



EVENT REPORT

***A Roundtable Discussion with the Rt. Hon. Harriet Harman QC MP,
UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and Equality,
Deputy Leader of the Labour Party, and Labour Party Chair***

Featuring:

Rt. Hon. Harriet Harman QC MP

UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and Equality,
Deputy Leader of the Labour Party, and Labour Party Chair

With:

Vera Baird QC
Solicitor-General, UK

Christine Griffin
Acting Vice Chair, United States Equal Employment Opportunity Commission

Representative Niki Tsongas
United States House of Representatives

**Tuesday, July 14, 2009
8:30am – 9:30am**

**The Aspen Institute
One Dupont Circle, NW, Suite 700
Washington, D.C. 20036**



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Executive Summary

On Tuesday, July 14, 2009, at the Aspen Institute's headquarters in Washington, D.C., the Council of Women World Leaders hosted a roundtable discussion with the Rt. Hon. Harriet Harman QC MP, UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and Equality, Deputy Leader of the Labour Party, and Labour Party Chair, and Vera Baird QC, UK Solicitor-General, about the British Equality Bill. Present to give an American response to the Minister's comments were Christine Griffin, Acting Vice Chair of the US Equal Employment Opportunity Commission (EEOC), and US Representative Niki Tsongas (D-MA).

Introductory remarks were made by Laura Liswood, Secretary General of the Council of Women World Leaders.

The discussion was part of the Council's ongoing *Madeleine K. Albright Women's Voices at the Aspen Institute Series* and the Council's *Ministerial Initiative*. Guests representing a variety of NGOs, the media, academia, and business attended the event.

Minister Harman's remarks provided a brief overview of the change in women's roles between the last economic downturn in the 1990s and the current economic crisis. She explained that far more women are part of the workforce today than 15-20 years ago, such that there can no longer be a hierarchy of concern for saving men's jobs over women's jobs. The Minister also stressed that equality is not a luxury, but rather a necessity, and must be considered at all times, and especially during times of economic challenges.

Minister Harman also spoke briefly about the UK Equality Bill, focusing on how the bill will help to reduce the gender pay gap and promote transparency around boardroom membership and the pay gap.

Commissioner Griffin spoke about her position and the work that the EEOC carries out to respond to the needs of women and the disabled during the current economic downturn. She cited a number of statistics, noting that while women have made significant advances since the passage of Title VII and the Equal Pay Act, they still have a long way to go. Gender discrimination remains a central issue, which she fears may escalate during the economic crisis.

Representative Tsongas offered insight into the changing role of women in the US Congress and the Obama administration. She noted that while the US Congress has historically been shaped by men, the current Democratic Party in particular was becoming increasingly diverse and changing the political culture on Capitol Hill in Washington, DC. She lauded President Obama's creation of an Office for Women and Girls, which demonstrates his commitment to women's issues. She pointed out, however, that sexual assault and harassment in the military remain egregious acts. Representative Tsongas also noted that current health care policies may allow insurance companies to charge women higher rates than men; with the current proposed health care reform, this will be abolished.

Solicitor General Baird gave brief remarks on how the Equality Bill will reduce the gender pay gap by making wage information public so that people are not left wondering whether they are being discriminated against.

Following the remarks by each speaker, Ms. Liswood prompted discussion by asking questions of the Rt. Hon. Harriet Harman and Beth Brooke, Global Vice-Chair of Strategy and Ernst & Young. Ms. Brooke referenced the newly published Ernst & Young report on the business case for women, *Groundbreakers: Using the strength of women to rebuild the world economy*.

Issue Background

Within the framework of its ongoing *Madeleine K. Albright Women's Voices at the Aspen Institute Series (Albright Series)*, the Council of Women World Leaders (the "Council") has brought together an array of expert practitioners, scholars, politicians, and activists to address issues of critical importance to women. The Council is committed to ensuring the presence of women at the highest decision-making levels, from positions in executive offices and legislative chambers to participation in keynote speeches and roundtable panel discussions. The Albright Series focuses on global issues, including areas of importance to women, areas where women have already taken the lead, and areas where urgent action by women is needed.

