

PRICEWATERHOUSECOOPERS

Fax cover sheet

To: **Ms Evan Ryan**
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From: **Elizabeth O'Mahony**
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Date: **25 September 1999**
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Private and Confidential Urgent

Dear Evan,

It is my pleasure once again to fax you directly with a **DRAFT** script for the speech writers for the video that the **First Lady** has so kindly agreed to make for the forthcoming **Network Ireland National Conference on 16th October, 1999.**

I hope that it will be of some help to you and I like all my colleagues am looking forward to seeing the final product on the day of the conference.

I thank you for your patience, your support and assistance in this matter. If I can be of any further help or assistance please feel free to contact me at any time. I would be grateful if you could confirm receipt of this fax as I am sending it on a Saturday. I would also ask if you could inform me as soon as the video is ready for dispatch. I am sure that you appreciate that there is not a lot of time available and I have a courier standing by to take it directly to me at my office at the above address as soon as I receive your instructions.

My sincere thanks.

Elizabeth O'Mahony

Donal O'Connor Bill Cunningham Alan Bigley Gerry Boland John Bourke John Butler Vincent Clancy Andrew Craig Paul Cummins FCCA Niall W Deasy David Devlin John B Dillon Kevin Egan Frank Ennis Bryan Evans Eada Faughnan FCCA Martin Freyne Tom Grace Ray Gray Des Quillfoyle Maureen Gutkin Paul Halpin Roy Hanan Martin Hennehan Teresa Harrington Michael Hayes Paul Hennessey Frank Kelly John Kelly Gerard Kinnane Chand Kohli Peter Lacy Dick Lane Michael Long Michael Maher John Mahon James Mangan Tom McCarthy Michael McOrail Declan McKeon Robin Menzies Gordon Milne Neil Murphy Ronan Murphy Brian Neelan Damian Neylin Denis O'Connor Marie O'Connor FCCA Paul O'Connor Tom O'Higgins Michael O'Neill Fergal O'Rourke Joe O'Shea Anne Penlony George Reddin Dermot Reilly FCCA Bill Roche FCCA Pat Roche Bob Sample Pat Shine Aidan Walsh Mary Walsh Tony Waldon

Also at Cork, Limerick, Kilkenny, Waterford and Wexford

Chartered Accountants

1. Elizabeth O'mahony
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3. ? will call with this data
4. will fax
5. we have it and will be in the brochure
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16TH March, 1999

Ms. Theresa Loar
The President Inter Agency Council
On Women
Director Vital Voices Initiative
Department of State
2201C Street North West
Room 2906
Washington DC 20520
U. S. A.

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The Organisation for Women in Business
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Dear Theresa,

As National President of Network Ireland, the organisation for women in Business, the Professions, Trades, Government Departments, Industry and the Arts in Ireland I would like to congratulate you on the Vital Voices Initiative. Members from our group have attended your conferences in Vienna, and again last year in Belfast and were very moved and impressed.

In the same week as the Belfast conference our first Network Branch in Northern Ireland was launched and I am delighted to report that there are now 60 members and growing. This brings the number of branches in Ireland to 15 and our membership to over 1000.

Our organisation is anxious to support Northern Ireland Business Women. We sense their frustration and exasperation and perhaps by learning first hand what Northern Business Women are experiencing we can all work together to establish sustainable business relationships North & South. The potential of nurturing relationships between the two are immense and all avenues should be explored. Women have established themselves in Ireland as worthy contributors to the national economy. Now we need to look further and without a political agenda accommodate the differences with our closest neighbours.

In my year as national president the National Conference for Network Ireland will be held in Waterford in the South East of Ireland from 15th to 17th October 1999. The main conference day will be Saturday 16th October. We will welcome delegates from all over Ireland North and South. The theme for the conference will be COMMUNICATION.

In association with

Bank of Ireland 



I would be very grateful if you could advise me, I would be deeply honoured if Mrs. Hillary Clinton would consider attending the conference or allow us to arrange video conferencing with her on the Saturday. I realise that asking her to attend might not be possible, therefore video conferencing would allow us to reach her in her home, but most importantly, allow her the opportunity to reach Business Women in Ireland.

It is my intention also to invite the Taoiseach Mr. Bertie Ahearn T.D. to open the conference and I have asked Dr. Mo Molam if she would attend I hope that we can arrange video conferencing with her during the day on the Saturday if she cannot attend in person.

