEN (BPW)

Agenda: Brings together business-women of diverse backgrounds; helps them to grow personally an professionally through leadership, networking and national recognition. Civil rights, health, eco-nomic equity, addresses issues of sexual harassment, violence against women, equal rights, and reproductive choice. **Where:** Tucson 1st Thursday, 6pm (\$14) Windmill Restaurant. RSVP by Mon Prior 520-751-1513. **Tucson U of A** 3rd Wednesday, noon (\$5) University of Arizona, phess@r26.fm.arizona.edu

THE BUSINESS OWNERS NETWORK

When: 3rd Friday, 11:30am
Where: Clarion Hotel, 102 North Alvernon
Cost: \$10-\$12
Information: 520-881-4506

CHAMBER OF NORTHERN PIMA COUNTY

When: 2nd Thursday, Noon \$10
Where: El Burrito Patio Restaurant, 1045 N La Canada Dr
Agenda: Networking
Cost: \$10 members/\$12 non-members
Information: RSVP 520-297-2191

DESERT VOICES

When: Mondays, 6:30-9:30pm
Where: Armory Park Senior Center, 220 S 6th
Agenda: Tucson's Lesbian & Gay Chorus Rehearsals.
Information: 520-791-9662

ENTREPRENEURIAL MOTHERS ASSOCIATION (EMA)

When: 3rd Tuesday, 11am
Where: El Parador, 2744 Broadway Blvd
Agenda: Provides a prof network thru which entrepreneurial mothers can meet with peers, share info., trade support, use on another's services, and offer encouragement to other mothers considering the entrepreneurial field.
Cost: \$
Information: RSVP 520-577-8250.

FOOTHILLS WOMEN'S CHORUS

When: 7-9pm
Where: Dove of Peace Lutheran Church, 665 W Roller Coast
Agenda: An intergenerational group of women who are interested in singing & performing in the community with quality singing and having fun as the main goals. All are welcome.
Cost: \$
Information: MaryBeth Englund 520-797-3986

NATIONAL ORGANIZATION OF WOMEN (NOW)

When: Twice monthly.
Agenda: Works to promote judicial, social and economic equality for women.
Info: Paula Bachman-Williams, 240 N Court Ave, Tucson, AZ 85701. 520-634-5655, bachman@azstarnet.com Ariznow@aol.com.

PIMA COUNTY/TUCSON WOMEN'S COMMISSION

When: 3rd Wednesday
Agenda: Holds regular full commission meetings open to the public.
Information: pctwc@azstarnet.com

WOMEN BUSINESS OWNERS NETWORK

When: 3rd Friday, 11:30am
Where: Discount Suites, 4855 E Bdwy.
Cost: \$10/\$12
Information: 520-881-4506

WOMEN FOR WOMEN

When: 1st Wednesday
Where: Maxwell's, 1661 N Swan
Agenda: A monthly meeting for Lesbian Business Women.
Information: 520-327-8586

WOMEN SINGLE SOCIAL NETWORK

When: 1st Tuesday, 7-8pm
Where: Coffee Etc. on Campbell & Glenn

7/6 - 7/20, **Women's Circle**, 7:30-7:45pm, 1401 E. 1st St., \$10, for info call Dr. Donna Rabuck at 520-743-4138.

7/11, **NAWBO Tucson, Secrets of Success Sharing Program, Building a Successful Business**, 11:30am, Doubletree Hotel, 445 S. Alvernon Way, \$15 members/\$20 non-members, RSVP by 7/9 at 520-740-9543.

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Arizona Lifestyles Center
4848 E. Cactus Road, Suite 100
Scottsdale, AZ 85254
(602) 788-6300

Scottsdale
Scottsdale Fashion Square
7014 East Camelback Rd.
Scottsdale, AZ 85251
(480) 990-1092

volunteer

AMERICAN HEART ASSOCIATION

When: 3 hours once a month
Where: Cardiovascular Ed. Center
Agenda: Help AZ children become heartwise.
Information: 602-414-5343

HABITAT FOR HUMANITY

When: 1st Saturday, 9:15 am
Where: 1432 E St. Catherine
Agenda: General construction includes: framing, painting, landscaping and more. Also need help with admin projects.
Info: Pam Kreiling 602-268-9022

1st and 3rd Tuesdays, The Venture Club of Phoenix, an organization of young prof. Women (18-40) committed to making a difference in their community through volunteerism, professional development and personal growth., info: L. Howard Smith 480-899-5906.

womyn with a preference

FRIENDS OF ELLEN BREAKFAST

When: 1st & 3rd Sundays, 11am
Where: Anthony's Cafe, 8th St & Camelback.
Cost: \$
Information: Arlene 602-944-9432.

