



P-Card Produces \$136,000 Rebate *Inside this Issue*

By John McKay

Ya gotta spend to save. That's the theory behind a rebate check of \$136,000. Commissioner Linda Yelmini and State Comptroller Nancy Wyman recently accepted the check from JPMorgan Chase Bank, stemming from the state's use of a purchasing card, or P-Card as it is known, issued by Chase. It will be deposited in the state's General Fund.

The rebate is not the only benefit. Use of the charge card reduces the time and paperwork associated with purchase orders, invoices and checks for less than \$1,000. The card also offers an alternative to a variety of other processes including petty cash, low-dollar purchase orders and travel reimbursement.

Using the industry standard of a \$69 per-transaction cost of using traditional paper-based processes, the card saved the state more than \$10.5 million in 2005.

Yelmini said, "Kerry DeMatteo does a great job administering this service. Each year we find new and innovative ways of saving money for the state, and in turn, the taxpayers. We're thrilled to see that our efforts resulted in a \$136,000 for the general fund, and we'll continue to work hard so that each rebate gets more and more substantial."

The check – representing a rebate of .55% on each of the 152,457 card transactions executed during 2005 - was accepted by Yelmini and Wyman during a meeting in the Comptroller's office with bank officials and several state employees involved with the program.

"This program is hard evidence that innovation and efficiency can save significant tax dollars," Wyman said. "My hope is that we can expand this type of program to more areas of state government."



Representatives from JP Morgan Chase join Comptroller Nancy Wyman and staff, DAS Commissioner Linda Yelmini, Carol Wilson, Kerry DeMatteo, and Carlos Velez during the check presentation ceremony.

C'mon Get Fit, DAS!

By John McKay

It's not just about wheat germ and walking... or carrots and cardio.

"It **is** about making small changes in your lifestyle that can have huge results," said Dr. Martin Anderson at the March 27 kickoff of ConnectiFIT, DAS' new health-inspired program to educate employees about healthy habits and exercise.

Anderson, who serves as program chair, announced that DAS was the second agency to adopt the ConnectiFIT program, which originated with the Department of Public Health (DPH) and UConn Health Center. He highlighted the success it had at DPH, and talked about DAS' health survey results that were gathered earlier this month.

Anderson cited DPH's walking campaign where groups of employees would log a certain

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distance during the day.

“DPH calculated that in a 10-week period, DPH employees walked to the Grand Canyon in Arizona, back to Hartford, and half way back to the Canyon again!” Anderson said. DAS will be starting a similar program and posted sign-up sheets for interested employees.

DAS Commissioner Yelmini encouraged employees to exercise and eat right.

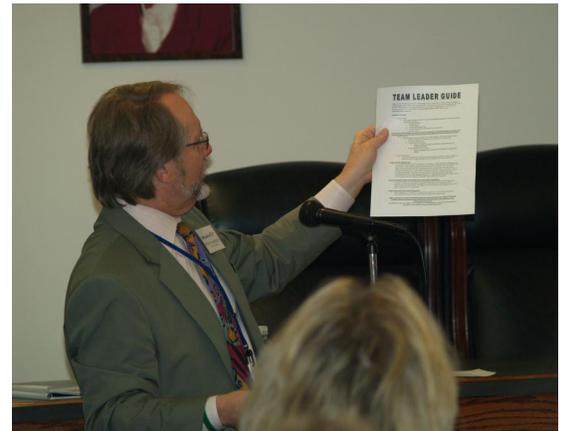
“People who regularly exercise have fewer medical conditions, live longer and are more productive at work and in life,” she said.

Also in attendance was DPH Commissioner J. Robert Galvin who added, “There’s something here for everyone of every fitness level,” and went on to say, “Over half of DPH’s employees are involved in some way with their ConnectiFIT program.”

The inspirational speaker for the kickoff was Rob Nevins who is certified in sports nutrition and weight management. His “Living Lean” program has been featured on Fox, ABC, and CBS. He gave a fast-paced, informative and amusing spin on diet and exercise. Being a nutritionist, Nevins focused on fat versus muscle. He energetically expressed that you need to have a starting point to begin measuring your success.

“There’s more to your weight than just the numbers on the scale,” he said. “Having your body fat measured, learning more about the foods you’re eating, and exercising the right way is the path to your goal.”