I would be very grateful if you could assist me in approaching Mrs Clinton. If she would agree to attend the conference it would be a wonderful endorsement of our efforts. I do realise that her time is precious and I assure you that we will do all in power to assist her in any way possible, whether she attends in person or allows us to video conference with her.

Theresa, I look forward to hearing from you.

Yours sincerely,,

Elizabeth O'Mahony

Elizabeth O'Mahony

National President Network Ireland

In association with

Bank of Ireland



PRICEWATERHOUSECOOPERS

Fax cover sheet

To: Eric Massey
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Urgent - Video for Network Ireland Conference 16th October, 1999

Dear Eric,

Greetings from the Crystal City, Waterford, Ireland

Attached is information on women in business in Ireland, which will be of interest to you, and the First Lady. The Tanaiste Mary Harney supported an article in the Sunday Tribune recently copy attached. (I sent a copy to the First Lady's office) I hope that it will answer your questions and help with the speech.

I am faxing it at 5. 30p.m. our time and I hope that it arrives with you ok.

I would be grateful if you could let me know if you receive the attached.

I would also welcome a call when the video is ready for despatch to Ireland, as I will arrange a courier to deliver it to me at the above address

Many thanks


 Elizabeth O'Mahony National President Network Ireland

Donal O'Connor Bill Cunningham Alan Bigley Gerry Boland John Bourke John Butler Vincent Clancy Andrew Craig Paul Cummins FCCA Niall W Deasy David Devlin John B Dillon Kevin Egan Frank Ennis Bryan Evans Ende Faughnan FCCA Martin Freyne Tom Grace Ray Gray Des Guilfoyle Maurcen Gultkin Paul Halpin Roy Hanan Martin Harrahan Teresa Harrington Michael Hayes Paul Hennessey Frank Kelly John Kelly Gerard Kinnane Chand Kohli Peter Lacy Dick Lane Michael Long Michael Maher John Mahon James Mangan Tom McCarthy Michael McGrail Declan McKeon Robin Menzies Gordon Milne Neil Murphy Ronan Murphy Brian Neill Damian Neylin Denis O'Connor Marie O'Connor FCCA Paul O'Connor Tom O'Higgins Michael O'Neill Feargal O'Rourke Joe O'Shea Anne Penlony George Reddin Dermot Reilly FCCA Bill Roche FCCA Pat Roche Bob Sample Pat Shine Aidan Walsh Mary Walsh Tony Weldon

Also at Cork, Limerick, Kilkenny, Waterford and Wexford

Chartered Accountants

DRAFT SPEECH FOR HILLARY RODHAM CLINTON FOR NETWORK IRELAND CONFERENCE VIDEO**16 OCTOBER 1999****Good Evening Elizabeth**

Thanking you for inviting me to be part of your National Conference which is being held at a time when my schedule does not allow for me to attend in person, but I am happy to respond to your invitation by wishing you well this weekend.

Your Network conference brings together women from many facets of business, the professions and the arts to challenge, hear out and understand one another so women can shape a common future. I have been involved in the Women in Democracy series of conferences around the world which started in 1997 in Vienna, and last year in Belfast Northern Ireland which I know is being followed up by members of your organisation in that region. I was so impressed by the dedication and commitment of the women in all disciplines and from all walks of life that I am delighted to have this opportunity to show my support for this special event in your annual calendar

With the financial commitment from a banking organisation which in your current president's tenure has provided for your new National Director Elaine Dowdall who with your regional presidents will facilitate the continuation of your work on behalf of women who have much to contribute to your booming economy

There cannot be true democracy unless women's voices are heard. There cannot be true democracy unless women are given the opportunity to develop their own career paths and fully participate in the lives of their country without hindrance. Women are an untapped resource which must be promoted and used to take a greater part in the world's democracy, in our careers, in business, in politics, in the arts, and as always we must grasp and create opportunities ourselves.

By getting together in networks like Network Ireland women can work to create a civil society which can incorporate the values of democracy through our families, our religious organisations, our associations at civic and neighbourhood level, our trade unions, coming together in forums to create democracy. If we take seriously the message of this conference *Winning Ways of Working, Achieving Success Without Selling Your Soul*, you should go home and to your workplace bringing a message of the solidarity that you achieved here, adding to the inexorable, incremental steps that are necessary to create a new world, a world in which women can work without forgetting the value of family life, without making the guilt-ridden personal sacrifices which have been the pattern of the past.