In the UK, women are paid on average 22% less than men (this figure is the same for the United States), disabled people are twice as likely to be out of work, ethnic minorities are nearly one fifth less likely to find work, and one in five older people are refused quotes for car insurance or renting cars. Although significant legislative progress has been made over the past forty years through the passage of nine major pieces of legislation and around 100 statutory acts, current statistics show that women, minorities, disabled persons, and the elderly still experience distinct discrimination in both the public and private sectors.

The UK Equality Bill contains eleven main points, including requiring businesses to report on pay and eliminating gag clauses preventing employees from speaking about their pay rates, allowing employers to use positive action to pick a minority because they are a minority when two candidates are equally suited for a job, outlawing discrimination based on age and sexual orientation/reassignment, and stronger protection for breastfeeding mothers. The majority of the clauses in the Equality Bill will come into force in 2010; private sector employers with 250 or more employees will only be legally required to report on the gender pay gap starting in 2013 if insufficient progress has been made.

The Council of Women World Leaders provided the Rt. Hon. Minister Harman QC MP and Solicitor General Baird QC with a platform to inform their US counterparts of the progressive changes taking place concerning Equality Legislation in Britain.

Speakers' Remarks

Welcoming remarks from Laura Liswood:

Laura Liswood, Secretary General of the Council of Women World Leaders, opened the event by introducing Commissioner Christine Griffin, Acting Vice Chair of the US Equal Employment Opportunity Commission. George W. Bush nominated Commissioner Griffin for the position, and she was sworn into office in January 2006. Commissioner Griffin has actively worked to increase diversity in the federal workforce, and launched the LEAD initiative to address the underemployment of individuals with severe disabilities in the federal government. Prior to joining the Commission, Ms. Griffin worked in both labor and employment law, and is a Vietnam-era veteran. Ms. Liswood invited Commissioner Griffin to make introductory remarks and introduce Minister Harriet Harman.

Introductory Remarks by Commissioner Christine Griffin:

Commissioner Griffin gave remarks introducing Harriet Harman QC MP, UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and Equality, Deputy Leader of the Labour Party, and Labour Party Chair. Minister Harman was appointed Leader of the House of Commons, Lord Privy Seal, Minister for Women and Labour Party Chair on 28 June 2007.

After qualifying as a lawyer, Minister Harman became a legal officer at the National Council for Civil Liberties and was elected MP for Camberwell and Peckham following a by-election in 1982. She held a series of Cabinet positions before being appointed Solicitor General in June 2001. She was then appointed Minister of State at the Department for Constitutional Affairs on 9 May 2005, and Minister of State at the new Ministry of Justice on 9 May 2007.

Remarks by the Rt. Hon. Harriet Harman, UK Minister for Women and Equality:

Minister Harriet Harman opened her address by stating that it is necessary to come together as women, especially as the world is facing the current economic downturn. The UK is taking a similar approach to the US in dealing with the economic crisis by having the private sector step in to assist the public sector. The current economic environment differs significantly from the downturn of the 1990s in that women now have greater participation in the labor market. Whereas previously there had been a preoccupation with saving men's jobs, women's greater presence now means that there can no longer be an emphasis placed on saving men's jobs over women's jobs. The Minister was adamant that creating and sustaining employment for women is critical to rebuilding a strong economy.

Minister Harman emphasized that equality is not a luxury, but a necessity. Although some would like to focus less on equality issues and more on the economy, the Minister believes that equality is paramount for future economic growth. She reiterated that equality is necessary at all times, not just when the economy is thriving.

The Minister described recent research into women's attitudes on the economic downturn which shows that women are more worried than men about the economic crisis and how it affects their families. Women are not only concerned about themselves and losing their own jobs, but also about their husband's potential job loss and their children's job prospects once they enter the job

market. However, Minister Harman stressed that discussions about how to deal with the economic downturn have not adequately engaged women.