After the kickoff Procurement’s Aimee Gagnon said, “Rob’s right. We all don’t have to be Olympians to be in shape. Taking the right steps in diet and exercise is the way to go. I’m looking forward to seeing what ConnectiFIT has for us in the future. It’s a great idea.”



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M. Jodi Rell Governor

Linda J. Yelmini Commissioner

Donna J. Micklus Editor

Visit our website at www.das.state.ct.us

Photos Clockwise: Aimee Gagnon, Anna Tara and Peter Varhol with speaker Rob Nevins, Martin Anderson, Commissioner Yelmini, Speaker Rob Nevins with 5 lbs. of fat!

New Managers Orientation Program Holds First Graduation *By Donna Micklus*

The only thing missing was the march to “Pomp and Circumstance”, as 27 new managers received their “diplomas” from Commissioner Linda Yelmini and a congratulatory letter written by Governor M. Jodi Rell.

Yelmini thanked all the participants for taking part in the program, “although maybe you didn’t have a choice,” she joked. Yelmini offered a special thanks to all DAS staff who “worked so hard developing the program. It is a work in progress...we will take your comments to heart and continue to make changes.” Yelmini then read the letter from Governor Rell.

“I strongly believe public service is a noble and necessary cause. I salute you for the profession you have chosen, and I want you to know how proud I am to work with you to make our government even more responsive to the needs of our citizens. I wish you every success in your career,” Rell said in her letter.

Earlier in the day, program chair Dr. Martin Anderson opened the final session with a discussion on employees who leave state service and the importance of gathering data on their reasons for separation. He said that DAS has developed the first online exit interview data base which was modeled after the Texas system where legislation mandates exit interviews.

Next the group heard from John Basewicz, Director of the Budget and Finance Management Division of OPM. He opened with a brief description of OPM’s structure and how it interfaces with agencies and then talked in detail about the budget process.

DAS’ Carol Wilson gave the group an insider’s view of statewide pro-

curement in describing bids, RFP’s, the State Contracting Portal and the online bidder notification program. She also talked about the different types of products and services available on the more than 800 current state contracts.

After a group exercise in goal setting, new managers enjoyed a buffet luncheon and then it was back to their jobs, hopefully infused with energy and a broader perspective on state government.

“We’re a lot wiser than we were just 11 weeks ago,” one student proclaimed.

But alas, there’s no rest for the weary as the DAS “faculty and administration” will begin another 11 part program in just two weeks!



Program Director Martin Anderson prepares closing remarks



Commissioner Yelmini shares a light moment with the graduates



“Faculty and Admin Staff” Diane Mazar Roberts, Steve Soklow, Peggy Zabawar, Nancy Jones



Carol Wilson gives an insider’s view of state procurement

Director of Public Affairs Adam Jeamel in the Governor's Office commended **Nina Ritson**. "Thank you for the work you've been doing for the Governor's Office website. The Avon Mountain and State of the State icons are very well done and very professional. They are very eye-catching and enhance our website for all who visit it. Thanks again."

Cathy Daly announced that **Mary Yabrosky** has been designated as the team lead for the Core-CT EPM team that does all the query reports out of the Core system. "Mary has really proven herself to be a valuable asset on the project and is highly respected by everyone here. You should be very proud of the many leadership contributions that DAS has made to the project team!"

Director of Communications Nuala Whelton from the Department of Information Technology sent the

hats off

By *Cindy Rusczyk*

following message to the Communications Office: "The Avon Mountain site is up on the Governor's website, and the news release will be going out shortly. I want to thank you for the role you played – **Donna Micklus** for the creative taglines and **Nina Ritson** for the graphic. Great job, and thanks for pulling together pieces of this project with such short notice!"

Isabelle McKinney sent **Donna Micklus** the following message:

"I always enjoy reading the Times, and you did a wonderful job on the February issue. Also, I must mention that the Diversity page's layout is tastefully done...and covered in an articulate manner. Donna, it's always a pleasure to work with you and your staff."

Chief of Food Distribution Steve Stathopoulos from the USDA sent **Linda Hubeny** a message on the occasion of his retirement. "The best part of my job has been working with folks like you and your **staff** and school lunch directors, meeting our goal of feeding children. You have taken it to a higher level of proficiency. Keep up the good work."

Isabelle McKinney thanked **Donna Micklus, John McKay** and **Nina Ritson** for their work with Black Heritage Day at the SOB and said, "What professionalism and team spirit!! Diversity/cultural event after event, you all have stood by us. We cannot thank you all enough for the hard work that you put forth in helping us to carry out our diversity initiatives. It's such a pleasure to work with you all. With great appreciation."