I know how hard you in Ireland have had to work to change the perception of women so that today it is not unusual, though still not the norm, to see a woman judge, company director, politician, board member. I believe that an individual woman's dream will be enhanced if other women work together to change the social, historical and cultural conditions which hold women back.

Many women have attained a good education and then they are told they cannot succeed in the area they wish to work in for artificial reasons. So the individual woman has to do what she can to prepare herself by adding qualifications and experience, but organisations like Network Ireland can help to remove the sort of psychological barriers that are internal impediments to many women's success. Women who feel they are not entitled to pursue their own dreams, women who feel that if they make a choice to pursue an education or a job, they are making a choice not to pursue a family or relationships.

So I think we have to enable women to feel that they can attain a balance between work and family that is so difficult in all societies, and support young women so that they feel comfortable making these choices. The balancing act we're all engaged in must be respected, and more support must be given to women who are attempting to do that. Keeping the importance of raising children central to our political and economic and social consideration is not just a family's responsibility. It is the entire society's responsibility.

The theme of your conference is most apt in today's frenetic world where we can all too often lose sight of what is important to us, and while I regret not being with you for this special weekend I wish you Elizabeth as National President, your committees and you the delegates a productive and energising conference. Thank you.

FIRST LADY HILLARY RODHAM CLINTON
VIDEO FOR VITAL VOICES OF THE CARIBBEAN
PORT OF TRINIDAD
SEPTEMBER 23, 1999

Good morning – and welcome to the Vital Voices of the Caribbean Conference. I only wish I could be there in person to thank Ambassador Shumaker, the conference organizers and everyone else who has made this event possible. And I especially want to thank the women leaders – young and old -- who have come from throughout the Caribbean to make your voices heard.

I had the privilege of meeting some of you at the Vital Voices conference in Uruguay. And I have been so impressed by how much you've done since then. How the women in this region realized that what brings you together is so much more powerful than your differences. And how you took it upon yourselves to organize this extraordinary conference.

Kamla Persad-Bissessar

As [Kamla Persad-Bissessar], the first woman minister of legal affairs from Trinidad and Tobago [Toe-bay-go] once said, "We cannot wait for people to do it for us. The men fought for what they have – I don't blame them. Now women must do the same to take their rightful place."

And that is exactly what all of you are doing. Some of you are in top government positions. Others are the owners of businesses. Many of you work with NGOs that are improving the rights of women and others too often forgotten.

But, all of you have one important thing in common: You are part of a chorus of women raising their voices in this region and all over the world. I have heard these vital voices in Northern Ireland, where Protestant and Catholic women are putting aside old hatreds to create a new, peaceful future for their children. I have heard them in Vienna, where women from Central and Eastern Europe, who had marched for Solidarity now want to play a role in their country's democratic future.

And I heard them at the UN Conference on Women in Beijing, where women came together and said for all to hear: that democratic progress depends on the progress of women. Economic progress depends on the progress of women. Women's rights are human rights and human rights are women's rights.

 I hope you take time over the next few days to celebrate ~~some~~ of the progress you are making. In the Dominican Republic, women are a third of

the Supreme Court. Women in Belize control both legislative bodies. And all over the Caribbean, women are becoming full participants in the social, economic, and political lives of their nations.

Those of you who attended the conference in Uruguay will probably remember that Discovery Communications made a commitment to create a global Public Service Announcement for Vital Voices. Well, I am pleased that in March, as part of the celebration of International Women's Day, that PSA was played in 23 languages and seen by people in 143 countries.

But, as you know so well, our work is far from done. Too many women in the Caribbean and around the world are still missing from the table when decisions are made about their lives and the economic fate of their nations. Too many are locked out of the corporate world, especially at its highest levels.

Too many are still the victims of violence. For them, the home is no refuge, the law no shield. We must say it again and again: Violence against women is not a custom. It is a crime. And it must be punished with the full force of the law.

I want to thank you for tackling these and so many other challenges. I want to thank you for finding new ways to ensure that all women have a voice and the power to use it. And I want to thank you for mentoring and guiding the next generation of leaders.

I was particularly touched by what one Haitian delegate to the Uruguay Conference [Jocelyn Lassegue], said: "The Vital Voices experience has changed my life. Before I had vowed never again to run for political office. It was just too difficult. I had been shot at. But after hearing so many brave, strong women come forward, I know that I will run for office again, I will not give up."