Minister Harman further detailed for the roundtable participants recent findings on women's concerns as caregivers. At a meeting at 11 Downing Street before the G20 summit in April and through online chat-room discussions, her office found that the fragility of the daycare system in the UK is of critical importance to women. They identified daycare as an industry in need of protection, similar to the automotive industry. Furthermore, the number of people over the age of 85 is predicted to double in the next twenty years. Women will thus come to form a "sandwich" generation, in which they are forced to care for both children and the elderly at the same time.

Minister Harman concluded her remarks by suggesting the creation of a G-20 ("Gender-20") Summit to be held before the next G20 meeting in Pittsburgh in September 2009, to address critical women's issues. To be most effective, the meeting should be "slightly insurgent" and more demanding, requiring that the planned G20 meeting have a more gendered focus.

Summary of response by Commissioner Christine Griffin, Acting Vice-Chair of the US Equal Employment Opportunity Commission (EEOC):

Vice Chair Griffin began by thanking the Minister and by noting that the EEOC is concerned with what the economic downturn means for women and for people with disabilities.

From the EEOC's perspective, great strides have been made since the passage of Title VII and the Equal Pay Act (1964 and 1963, respectively), but women still have a long way to go. In 1963, for example, women made \$0.59 for every \$1 men made; today, they make \$0.78 for every dollar men make.

Vice Chair Griffin lauded President Obama for signing the Lilly Ledbetter Fair Pay Act, the first piece of legislation he signed as President. She also discussed the Paycheck Fairness Act, which will make it harder for employers justify paying people doing the same work at the same level differently.

Pregnancy discrimination still exists. The Vice Chair noted that women consistently receive less pay and are given less supervisory authority than men, especially when they return from maternity leave. Additionally, she cited several examples in which women were replaced or demoted when they informed their company they were pregnant. Similarly, the Vice Chair discussed how discrimination against caregivers adversely affects women. Vice Chair Griffin stressed that the EEOC encourages employers to adopt best practices in this realm,.

Ms. Griffin went on to note that protection is necessary, especially for women. Sex discrimination claims constitute about 30% of the charges filed with the EEOC, second only to charges alleging race discrimination. Sexual harassment continues to be one of the most common forms of sex discrimination alleged by women. Harassment is a particular threat to immigrants and teenagers potentially unfamiliar with laws governing workplace conduct. She gave vivid and disturbing examples of cases that had been brought involving young female restaurants employees and their male managers. In 2008, \$50 million in benefits were awarded in sexual harassment suits, but she fears that these issues may escalate during the economic crisis.

Remarks by Representative Niki Tsongas (D-MA):

Representative Tsongas began by noting that she was the first female representative to have been elected from the state of Massachusetts in 25 years. Given Massachusetts' traditionally liberal views, she found this lack of female representation surprising and said that it was part of the reason she ran for office. She further noted that 42% of women are likely to be poor.

Representative Tsongas provided a brief overview of current discussions surrounding the issue of job creation, underscoring the need to be balanced in job creation for both men and women. She took care to elucidate the opponents' counter-argument, who say that the majority of the jobs currently being saved (primarily in education) are women's jobs.

The Congresswoman praised the changing political climate for women within the new US administration. With Hillary Clinton's campaign, the election of President Obama, the attention focused on Sarah Palin, and Nancy Pelosi, the "rather extraordinary" first female speaker of the US House of Representatives, she sees changes occurring in an institution that has historically been shaped by men. There are currently 74 women in the House out of a total of 435 Representatives. She spoke highly of the Democratic Party for being diverse and for electing more women than the Republican Party; she did point out, however, that women "can't win if [they] don't run."

Representative Tsongas also praised President Obama for creating an Office of Women and Girls, which she says demonstrates his commitment to the issue. He had a strong female role model growing up, has a strong wife, and is raising two strong daughters.

In her remarks, the Congresswoman underscored the prevalence of sexual violations, especially in the military. Through her work in the House Armed Services Committee, she has spoken with a number of nurses and women soldiers, one of whom admitted to being more afraid of our US soldiers than the enemy. The Congresswoman made clear that sexual assault and harassment in the military are and remain egregious violations of human rights.