Nate Jenkins sent thanks to "everyone in the **Communications Office** for your support in making the Black Heritage Celebration the great success it was. Your commitment to getting the word out is another example of the awesomeness teamwork. Thank you!"

Maurice D. Casey from Foodshare applauded DAS Coordinator **Mike Felix** "for your hard work promoting the Governor's Care and Share Campaign which contributed greatly to the success of this year's event. DAS collected 4,035 lbs of nutritious

food and \$1,002 in donations. Once again, we extend a hearty thank you to all for a job well done."

Kudos to **Franky Rivera** from Henry Jovanelly "for the collage that he created of Collections staff and presented to Michelle Rossetti at her going away party. This guy has talent!"

The Diversity Council thanked **Peter Varhol** and **Fred Ondevilla** for all of their help setting up for Black History day. We never could have done it without them."

Linda Hubeny, Fred Ondevilla and **Peter Varhol** received a letter from Department of Public Works Commissioner James Fleming who wrote: "On behalf of the Department of Public Works, please accept my sincerest appreciation for your support during the Fifth Annual Black Heritage Month Celebration...This project continues to promote diversity and furthers the state government's commitment to creating and sustaining an inclusive work environment... The event would not have been a success without your contribution. Fred and Peter work very hard each year on this project, and I'm very happy to see their hard work is recognized!"

Jean Michael wrote the following note of praise to the **Property Management Staff**: "I would like to add my appreciation as well. The Property Management folks have always and continue to do a wonderful job of making sure that all events are set up properly, and that they have the equipment and other resources needed. Because of the hard work and effort on behalf of Property Management, the events are always successful. Thank you all!"

Here They Are Now!

Susie Carlson

File folders piled sky-high on the desk. Post-it notes frame a monitor. The chair to the right holds an accordion folder jammed with papers. This must be the desk of a very stressed, tense and highly charged person, right? So wrong!

Human Resources' Susie Carlson has gone full circle since she first joined DAS in 1986 doing data entry at the Personnel Development Center.

"In 1998 I felt it was time to broaden my horizons so I took a position at the Commission on Human Rights and Opportunities. Then on to the Commission on Culture and Tourism and now I am back at DAS. It has been delightful coming back. I dove right in as the liaison to Culture and Tourism and interim liaison to the Board of Education and Services for the Blind," said Carlson.

Her career journey has not been without setbacks, however. In 1999 she was diagnosed with a precancerous tumor and was out for three months. After a full recovery in 2000, she was diagnosed with a malignant cancer and received months of very aggressive treatment.

"My family has been extremely supportive through all of this." She went on to tell of a time when the chemotherapy would leave her so cold she couldn't get warm.

"While I sat on the sofa trying to warm up, my grandson, at the age when preteens are in their own world, noticed my discomfort and covered me with his red blanket asking if I was OK. This was a moment more special than he could have ever imagined."

Never a quitter, Carlson was determined to beat cancer. Having endured all the treatments, chemotherapy, cocktails and radiation, today she is proud to say she is a five-year cancer survivor. Carlson immediately eases the conversation into a voice of hope and affirms her beliefs in four simple words.... "pay attention to your body!"

Life is very precious and Carlson now fully embraces life more than ever with a sense of peace. "I am so busy - I've been doing Tai Chi for about four years now- a great stress reliever, and will be doing the Susan B. Komen Walk for Breast Cancer in June along with the Walk in the Park in May. I am very involved with my church and I love doing counted crosstitch - it is quite peaceful."

The mother of five, she cherishes her grandchildren, Michael Anthony, 15, William Christopher, 14, Kelsey Jayne, 8, and Mallory Rose, 11, and the newest grandbaby, Ryan Mark who was born in December.

"I have been blessed - every day is a good day!" Life gets better for this woman of Irish decent - she is headed to Ireland this year to tour County Cork, County Ross Common, and Donegal.

May the luck of the Irish always be with her!



By Nina Ritson

Where Are They Now?

Ted Feliciano

Ahhh.... Retirement, the Golden Years. After decades of rising early and punching a clock, it's time to kick back and take it slow. Or not! For Ted Feliciano, formerly of DAS and the Governor's Office, life just kicked up a notch!