None of us can give up. We cannot give up until the day when every girl in the Caribbean grows up with the confidence to go as far as her dreams and talents and hard work ~~will~~ take her. And when that happens, it will be because all of you continued to stand up, speak out and, together, lead the way.

Thank you -- and I hope you have a wonderful conference.

First Lady Hillary Rodham Clinton
Remarks at Vital Voices Conference
Belfast, Northern Ireland
September 2, 1998

Thank you. Thank you very much, Fiona, for that introduction and even more for adding your vital voice to this conference. I'm sure if you need a note to be excused from school there's about a thousand of us that would sign it. I want to thank Sue Tibballs and Rosemary Farrendon and Inez McCormick, not only for what they have said here this afternoon, but for their commitment and dedication to the issues that bring all of us here to Belfast.

Lord Mayor and Minister McFaul; Assembly Members; Mrs. Trimble; Ambassador Lader; Consul General Fort; and from Dublin, Minister Wallace and Ambassador Kennedy-Smith; and conference participants and distinguished guests.

It is a great honor and a personal delight for me to be back in Belfast. I feel embraced by, and greeted by the sounds of so many women's vital voices. From the reports I have received while I was in Russia, and the ones I just heard, this conference has already succeeded in bringing people together and enabling them to share ideas, and plot together to make the hoped-for peace a reality. Like all successes, this one, of course, is the product of many hands.

I want to thank everyone associated with the planning and implementation. I particularly want to thank Theresa Law who has moderated this afternoon's session for her hard work. I want to thank Secretary of State Mo Mowlam, who brought to this task vision, dedication, and, according to my sources at Hillsborough Castle, her skills as a party host and dancer par excellence.

I also want to thank the new First Minister of the Assembly David Trimble and the Deputy First Minister Seamus Mallon. Not only for sponsoring and speaking at this conference on Monday, but for their leadership in making sure that the seeds of peace, once planted, can grow. I was pleased to learn that the first reception the Ministers held together was at Stormont in honor of the women delegates from this conference. And to Lord Mayor, the Belfast City Council and the entire city of Belfast, thank you for being such wonderful hosts.

As I arrived here a few minutes ago, I thought about how the River Lagan, which once carried people away from these shores, now brings them back to find the rebirth of Belfast symbolized by this stunning Waterfront. I have been privileged in a small way to witness this re-birth starting with my husband's visit in November of 1995, and my return here last October speaking at the University of Ulster and speaking here to a conference of young people. I have seen in the faces of men and women and boys and girls, a new openness, a new commitment, a new awareness of the road that has been traveled and the road that lies ahead.

I know also that the songs of U2 and the other great musicians have filled the Waterfront in recent months, celebrating the transition that is occurring. But I also believe that from workshops to speeches to quiet conversations, nothing can compare to the powerful voices heard

here over the last few days. Voices from every corner of Northern Ireland, the United States, England, Scotland, and Wales. From every tradition. From every sector of society. Every age. Women and men. All blending into a powerful chorus calling for women to become full participants in a secure and democratic Northern Ireland. A Northern Ireland that people have hoped for, lived for, died for, and yes, finally voted for. Tomorrow, my husband will come here to the Waterfront to address your new Assembly, and to congratulate the citizens of Northern Ireland for this hard-won peace that is yours.

The last few months have shown what people here have always known; the road to peace will never be easy. But the world has also seen how no fires, bombs or terrorists will ever turn you back. When my husband and I go to Omagh tomorrow, we will pay tribute to those who were murdered by the enemies of peace. They were mostly women and children. They were Catholic and Protestant, Union and Nationalist, young and old. They were people simply living their lives, working at a drapery store, hanging out with friends, buying school uniforms for their children.

The terrorists targeted the people of Northern Ireland and in response it was the people, all the people, who bravely stood side by side to say: hatred and violence will no longer have a place here. We have chosen ballots, not bombs; democracy, not division. We have resolved to live in peace and we will never go back. We will only move forward. And as you do, please know that America will stand with you.

How appropriate it is that this conference takes place the first week of school--not only because it's a time for new friends and new beginnings. But also because, ultimately, our children are the reason we are here. For 30 years parents dropped their children off for school - tucked in their shorts, kissed them goodbye, and dreamed of a time they could play outside free from violence. Dreamed of a time when their children's opportunities and destinies would never again be limited by their place of worship or political party or by whether they're a boy or a girl. Today, there is real hope in this dream, once expressed through poetry and protest, it will finally be a reality for children in Northern Ireland.