She also acknowledged that there is currently a great deal of discussion around the topic of healthcare reform. At the moment, insurance companies may charge women more because it is assumed that they will become pregnant and need additional care. Representative Tsongas was pleased to announce that under the reformed healthcare laws, however, such discriminatory policies will be abolished.

Representative Tsongas concluded by reiterating that it is necessary to keep electing women—they are the tremendous drivers that push issues forward.

Question and Answer Session

Ms. Liswood began the Q&A session by referring to a recent meeting Minister Harman had with Ms. Elin Hurvenes, who is actively involved in helping to achieve Norway's new quota requiring all corporate boards to consist of 40% women. Ms. Liswood asked Minister Harman whether she is thinking about instituting a similar quota in the UK. The Minister responded that they had recently conducted research on the FTSE Top 100 to construct a new index of female directors. When looking at company boards, her research team found that they were composed primarily of men. Furthermore, the UK gender pay gap is exactly the same as in the US—22%.

Minister Harman made clear that current strategies to reduce the pay gap and promote the number of women on boards revolve around increased transparency. After the passage of the Equality Bill, companies will have to publish the percentage of disabled people they employ. She noted that her government is breaking through the issues surrounding the privacy of salaries, for example, by requiring companies to publish the average hourly wages for men and women—a figure they already have for their own bookkeeping. She believes that such a strategy will be successful because “good companies have nothing to hide, and bad companies have nowhere to hide.” This type of transparency will indicate that there are more men “at the top” while the women remain at the bottom. Although some people oppose making this sort of information public, this information needs to be made available. Minister Harman said that this solution has already been employed within UK government departments, revealing that the UK Treasury has the worst gap.

Minister Harman continued by saying that her team had designed an “Easy Read” version of the Equality Bill, which describes the law in straightforward English. Although it was meant for the public, her team had found that this version has been extraordinarily helpful for lawmakers as well. The booklet has pictures and simple language so that there are no questions about what the law means.

The Minister concluded by underscoring that equality is not only better for society, but that it is better for our economy.

Ms Liswood shifted the conversation by asking Beth Brooke, Global Vice Chair for Strategy at Ernst & Young, about their recently published a report on the value of women in business. Ms. Brooke affirmed that while there is a clear business case for investing in women, women are still not in the upper ranks of corporations. At Ernst & Young, for example, 60% of the 140,000 employees are women, but only very few are at the top management level.

Ms. Brooke went on to elucidate the critical need for diversity in leadership. A catch-22 is currently in place, for one needs changes in policy to advance, but one needs women in leadership positions to implement policy changes. She reiterated that the question then becomes how to change the figures so that there are more women in top positions.

Ms. Brooke asked Minister Harman how they are trying to close the gap between women as the majority of the workforce and the lack of women at top management positions in the United Kingdom. Minister Harman explained that “naming and shaming” policies actually push businesses toward progress. In Britain, for example, after finding that the majority of the companies in the Top 100 on the FTSE list had boards consisting solely of men, corporations felt so embarrassed that they actively looked for women when board positions became available.

Minister Harman also described how the Equality Bill will now allow companies to employ positive action—that is to choose a minority or woman applicant because she is a minority or woman, when all else is equal. She further described the necessity to change work patterns and institutionalize flexibility in work hours to accommodate women who have caretaker requirements, so that they are no longer punished because they deviate from the norm. In the UK they instituted the “right to request to work flexibly” for people with children under the age of six with surprising success. Research shows that while employers do not have to grant this right, 90% of the requests have been approved, benefiting both men and women.

Representative Tsongas continued the dialogue by noting that the US Congress is an organization that was shaped by men, and that she has spent a lot of time on boards that are dominated by men. She compared the entire institution to a boys’ club or men’s locker room, such that women must deal with a foreign culture that is not innate and often difficult to navigate. The Congresswoman stressed that women need to know what it takes to succeed in this kind of environment. While men tend to want to go out for drinks or to play golf after work, women frequently want to go home after a session. They therefore lose out on opportunities in an arena that greatly depends on relationships and networking.