GLENNA'S POTLUCK

When: 3rd Sunday, 6pm
Information: 480-671-4166

SAME TIME/SAME PLACE

When: Sundays, 10am
Where: Coffee Talk, 48 N Dobson St.
Information: Robin 623-848-0083

WOMYN 2 WOMYN

Information: www.psn.net/~sammie/events/

workshop/seminar

THE FIRST RESPONDER

When: various
Agenda: First Aid, CPR & A.E.D. classes
Cost: \$
Info/RSVP: 602-263-0244 or www.ABCemergency.com

8/16 THE CULTURE OF WOMEN IN BUSINESS

When: 7:30-noon
Where: Glendale Civic Center
Agenda: First Multi-cultural Women's Entrepreneurial Seminar
Cost: \$60/50
Sponsor: Greater Phoenix Black Chamber and The Arizona Women's News
Info: 602-307-5200 or 602-954-6169 or 888-96-WOMEN, see www.azwomensnews.com

7/6, **Women Business Builders "Show and Tell"**, 2pm, Glendale Public Library, large meeting room, 5959 W. Brown Rd., free, RSVP at 623-930-3554

7/14, ASBA **"Do It Now! Setting Up Your Corporate Books Correctly"**, 8-10am, Western Intl University, Room 103, 55 N. Arizona Pl., Chandler, free, RSVP by calling 480-991-2622

7/18, **"Power Communication for Increased Sales"**, 7pm, Glendale Public Library, large meeting room, 5959 W. Brown St., free, call 623-930-3554 to register


7/20, ASBA **"How to Interview for Success"**, 8-10am, Western Intl University, Hall of Flags Room 238, 9215 N. Black Canyon, Phoenix, free, RSVP by calling 480-991-2622

7/20, **"Find Your Niche-And Exploit It"**, 7pm, Glendale Public Library, large meeting room, 5959 W. Brown St., free, call 623-930-3554 to register

7/22, **"No-Loan Funds: A Winner's Guide in the New Economy"**, 9:30am, Glendale Public Library, upstairs conference room, 5959 W. Brown St., free, call 623-930-3554 to register

7/29, **"Finding the Money You Need: A SCORE Loan Clinic"**, 9-11am, Glendale Public Library, large meeting room, 5959 W. Brown St., free, call 623-930-3554 to register

1st Thursdays, **Community Health Lecture Series 2000**, 7pm, Midwestern University, 19555 N. 59th Ave. Glendale, free.



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From "Murder for Hire," Page 1

work. The company helped her by giving her time off and providing her with a cell phone, and many people, including senior-level officials, told her to call if she needed help. Before the murder attempt, the company helped to protect her in several ways, Lee says. The corporate attorney helped her to record voice mails of threatening phone calls. When she left town on a temporary assignment, co-workers refused to tell her husband where she was when he called into the office trying to find her. Company officials also alerted the building security to look out for Lee's husband, providing a physical description as well as license plate number.

The company also stood by Lee after the murder attempt. Company employees took up a collection to help her after the attack and sent cards to raise her spirits. Because company officials were politically involved in the community, they were able to get information from the district attorney's office to keep Lee informed. The company also helped to keep the high-profile case in the media. All three involved in the murder attempt were found guilty. Each was sentenced to 25 years in prison.

Through everything, the company was helpful about time off and eventually moved her out of town to another office, even paying for the move.

In some ways, Lee was one of the lucky survivors of domestic violence. Other women have been less fortunate. In some cases, the workplace turns from a sanctuary, where the woman can escape the abuser, to a place of violence.

Twenty-year-old Alma Hernandez ended her relationship with boyfriend, Manuel Lopez-Hernandez, also 20, on June 5. The next morning, he went to her workplace, Engine Supply Inc. in central Phoenix, where he paged her and asked to speak to her. When she went to the parking lot with him, he allegedly shot her multiple times in the chest and then turned the gun on himself. He survived. Alma Hernandez did not.

In May, two other Arizona women were also killed at their workplace. On May 2, Maria Monteil was abducted from the hotel where she worked. Her husband, Jose Monteil, has since confessed to killing Maria, who was found with her throat slashed and her head and neck covered in stab wounds. On May 10, Tammy Quatacker was killed in the preschool classroom where she worked. Her estranged husband had reportedly been stalking her prior to the murder.

On Sept. 22, 1999, Emma Yazzie, 32, was stabbed to death in Rough Rock, Arizona. She had allegedly suffered nine years of abuse from her husband. She filed for an order of protection on Sept. 13, but the order was never served. Yazzie's husband allegedly stabbed



Staff Members at Sojourner's Child Development Center: (from left) Sandra Jorgensen, Jennifer Rowland, Jodi Darrington

her multiple times at the school where she worked, then stabbed himself. He survived. She did not. Emma Yazzie left behind three motherless children.