None of this would have been possible if it were not for the courage and strength of generations of women. Though they may have worshiped separately on Sundays, seven days a week, they all said a silent prayer for their husbands to return safely home. Seven days a week, they lived in fear that the unspeakable would happen, they would be forced to bury their own child. And yet, seven days a week, they carried on with hope and prayer that the future would be brighter, free of troubles and heartbreak.

Wives. Mothers. Sisters. Daughters. Few were household names. But, having seen their lives and communities torn apart by violence, women came together as women have always done--around kitchen tables, at the market, in gatherings like this. It was women whose whispers of "enough" became a torrent of voices that could no longer be ignored. If we listen carefully, their voices still echo through this room and lift up ours today.

If we listen, we can hear the voices of women who withstood jeers and threats, prejudice and

violence to make themselves heard in a political world once reserved primarily for men. We can hear the voices of women in Craigavon, who, instead of burrowing into their sorrow...used the power of the pen to heal by writing and sharing their poetry, short stories, essays, and plays. In one poem, Madge Steele writes about finding common ground:

Weave the threads of real friendship with the colors of your life,
Use the pattern of Peace and leave out the strife,
Thread the friends that are young along with the old,
And you'll find on your loom a fabric of Gold.

If we listen, we can hear the voices of those who helped weave this fabric of gold, grassroots activists like the late Joyce McCarten, who literally wove communities together through the Troubles. Three years ago, when I met Joyce at Ye Olde Lamplighter on Lower Ormeau Road, around a small wooden table we sipped tea and talked about what had brought these women together. How they realized that history and religion were keeping them apart even when they all wanted the same things: good jobs and good schools for their children. Streets you could walk down safely. Security and prosperity you could count on. A future you could believe in.

Hardly a radical agenda. But for this, Joyce was called a "trouble-maker." Well, she had another name for herself, and when she met me she proudly announced that she called herself a "Family Feminist" because saving families was the goal of all she did. I have met many family feminists around the world. In South Africa, Bosnia, Kazakhstan, China, Nicaragua, Brazil, Pakistan, and India. Places that are riven with strife, by disagreement, by conflict caused by racial, religious, and tribal differences. Yet, in the midst of even the worst of times, there are women like these who stand up and say: stop for a minute please, think about what is really important for us and our children.

I met such women at the Vital Voices Conference in Austria, inspired by Ambassador Swanee Hunt who is here with us today. I met them at the United Nations Conference in Beijing where I remembered clearly the banners that were created by women from every part of the world. They spread those banners across the Great Wall. Woven into them were the dreams of religions, and talked in different languages. But they spoke the same mother tongue--the language of freedom and hope.

And for women and in their name
[And they sent a clear message. Economic progress depends on women's progress. Democratic progress depends on women's progress. Human rights are women's rights and women's rights are human rights. And this conference is part of an ongoing glowing initiative that is making these points over and over again and in the process of transforming women's lives and societies.]

What a better time to recommit ourselves to these basic truths than in this year of the 50th anniversary of the Universal Declaration of Human Rights. We're not talking about paying lip service to the rights written down on a piece of paper and filed away. Rather, we're talking about how we treat each other at home and work, at church and school and in political assemblies: Are we valued? Do we have the food, health care, education, shelter, the income we need to survive and flourish? Do we have the opportunities to help us reach our God-given

potentials?

Now many of the women here in Northern Ireland and throughout the world with whom I have met know nothing of this Universal Declaration of Rights. But they know in their hearts and souls, that in spite of all they are told by culture and tradition, they are endowed with God-given rights, as surely as they were born into a human family. And the reason we want those rights is not merely to make a statement, or to be part of a political movement, but because we want to help create a better world, a world in which we can walk safely and we can live peacefully together with those who are like us and are unlike us, because we want our dignity and the dignity of all human beings respected.

In Beijing, I was particularly moved by the banner created by women of this island. On it, was a picture of a red-haired woman standing on top of the world. And since that day in 1995, it's amazing how far she has climbed in Northern Ireland alone.

Who would have thought the majority of women from both traditions would step forward and vote "yes" on a Peace Agreement? Who would have thought that when the first Assembly convenes, its seats will be filled with fourteen women? And who would have thought that the Agreement would demand a society that is truly inclusive? Not just all religions and political parties. But all women and men alike.