Vice Chair Griffin explained that the Federal Government has data on the positions women and people with disabilities hold within the government. While pay differences are not recorded in dollar figures, it is possible to tell by their GS level (pay grade) how much they are paid, constituting a more transparent system than in the private sector. One can clearly see where women and persons with disabilities—the most under-represented group—are clustered.

Vice Chair Griffin underscored that the right to ask about pay is important, because that is often the moment at which discrimination begins and work is diminished. She added that the US Paycheck Fairness Act was introduced to strengthen the Equal Pay Act.

UK Solicitor General Vera Baird responded to Commissioner Griffin by noting that the UK recently banned gagging clauses for and retaliation against women who ask for more pay. Currently, 40% of the British workforce is not allowed to discuss pay in the workplace, but the Equality Bill will change this law. The Solicitor General also explained that previously the responsibility had been left to the individual to realize when they were being discriminated against. She believes that the solution is to make pay information public, so that one does not have to wonder whether she or he is the victim of discrimination.

Solicitor General Baird concluded by stating that discrimination is systemic—it is not employed by just one person in a company, but constitutes a pattern throughout a company. She explained that in Britain they are also employing other “softer” methods to accelerate women in business. For example, awards are given to women leaders as well as to businesses that promote women’s leadership. These awards have now become prestigious and are sought after, and have led to groups and caucuses of women in business. These are purposeful groups that utilize networking capabilities and help drive bills, such as the Equality Bill.

Ms. Liswood concluded the roundtable by thanking the speakers and guests for coming. She noted that the group had touched on several important points, including best practices that need to be shared and implemented, so that countries that lag behind in equality legislation can catch up.

Minister Harman gave her last remarks and stated that the US administration now has a tremendous opportunity to use women to advance this cause and to work together. She stressed that women in the developing world also need support, and that the existing international

organizations do not bring women together the way they should. Minister Harman concluded by stating her belief that a new international architecture is needed to ensure that the international agenda includes women, and thanked participants for attending.

Participant Biographies

Rt Hon Harriet Harman QC MP, UK Leader of the House of Commons, Lord Privy Seal, Minister of Women, Deputy Leader of the Labour Party, and Labour Party Chair

The Rt Hon Harriet Harman QC MP was appointed Leader of the House of Commons, Lord Privy Seal, Minister for Women, and Cabinet Minister for Equality on 26 July 2007.

She leads on:

- Government's legislative programme
- Managing the business of the House of Commons
- Government's representative in the House of Commons
- House of Commons representative in government
- Modernisation of the House of Commons
- MPs/MEPs pay, allowances and pensions
- Chair of the Board of Trustees for Chevening Estate
- Minister for Women and Equality

Harriet qualified as a lawyer, worked at Brent Law Centre in London, then became legal officer at the National Council for Civil Liberties and was elected MP for Camberwell and Peckham following a by-election in 1982.

In 1984 she was appointed to the Labour front-bench as spokesperson for Social Services, becoming Spokesperson for Health in 1987 and Shadow Chief Secretary to the Treasury in Labour's Shadow Cabinet in 1992.

Previously she was appointed as Secretary of State for Social Security in 1997 and Minister for Women in the same year; appointed Solicitor General in June 2001; appointed Minister of State at the Department for Constitutional Affairs on 9 May 2005; appointed as Minister of State at the new Ministry of Justice on 9 May 2007.

Christine M. Griffin, Acting Vice Chair, Equal Employment Opportunities Commission

Christine M. Griffin, nominated by President George W. Bush on July 28, 2005, and unanimously confirmed by the U.S. Senate, was sworn in on January 3, 2006, to serve the remainder of a five-year term expiring July 1, 2009. As a member of the US Equal Employment Opportunity Commission, Ms. Griffin participates with the other Commissioners on all matters which come before the Commission, including the development and approval of enforcement policies, authorization of litigation, issuance of Commissioners' charges of discrimination, and performance of such other functions as may be authorized by law, regulation, or order.