Feliciano is now applying his trademark organizational skills to care for

his granddaughter, Amanda, daughter of Frank and Marisol Rivera. "My wife and I get Amanda at 6:30 a.m. when Franky and Marisol go to work. They pick her up around 4:30 in the afternoon - but sometimes I stop by their house around 7:00 to say hi."

"I love my granddaughter Amanda- she is my only one, and I enjoy being with her every minute! I never figured I would love a grandchild this much! She is my life - I really thought I was going to move back to Puerto Rico - but she changed my life!"

He does travel to Puerto Rico still- most of his family is there and they have a house right on the ocean. "I belong to a marina there. My brother, my nephew and I own a 55 ft. boat that we keep at the marina." A boater for over 30 years, Feliciano said he was once a member of a Groton marina, but decided boating in Connecticut was far more expensive than in Puerto Rico. Plus "in Puerto Rico we can boat all year long." "We are planning to go for a week in April and again in October!"

"I used to work for Pratt and Whitney years ago and took a second job at the state to save money. After my daughter Marisol was born, I left Pratt and Whitney and came to work at the state full-time. That was over 35 years ago!" Feliciano went on to say,

"I took the early out in 2003 from the Governor's office with 33 1/2 years of state service, most of which were with DAS." Feliciano also reminisced about the day Linda Yelmini started at DAS State Personnel and Labor Relations. "I remember her well, she's fair!" he spoke without reservation, "She is a good choice for Commissioner!"

After his retirement from DAS, Feliciano formed his own business, doing home improvement and landscaping. Now **that** was hard work!! He described his seven-day per week job as up at dawn and in bed at 11 after a 10-12 hour day. He "retired" from that business when Amanda was born. "Now that I am watching Amanda, I am lucky if I can keep my eyes open until nine at night!"

He, like many of the retired DAS family cannot express enough, "If you can retire early - do it - get out and enjoy life!" He also had this one last thing to say,

"I want to thank DAS for the opportunity to say hello to my friends - I miss them. They were family to me! Please tell everyone I say hello and love to all and I hope God gives me good health to see my granddaughter grow!"

Collections Program Update

By Mark Martinez

The bill for insurance intercepts passed in the June 2005 special session and took effect September 1, 2005.

We got the program ramped up in the beginning of September and have had great success in putting out a large number of liens. Our department has processed and submitted almost 4,300 liens since September 2005. We have collected to date, \$431,000 on 354 transactions. Our past research has showed us it takes about 400 days from lien submission to receive payment. We currently have \$41 million in outstanding insurance liens. Although we will not collect this full amount, it gives us great confidence that our claim totals will continue to climb.

ECAFS application. "Mega Kudos and 'Hat's Off' to you! You saved me again! You are the man!"

"Many thanks to **Bill Skyrme** from the HR Certification Unit for his help in merging a letter with data from the Internet which was mailed to hundreds of individuals on the SEBAC list! He saved us hours of time with this letter and with mailing labels."

Brian O'Dwyer from Fryer Machine Systems in Patterson, NY sent the following message to **Cynthia Shea** in Procurement Services:

"Thank you so much for including us in this bid. I have been trying for almost five years to bid on machinery used in schools in Connecticut. Fryer Machine Systems is located just over the Danbury border in Patterson, NY. We build the machinery there, locally. Although at this time the machinery needed is not exactly the items we produce, it is refreshing to see how yourself and the entire Rell Administration has opened up this bidding process that was closed out to us for over five years. Thank you for the wonderful work you are doing."

Assistant Chief Kirk Blanchard from the Dodgingtown Volunteer Fire Company in Newtown applauded **Jim Potyra** and **Holly Crandall** for their assistance in preparing the appropriate documentation needed to register a fire truck purchased at our distribution center. "You and Holly were very accommodating by researching your records and as a result, we now have the fire truck properly registered with the DMV. The State of Connecticut is fortunate to have two such dedicated employees. On behalf of our officers and members, we thank you for your fine work."

Linda Hubeny praised **Patty Fazzino** for her assistance with the State

Agency Demand Response Initiative. "A great big thank you to Patty... she got me all the info I needed in record time! Thanks!"