As my good friend, Secretary of State Albright likes to say, advancing the cause of women is not just the right thing to do. It is the smart thing to do for any society. It was the smart thing for women to clear the path for reconciliation which brought us to this day. And it is the smart thing for women to play a central role in the reconstruction that will usher in a Northern Ireland that fulfills the promise of democracy, prosperity, and yes, peace, for all its citizens. Because as you well know, the Peace Agreement was the beginning, not the end.

What you have been doing here is thinking through in practical ways what must be done to fulfill the promise of peace. You know better than I, it will take far more discussions, conferences and reports. The hopes for peace will have to be translated into the hard work of practical action and political compromise, not only in the Assembly, but in every corner of society. So the real challenge of this conference starts as we leave. How will each of us work to fulfill the promise of peace? That, of course, will be up to the men and women of Northern Ireland to decide. But, based on what we know about the conditions that promote peace and prosperity, we, I think, can agree on basic goals: All people must have access to the tools of opportunity-good education, quality health care. Good jobs, loan, and credit. The kinds of opportunities that will give responsible people of whatever backgrounds the chance to move forward into the 21st century with confidence.

If we are to fulfill the promise of peace, we must translate into practical action what these goals mean. How do we, for example, have an education system that serves the needs of young people moving in a very different world, dominated by a global economy? How do we make available the kinds of credit that small business people need to build a thriving economy from the ground up in the most depressed area in Northern Ireland? How do we make sure that, loans and

microcredit financing are available? That the businesses, the government and particularly the banks here will meet the needs of people anxious to demonstrate that they can build economic opportunities for themselves?

If the promise of peace is to be fulfilled, then all people must be safe from violence. And in particular, all women must be safe from violence, whether it happens in their homes or on the streets. Domestic violence which breathes the conditions of violence and aggressiveness setting one person against another must be seen for what it is: a crime, not a family matter. If the promise of peace is to be fulfilled, then all women and men must feel free to make their voices heard through the ballot box and the soap box. There are many goals and you have discussed them all here at this conference.

Surely, these goals require a guarantee of equal opportunity and democracy and that is what you have chosen. But, as our country has learned, democracy is hard work. It is a never-ending struggle. You never get it right, there is no perfect democracy, and its success ultimately depends not just on laws and institutions, but on attitudes and values. On getting along with people with whom you have profound differences. On the lessons we taught children as they are tucked into bed at night.

If you just think about women and girls, what are some of those lessons we want women and girls here and throughout the world to be learning? We teach our girls that we value them, not for what they look like, but for what they think, feel, do and dream. Will our businesses do more to help women get child care and other tools they need to successfully balance work and family so that no women ever have to make the choice between the job they need to put food on the table and the time they must give to the children they love? When a woman speaks up in the home, or the community, or the Assembly, will she be listened to as carefully and respectfully as if she were a man? And, as women, will we finally respect each other's choices? Will we admit that there is no model for women today that is one size fits all? That we can choose full time work or full-time motherhood and home-making, or like most women, doing both at certain parts of our lives? And will we support the choices that each of us makes?

As you struggle both with issues unique in Northern Ireland and with ones experienced by women everywhere, I want you to know that the American government, the American people, and the larger worldwide community want to help you succeed.

What women have said over the last few days is they want the tools to lift up their voices and the lives of their families. And in this room are partners who want to help them do just that. We already heard from two, The Body Shop and the Ford Motor Company.

I want to applaud the more than \$2 million in partnerships committed to the outcomes of this conference. They come from all sectors of society and they are dedicated to diverse areas like political leadership and media training, mentoring and most importantly economic development. This is just the beginning.

We leave here today with a commitment from the U.S. Department of Labor and the Northern

Ireland Employment and Training Agency to improve women's access to jobs, child care, and training. We leave here with a commitment from the Institute of Directors to help women in middle management get the mentoring and training they need to succeed in European and world markets.

We leave here with commitments from corporations ranging from Xerox to MCI and from America Online to Marriott, which for example, will provide internships for young people in the tourism industry. And I have to say, as I flew from Moscow today, and was coming down to land over the landscape of Northern Ireland, I thought to myself, this is one of the most beautiful places of God's earth. A place that many people will want to come to visit and see for themselves. We leave here with commitments from the President and Secretary of State of the United States that our government will be vigorously engaged in turning the conference's partnership into results.

And we are encouraged to learn that our Northern Ireland partners are establishing a follow-up mechanism to carry this all forward.