Since joining the Commission, Ms. Griffin has been vocal in her support of increasing diversity in the federal workforce, as well as promoting greater efficiency and fairness in the federal EEO process. She has also been a strong advocate for women's rights and the rights of individuals

with disabilities. Notably, in June 2006 Ms. Griffin launched the LEAD Initiative - Leadership for the Employment of Americans with Disabilities - to address the significant under-employment of individuals with severe disabilities in the federal government.

Prior to joining the Commission, Ms. Griffin worked in labor and employment law positions in both the public and private sectors. Most recently, she served as the Executive Director of the Disability Law Center in Boston from 1996 to 2005. Prior to that, Ms. Griffin served from 1995 to 1996 as an Attorney Advisor to the former Vice Chair of the EEOC, Paul M. Igasaki, advising him on legal matters and policy issues. Ms. Griffin is also a Vietnam-Era Veteran of the U.S. Army, serving on active duty from 1974-1977.

A native of Boston, Ms. Griffin received her undergraduate degree from the Massachusetts Maritime Academy in 1983. Ms. Griffin received her law degree from the Boston College Law School, and was awarded the prestigious Skadden Arps Fellowship upon graduation. In December 2005, Ms. Griffin was selected as one of the nation's eleven "Lawyers of the Year" by Lawyers Weekly USA newspaper.

Representative Niki Tsongas, US House of Representatives

Niki Tsongas is currently serving her second term representing the Fifth Congressional District of Massachusetts as a member of the US House of Representatives. She is the first woman to be elected to Congress from the state of Massachusetts in 25 years. Tsongas was elected in a Special Election in 2007 and holds the same seat that was held three decades earlier by her late husband, former Congressman, U.S. Senator and presidential candidate Paul Tsongas.

Congresswoman Tsongas serves on the House Armed Services Committee where she is working to ensure our servicemen and women have the equipment and protection they need. She also serves on the Budget Committee where she is focused on addressing the devastating deficits and debt created over the last eight years, while simultaneously shaping a national budget that will strengthen our economy and create jobs.

In 2009, Congresswoman Tsongas joined the Natural Resources Committee which oversees legislation related to domestic energy production, National Parks, rivers, forests, oceans and wilderness areas.

Niki Tsongas is known for her roots in the Fifth District and her years of public service to the region. The Lowell Sun described Niki Tsongas as having "experience, dedication and deep understanding of the 5th District as a whole."

Congresswoman Tsongas has three offices in Lowell, Lawrence and in Acton, as well as staff holding office hours in Haverhill. She regularly holds Congress On Your Corner at supermarkets across the 5th District to make it as easy as possible for residents to connect with her about any issue of concern to them or to get assistance with problems they may have when dealing with federal agencies.

Laura A. Liswood, Secretary General, Council of Women World Leaders

In 1996, Laura Liswood co-founded the Council of Women World Leaders with President Vigdís Finnbogadóttir of Iceland. The Council is composed of women presidents and prime ministers. The Council is now a Policy Program at the Aspen Institute.

In 2001, Liswood was named Managing Director, Global Leadership and Diversity for Goldman Sachs. Working on issues of globalization and workforce diversity, she is now a Senior Advisor to the firm.

In 1997, Liswood co-founded The White House Project dedicated to electing a woman President in the United States. From 1992 – 1996 Liswood interviewed 15 current and former women presidents and prime ministers, which she chronicled in her book and video documentary, *Women World Leaders* (1996, 2007 and 2009, Harper Collins). Liswood's professional experience includes executive-level positions in Fortune 500 international companies. After the events of September 11, 2001, Liswood became a reserve police officer in Washington, D.C. and is now a Sergeant.

She holds a M.B.A. from Harvard Business School and a B.A. from California State University, San Diego. She holds a J.D. degree from the University of California, Davis School of Law, and is admitted to practice law in California and Massachusetts.