Robin Riddlesworth and Michelle Burns expressed their gratitude to **Mike Guimond** of Central Printing. "We ran out of the envelopes...that we needed for mailing the scheduling letters for two large exams. We asked Peter Varhol to bring us two cases from storage this morning. When he arrived at the storage room at around 8:30, he discovered we did not have any! Peter called Mike to let him know we need six cases done and would appreciate it if we could get one case done today. At approximately 10:30 this morning Peter Varhol and Fred Ondevilla delivered two cases of envelopes...that's 5,000 envelopes that Mike printed in just two hours. Thank you Mike for your quick turnaround. We appreciate the extra effort you went to on our behalf!"

Abbie Wotkyns had words of praise for **Mayme Casady** and **Bob Dworak** "for their ingenuity and perseverance in getting some key information for the Attorney General's office for a case they have. They both went above and beyond the call of duty. Also, to **Lee Ann Rosborg** and **Jose Baez** for getting the video conferencing system up and working for the last three DSS offices."

Rosemary Woods sent the following message to **Isabelle McKinney** and the **Diversity Committee**: "To you and your Diversity Committee, kudos, and more kudos. The board is just beautiful, awesome, it reflects much careful planning and love... You and your committee always make DAS look so good. I remember being at DPW and loving to hear about the Taste of DAS, and praying that you would invite me to

Kudos

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Shari Grzyb thanked **Bill Skyrme** for creating a link for her website project. "Excellent! Thanks again, Bill, for all of your work on this today — and every time I have a request and have to bug you!"

Dick Omohundro applauded **Jose Baez** for his assistance in getting two employees the same access to an

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HR Cert Program a Hit

By Shari Grzyb

It has been nine months since DAS delivered the first State of Connecticut Human Resources Management Certificate Program class.

Since June 2005, eight sessions with 11 days of training each have been completed.

Shari Grzyb, Program Manager, says of the past nine months, "It's been a lot of work but very rewarding. Fortunately, we have an excellent team to deliver the program. It would be impossible to do this without the people we have on this project."

According to Grzyb, Alex Caceres, Mike Guimond and Roy Wynne of the Print Shop and Peter Varhol and Fred Ondevilla of Property Management have also been an integral part of getting the program to run smoothly.

"They're all really helpful and great to work with...they've been so accommodating and have handled a few little emergencies," she jokes.

Altogether, 152 participants will have completed the program. "Graduates" are invited to a Graduation Breakfast with fellow colleagues and trainers. Each graduate receives a Certificate of Accomplishment signed by Governor Rell

and Commissioner Yelmini. The Commissioner also offers her congratulations to each recipient during the two-hour ceremony.

"These are my peeps!" she says. "This program benefits agencies long after completing the course. They have manuals to refer to, contacts for their HR questions, and a better understanding of why consistent application of human resources business rules and regulations is so important," Yelmini adds.

Participants have suggested that this program should be mandatory for all HR staff statewide. Both Yelmini and Dr. Pam Libby took their suggestions to heart and agreed that the program be a requisite of all job classes in the HR job series.

"DAS has a responsibility to provide training to individuals statewide who are involved in carrying out the HR function relevant mandates. HR folks were anxiously awaiting this type of training and have not been disappointed. This program got off the ground beginning with its course offerings and has been very well received by all levels of HR statewide," Yelmini said.

They're Ba-a-ck! Take Our Kids to Work Day is Thursday, April 20

Open to kids age eight and over...employees bringing children must be the parents or guardians...breakfast with the Commissioner, pizza lunch, DAS related activities! Please contact Cindy Rusczyk via email or call x5196 to register. If you are interested in taking your child on a tour of the LOB and the State Capitol please contact Lisa O'Connor at x5488. Stay tuned for details!



Still More Kudos!!

Continued from previous page

taste something (and wow), I think I was more excited knowing that I could eat to my heart's desire as an employee of DAS, than anything else, when I found out that the SMART Unit was going to be under DAS! Again, thank you for the wonderful job, it really perks up my day when I come in and see the Board. **Donna Camillone** has a wonderful talent, and I hope she will

use it to advance herself like creating her own business when she is ready to retire!"

Laurie Diblasi from the School-Based Child Health Services Team (SBCHS) from the Hartford Board of Education praised **Barbara Jenec** for her great work. "I just wanted to give you a big THANK YOU from the SBCHS for working so hard on pro-

cessing our billing in such a timely manner. Being the largest district in Connecticut, I am sure our billing seems endless, but you still manage to process it in what seems a wink of an eye. It really helps to keep us as 'caught up' as possible and operate in a 'semi-orderly' fashion. Thanks again and keep up the good work as it is truly appreciated."