As we leave here, let us pledge to each other that this is only the beginning. That, as the Peace Agreement is implemented, the voices we raised will never fade away. Instead, they will spread into every community, and as Inez reminded us they will be joined by many others who are not in this hall today.

Because, regardless of whether a man or a women voted yes or no to the peace agreement now in a democracy, every single citizen has a role to play in fulfilling the promise of peace. It will take businesses and non-governmental organizations. Churches of every tradition inspiring us to use our faith as a source of strength and unity. It will take men of all ages, because this struggle can never and will never be won without them. It will take all of you here, the women of Northern Ireland speaking out whenever injustices arise, to point out opportunities to face up to challenges and to speak for those who are still voiceless.

It will take young people like Fiona. Just a month ago, I had the opportunity to meet Fiona and other young women and men who had come to Washington with Project Children and the Children's Friendship Project. Some of them are here today. One, Vicky Moore, interned in my office and stood in the Forum elections for her constituency.

Another, Janette Rooney stayed in our nation's capital for six weeks, learning about leadership, community service, and how to build the bridges of understanding between diverse communities. But on the day before Janette returned to her home in County Tyrone, the Omagh bomb went off. Several of her fellow students turned on CNN and saw their own friends being taken away to the hospital. One of Janette's best friends was killed.

When the director of the Children's Friendship Project called Janette at home a few days later to extend her condolences, Janette's mother mentioned how her daughter had just received an invitation to this Vital Voices Conference. How, during this time of suffering and unspeakable loss, this conference gave Janette something to look forward to. And how proud her mother was

that her daughter was part of the solution...part of the new generation...part of the future of Northern Ireland. For that is what you are helping to create.

Tomorrow, I will visit along with the Lord Mayor and others, one of the beautiful green spaces in Belfast. It is the kind of place my mother or father would want their children to be able to play freely. There's a new partnership being formed between an American partnership named KaBOOM! and PlayBoard, a Northern Ireland organization devoted to creating safe environments for children to play. They hope to create such an environment somewhere in Belfast.

And what they build won't be some adult's vision of what sparks a child's imagination. The children themselves will design this space. They will be the architects of their own environment, in a way that is a metaphor for what's happening in Northern Ireland, isn't it? All of you are now the architects of your new environment. You are ultimately those who will determine whether the children of Northern Ireland can play like children should-without respect to religion or politics, without stereotyping or name calling, without fear or violence. That is for me the ultimate dream I see in my mind's eye, as I land here in your airport, as I travel the streets, as I look into the faces of the people standing on the curbs waving at my car. I believe that will happen, and when it does we will think back to this conference and we will know that women's voices played a vital role in fulfilling this promise of peace for all citizen's of Northern Ireland-for men and women, boys and girls.

May God bless you in this important work and the future you build together.

Thank you very much

**Article by Mary Harney Tánaiste and Minister for Enterprise, Trade and
Employment featured in Sunday Tribune "Women in Business"
supplement on 29 August 1999**

"I am convinced that having more women at senior levels will benefit our enterprises and Ireland economically. While the number of women starting small businesses, especially in the services sector, is growing in Ireland, we are still far off the US growth rates. Women in the US are setting up businesses at twice the rate of men. The percentage of women at senior management level in Ireland still remains very low compared with other countries.

Encouraging, building and sustaining entrepreneurship is not simple, nor is it something we have been successful at in the past. In our "modern" social structure, women still come to workforce, whether as employees or as entrepreneurs, at a disadvantage compared to men. There is an explicit challenge for both public and private business support programmes in this regard.

There is still a prevailing myth that "entrepreneurs are born" and that only certain people in the population "have what it takes"! We need to focus on increasing the pool of people who have the motivation, skills, and ability to start their own businesses. I believe that women represent the largest pool of potential entrepreneurs in this country.

But it is not enough for women to come equipped with skills and motivation. If they are interested in setting up in business but do not come into contact with a range of "opportunity factors", they may become discouraged or lack the help they need to launch their businesses successfully. What is required is more focused programmes for women in the areas of information, entrepreneurial skills, management training, networking and financial support.

These are not supports that need to be delivered exclusively by the State or by adding more bureaucrats! They do not require an excessive infrastructure to be built or managed by the State. I believe that Enterprise Ireland, with its new client focused mandate will be better placed to assist the promotion of women's entrepreneurship, by working in partnership with the major banks, management accounting firms, and corporate businesses (particularly in the areas of building supportive networks and innovating with programmes which link mentoring and counselling to small business financing).