Participant List

Distinguished guests

Vera Baird QC MP
Solicitor General
United Kingdom

Christine Griffin
Acting Vice Chair
US Equal Opportunity
Employment Commission

Rt. Hon. Harriet Harman QC MP
UK Leader of the House of Commons
Minister for Women and Equality

Niki Tsongas
Representative
US House of Representatives

Participants

Jennifer Benbow
Political Liaison for the Mid-Atlantic Region
British Embassy

Gretchen Birkle
Director, Women's Democracy Network
International Republican Institute

Victoria Courtney
Head, Political Team
British Embassy

Monica Dorhoi
Strategy and Operations
World Bank

Victoria Francis
Private Secretary to the Minister
Office of Minister Harman

Karen Garner
Historian/Author
SUNY Empire State College

Elliott Gaskins
Director, Development Operations
The Aspen Institute

Geeta Rao Gupta
President
International Center for Research
on Women

Kristin Haffert
Director of Women's Programs
National Democratic Institute

Ayesha Hazarika
Special Advisor to the Minister
Office of Minister Harman

Anna Healy
Special Advisor to the Minister
Office of Minister Harman

Jo Linda Johnson
Assistant to Commissioner Griffin
US Equal Opportunity
Employment Commission

Beverly Kirk
Anchor
NewsChannel 8

Aparna Krishnaswamy
Legislative Assistant
Office of Representative Tsongas

Meredith McKee
Office of Strategic Planning and
External Affairs
US Department of State

Laura Liswood
Secretary General
Council of Women World Leaders

Piper Stege Nelson
Development Manager
National Democratic Institute

Kristan King Nevins
Corporate Fundraising and Development
Barbara Bush Foundation for Family
Literacy

Judy van Rest
Vice President
International Republican Institute

Rosann Wisman
Director of the Ministerial Leadership Initiative
Realizing Rights

Observers

Brita Stevenson
Program Manager
Council of Women World Leaders

Alina Dumitrasc
Office Manager
Council of Women World Leaders

Amber Sligar
Graduate Fellow
Council of Women World Leaders

Miranda Edwards
Intern
Council of Women World Leaders

Elaine Hargrove
Intern
Council of Women World Leaders



The Council of Women World Leaders and UK Minister Harriet Harman QC MP

Cordially invite you to:

***A Roundtable Discussion with the Rt. Hon. Harriet Harman QC MP,
UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and
Equality, Deputy Leader of the Labour Party, and Labour Party Chair***

Opening remarks by:

Laura Liswood, Secretary General, Council of Women World Leaders

Key figures from the United States Government have been invited to give brief remarks.

Minister Harman will discuss the passage of legislation through the House of Commons, specifically the Equality Bill, which was introduced in late April 2009. The Equality Bill sets out groundbreaking new laws which will help narrow the gap between rich and poor; require business to report on gender pay; outlaw age discrimination; place a duty on public bodies to tackle discrimination and promote equality of opportunity; extend positive action to increase women's representation in parliament; and use public sector procurement to promote equality.

**Tuesday, July 14, 2009
8:30am – 9:30am
Breakfast will be served.**

**The Aspen Institute
One Dupont Circle, NW, Suite 700
Washington, D.C. 20036**

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and the Council's Ministerial Initiative*

*Seating is limited; please **RSVP** by Monday, July 13, 2009, to Brita Stevenson at:
(Tel) 202.736.2522 or (Fax) 202.467.0790 or (Email) cwwlprograms@aspennst.org
This invitation is not transferable; photo ID is required.*





The Council of Women World Leaders and UK Minister Harriet Harman QC MP

Cordially welcomes you to a roundtable discussion with

Rt. Hon. Harriet Harman QC MP

UK Leader of the House of Commons, Lord Privy Seal, Minister of Women and Equality, Deputy Leader of the Labour Party, and Labour Party Chair

Agenda

8:30am: Ms. Laura Liswood, Secretary General, Council of Women World Leaders: *welcome*

8:35am: Ms. Christine Griffin, Acting Vice Chair, US Equal Employment Opportunity Commission: *opening remarks*

8:40am: Rt. Hon. Harriet Harman QC MP: *remarks*

8:45am: Vice Chair Griffin: *response to Minister Harman*

8:50am: Representative Niki Tsongas, US House of Representatives: *remarks*

8:55am: All participants: *open discussion*

9:25am: Ms. Laura Liswood: *closing*

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