Women's History Month

The public celebration of women's history in this country began in 1978 as "Women's History Week" in Sonoma County, California. The week including March 8, International Women's Day, was selected. In 1981, Sen. Orrin Hatch (R-Utah) and Rep. Barbara Mikulski (D-Md.) co-sponsored a joint Congressional resolution proclaiming a national Women's History Week. In 1987, Congress expanded the celebration to a month, and March was declared Women's History Month.

The American Women's Rights Movement began over 150 years ago. Below is a timeline of the key events that helped change and improve the lives of American women.

American Women's Rights Movement Timeline

1848	The first women's rights convention is held in Seneca Falls, New York.
1850	The first National Women's Rights Convention takes place in Worcester, Mass., attracting more than 1,000 participants. National conventions are held yearly through 1860.
1869	Susan B. Anthony and Elizabeth Cady Stanton form the National Woman Suffrage Association.
1893	Colorado is the first state to adopt an amendment granting women the right to vote.
1896	The National Association of Colored Women is formed, bringing together more than 100 black women's clubs.
1903	The National Women's Trade Union League (WTUL) is established to advocate for improved wages and working conditions for women.
1916	Margaret Sanger opens the first U.S. birth-control clinic in Brooklyn, N.Y.
1919	The federal woman suffrage amendment, originally written by Susan B. Anthony and introduced in Congress in 1878, is passed by the House of Representatives and the Senate. It is then sent to the states for ratification.
1920	The 19th Amendment to the Constitution, granting women the right to vote, is signed into law .
1921	Margaret Sanger founds the American Birth Control League, which evolves into the Planned Parenthood Federation of America in 1942.
1935	Mary McLeod Bethune organizes the National Council of Negro Women
1936	The federal law prohibiting the dissemination of contraceptive information through the mail is modified
1960	The Food and Drug Administration approves birth control pills.
1961	President John Kennedy establishes the President's Commission on the Status of Women and appoints Eleanor Roosevelt as chairwoman
1963	Congress passes the Equal Pay Act, making it illegal for employers to pay a woman less than what a man would receive for the same job.
1964	Title VII of the Civil Rights Act bars discrimination in employment on the basis of race and sex. At the same time it establishes the Equal Employment Opportunity Commission (EEOC) to investigate complaints and impose penalties.
1965	In <i>Griswold v. Connecticut</i> , the Supreme Court strikes down the one remaining state law prohibiting the use of contraceptives by married couples.
1966	The National Organization for Women (NOW) is founded by a group of feminists including Betty Friedan. The largest women's rights group in the U.S., NOW seeks to end sexual discrimination, especially in the workplace, by means of legislative lobbying, litigation, and public demonstrations.
1967	Executive Order 11375 expands President Lyndon Johnson's affirmative action policy of 1965 to cover discrimination based on gender. As a result, federal agencies and contractors must take active measures to ensure that women as well as minorities enjoy the same educational and employment opportunities as white males.
1968	The EEOC rules that sex-segregated help wanted ads in newspapers are illegal.
1972	Title IX of the Education Amendments bans sex discrimination in schools. It states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance." As a result of Title IX, the enrollment of women in athletics programs and professional schools increases dramatically.
1973	As a result of <i>Roe v. Wade</i> , the Supreme Court establishes a woman's right to safe and legal abortion, overriding the anti-abortion laws of many states.
1974	The Equal Credit Opportunity Act prohibits discrimination in consumer credit practices on the basis of sex, race, marital status, religion, national origin, age, or receipt of public assistance.
1978	The Pregnancy Discrimination Act bans employment discrimination against pregnant women.
1986	<i>Meritor Savings Bank v. Vinson</i> , the Supreme Court finds that sexual harassment is a form of illegal job discrimination.
1992	In <i>Planned Parenthood v. Casey</i> , the Supreme Court reaffirmed the validity of a woman's right to abortion under <i>Roe v. Wade</i> . The case successfully challenged Pennsylvania's 1989 Abortion Control Act, which sought to reinstate restrictions previously ruled unconstitutional.
1994	The Violence Against Women Act tightens federal penalties for sex offenders, funds services for victims of rape and domestic violence, and provides for special training of police officers.

...our strength is in our differences



[2006 Women's History Month Proclamation by the President of the United States of America](#)

Thanks to www.infoplease.com for providing information found about Women's History Month.

-Maureen Friedman