Because of these women and many others, several companies are seeking ways to make the workplace safer for their employees. This year, Arizona was selected as one of 10 states to participate in a national project to get more workplaces to provide educational materials as well as support for victims of domestic violence. The project is sponsored by the Family Violence Prevention Fund, The Hitachi Foundation, Blue Shield of California and Verizon Wireless.

"The project is a collaborative effort of organizations to go out and seek Arizona corporations to help us to end domestic violence," says Harriet "Hank" Barnes, a member of the Arizona team and director of the Governor's Office for Domestic Violence Prevention. "If we could get employers involved, we would be impacting thousands upon thousands of individuals."

Improving security and educating employees will benefit everyone, not just victims, Barnes says. "Some employers might say, 'It's not our problem.' But it does affect the workplace and productivity. One of every four workers is a victim, so every employer has employees who are victims or batterers. Last year, there were 99,000 calls to law-enforcement on domestic violence."

The U.S. Department of Labor reports that, at work, women are more likely than men to be attacked by

will make it easier for companies to help protect their employees at risk. Beginning next January, the new law will make it possible for a company to take out an order of protection against an abuser.

Mary Wambach, a member of the Arizona project and director of the Arizona Coalition Against Domestic Violence, says there are many reasons why companies should support victims of domestic violence. Employers stand to lose otherwise excellent employees, says Wambach. In addition, employers can be held liable for firing an employee or failing to provide adequate security. Companies need to offer employees help with obtaining an order of protection, relocating, taking unpaid leave, changing hours, finding counseling and locating a shelter, Wambach adds.

Businesses can do much more to protect employees, says Sandra Jorgensen, a staff member for the Sojourner Center, a domestic violence shelter. "They can provide time off for an employee to get an order of protection or speak to an attorney. They can provide flexible work schedules. They can offer space for support groups. The most important thing is to let people know what they (the employers) can do to help. Security in the workplace is also important. There are a lot of practical things that can make a difference."

Security at the office is important because the workplace is a predictable place to search for the victim, says Jorgensen. "The women who are killed have often left the situation. Women need to leave in a safe way. It's such a dangerous time. Even if women go to a domestic violence shelter, they can still be tracked down to the workplace. It's not so easy to change employment. It's a set place, a stable place where he knows she'll be."

Physical violence is only one way that abusers control their victims, says Jorgensen. An abuser also controls his victim by threatening her job: he calls 50 times a day, creates a scene or puts hurdles in the way to keep her from getting to the office, says Jorgensen.

"From a shelter standpoint, employment is always an issue," says Jorgensen. "Many victims of domestic violence have been unemployed or underemployed. It's difficult to find employment if you're just trying to survive. So we have an employment program to help them find the work and be financially solvent."

One company that is often cited as a corporate leader in



Harriet "Hank" Barnes
Governor's Office for
Domestic Violence
Prevention

someone they know, whereas men are more likely to be attacked by a stranger. Most women killed at work during the period of 1992-1994 died in the course of a robbery or other crime, but current or former husbands or boyfriends allegedly committed 17 percent of these murders. For Black women, the figure was 28 percent, and, for Hispanic women, 20 percent.

This year, the Arizona Legislature passed a law that

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the fight against domestic violence is American Express. "Our core value statement says we are good citizens in the community in which we live," says spokesperson JoEllen Lynn. "We have over 9,000 employees, so we are very concerned. We are known as one of the leading corporations supporting this issue. We circulate information to other employees and take other preventive action. We hope to take a stand and make a difference."

American Express was the first corporate funder for the Domestic Violence Stop program, an 800 number designed for women in imminent danger, says Lynn. Women who call this number are picked up by the Red Cross, taken to a hotel within an hour, at which time a counselor meets with the woman. The program has helped more than 700 women in a little more than a year's time, says Lynn. This year, 60 American Express

employees adopted the Chrysalis Shelter for domestic violence victims and renovated and painted the buildings. American Express has also held fundraising events for domestic violence shelters, provided a \$15,000 grant to Sojourner Center this year and donated 19 Pentium computers for the center's computer lab as well as additional computers for Sojourner's administrators. American Express will also provide a training program for the computer lab. Donations from American Express and others also made it possible for the Sojourner Center to expand from 44 to 120 beds, making it one of the largest shelters in the nation.

Funding is one important way that workplaces can help to fight domestic violence. Education is another. Often, victims themselves are not even aware of what is going on, says Laura Miller, director of community policy for the Arizona Attorney General's office. Victims, even those

with visible signs of abuse, frequently do not identify themselves as abused, says Miller. Victims and others in the workplace need to look out for the following signs of abuse: harassing phone calls, unwanted visits at work, visible signs of injury, stories that don't make sense

The goal of the Arizona project is to work with both private and public sectors to implement policies and training modules, says Miller. "Train the trainer" programs are necessary for both urban and rural areas. Rural areas are hard hit because they don't have the resources such as shelters. In a smaller area, it's also more difficult to escape your abuser. You tend to be more isolated, and shelters are not there. Help in the workplace is even more critical than ever.

Miller believes that employers will get involved—once they are educated. "Most employers are willing to help. They just don't know what to do."

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Women's Business Directory

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Dr. Trask dedicates her practice to providing naturopathic healthcare to women. She also incorporates conventional strategies to provide women with the best of both worlds. She uses exercise, nutrition, botanicals, hormones and other medications to address weight loss, fatigue, skin problems, digestive problems, menstrual irregularities, menopause and other concerns. Dr. Trask also lectures regularly and facilitates health discussion groups for women in Scottsdale and Chandler.

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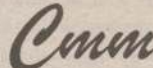
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The Power of Networking

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Are you trying to grow your business? Find a new job? Develop and enrich your personal life? If so, then take advantage of one of the most powerful tools available for growth. It's called networking. If you are already doing it then you'll agree with me that this works. But many Hispanics are not, and may be missing out on some very important opportunities!

By meeting with people, not only can you promote yourself, but you will have the opportunity to find out what other people are doing with their businesses, lives, and the community. The purpose of networking is to expand by taking advantage of connections and resources, and you can utilize this tool whether you are in business or not.

Networking can be initiated anywhere, including special events, parties, seminars, specified networking events, children's events, and even through local newspapers like the *Arizona Women's News*. Talk to people that will have a positive impact on what you are doing. People who are professional, concerned, active, amiable, and busy (busy people are usually also successful people). First introduce yourself. Ask them what they do, and explain what you do. At this point, any long detailed conversations probably won't work so get their card and let them know you will be calling them soon.

After you've made the second contact and are having coffee or lunch, get to know the person you're adding to your network base. Ask them why they do what they do, how they got started, what groups they are associated with, and what they enjoy doing for fun. Be sincerely interested in the person, not just in promoting yourself or selling a product. That is the only way that networking will really work.

Make sure the person is clearly aware of your business goals. Let them know what kind of clientele you are looking for, and what connections you would like to make. Ask them to keep you in mind when they run into someone or something that would fit your profile. Make a conscious effort to do the same for them. Connect them with people already in your network also, and maintain communication with them throughout the year.

If someone calls you and asks for a networking coffee or lunch-grant it! Although they may be a sales person or from an industry with which you are unfamiliar, that person just might be the missing link to your network base.

I have built my insurance business primarily through networking. No, it doesn't mean quick sales, but it does create

by Rebecca Rodriguez



meaningful business relationships that afford many new opportunities and open doors for the future. It also means new friends and fresh ideas. So now what are you waiting for, get out and meet!

Rebecca Rodriguez is an agent with New York Life Insurance Company and liaison to the Hispanic Community. She can be reached at 602-912-6734.

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Career



From Shooting Straight, Page 1

Jeri loves the variety of challenges that the Phoenix Police Department has afforded her. In 1993, she obtained her Detective certification, spent a year as a recruitment officer, worked as a background investigator, worked in the domestic violence division, and also in the missing persons detail.

She says, "there are so many different directions you can go with police work...it's never boring."

She was promoted to Sergeant in 1996. She has served as both Patrol Sergeant of Central City Precinct and Administrative Sergeant for Central City Precinct. Currently Jeri is Special Projects Sergeant for the Police Employment Services Bureau.

So what about the rest of Jeri's life when she's not in uniform? She is married and the mom of two great boys, Cody and Allen. She's immersed in all of their activities, including being a "basketball mom". In addition to being involved in church activities as a Sunday school teacher, she teaches at Mesa Community College and is completing her doctoral program in Educational Leadership at NAU.

It's hard to believe she has any other moments of time in her day. She somehow manages to give to the community in many other ways. She is actively involved with Anytown, has been a member of the Arizona Foster Care Review Board, and has given hundreds of hours of her time motivating young people in their life and career choices at various teen

conferences. I have personally heard her speak to young people and it is incredible to see her ability to impact teens with her sincerity and straightforwardness!

When I asked Jeri for words of advice to women, she didn't hesitate with her response. "Don't be afraid to take risks. You never know what you can do until you try."

Not Just Business as Usual.

"The Culture of Women in Business"

**Wednesday,
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**7:30 am - noon
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Other confirmed speakers include:

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Trish Gulbranson (Vice President of Finance, NetPro)
Terry Gossell (Partner, BizDawgs)
Lupe Marie Jasso (President/CEO, Accents Marketing Group)
Rosa Cantor (President, Creative Human Resource Concepts)
Chau Nguyen (Owner, Chaos Supplies)
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The Culture of Women in Business

For additional information, please call Shelly Harris (Greater Phoenix Black Chamber of Commerce) at 602-307-5200 or Margot Dorfman (Arizona Women's News) at 602-954-6169