Network Ireland - the organisation of women in business- has proved to be a highly successful platform enabling women business owners and women business professionals who meet together to learn from one another by sharing ideas and to generate business contacts. Variations on this kind of social network, designed to increase the involvement of women in enterprise related activities particularly in disadvantaged areas, have been emerging through the 32 NOW (New Opportunities for Women) projects throughout the country which I have approved for EU funding as well as through initiatives by County Enterprise Boards, Area Partnerships and community groups. The vitality of this kind of interaction is a strong indicator of the entrepreneurial spirit of a locality or region.

I have heard for myself from women participants in these local support networks - whether based in Tallaght, in Dublin's Northside, in Kildare or in Gort a' Choirce in the Donegal Gaeltacht - who have triumphed over the loneliness and isolation of starting a business on their own while having little or no formal education and after having been out of the workforce for years. The Midas project in Gort a Choirce, which I launched last year, helps local women to pursue self-employment opportunities in food preparation through a hands-on training programme which is delivered bilingual, during suitable times in local venues, with child care facilities and disabled access.

There is no doubt that the provision of childcare options has proved a critical factor in facilitating the participation of young mothers on these EU funded enterprise programmes. Various reports have also highlighted the need for action on childcare in order to overcome the difficulties facing women in the workplace. Positive measures to encourage employer initiatives were introduced in the last Budget. I am confident that the Government will build further on this framework, taking into account the recommendations of the Expert Working Group on Childcare and the Interdepartmental Committee on Childcare which is to report to Government this month.

Enterprise projects at local level have proved that they can be an effective force in combating social exclusion. I particularly welcome the links which such projects have forged with wider external business networks such as the Chambers of Commerce, PLATO and Network Ireland. These contacts have resulted in mentoring schemes which enable women starting out in business and in self-employment to tap into the knowledge, experience, contacts and credibility of established female entrepreneurs. There is a danger that the lessons from such pilot projects may not go further than those directly involved. Last year my Department set up a Forum to increase dialogue about the sharing of "best practice" between those at community-level who have demonstrated an ability to innovate with small business supports and the development agencies and authorities at national level. Shared learning at all levels is essential if we are to succeed in promoting equal opportunities and getting the "critical mass" necessary to sustain entrepreneurial vitality throughout the country. "

ENDS

Bank of Ireland supporting Women in Business

Bank of Ireland was the first corporate business and first Bank to identify and address the growth trend of Women owned businesses.

The Bank appointed a Manager for Women in Business in 1997 and set about researching the attitudes and needs of women in business.

Women owned businesses have been described as the fastest growing market in the world (IBM). In the US women are starting businesses at twice the rate of men. Good quality information and data is available on women owned businesses, for instance:

- There were nearly 8 million women owned businesses in the US in 1996 generating nearly \$3.3 trillion in sales.
- Women owned businesses in the US employ 1 out of every 4 company workers.

There is a lack of available information on the economic worth of women owned businesses in Ireland and this is an issue that could and should be addressed.

However, it is estimated that in Ireland 40% of new businesses are started by women. 20% of existing businesses are controlled or managed by women. Joint ownership is a significant feature of Irish owned businesses and in agriculture.

Half the graduating classes of many university faculties are women.

Women accounted for 39.6% of the labour force in Ireland in 1998. Women are entering the work force at a much greater rate than men are.

Bank of Ireland has undertaken a number of research initiatives including the joint survey with Network Ireland, the organisation for women in business, and IBM – Business Women of Ireland – Concerns Plans and Expectations –

Women in business are not a homogeneous group and like their male counterparts are found across a range of business sectors albeit with a predominance in the service sector. 77% of Network members are in service businesses.

Turnover (sales) patterns for women is similar to those of men in business. However, there are a higher percentage of women owned businesses with turnovers of less than £100k.

Women and Banking

The central importance of relationships is clearly indicated in research studies.

Women do not want different treatment from their banks and few women business customers perceive that they are being treated differently. In a survey undertaken by Bank of Ireland 85% of women said it did not matter if their bank relationship person was male or female.

First Lady Hillary Rodham Clinton
Remarks at Vital Voices Conference
Belfast, Northern Ireland
September 2, 1998

- Look at
- Follow up speech.

Int
Women in...
Bosnia
Croatians
Russia

Part of a strong woman around the world

Thank you. Thank you very much, Fiona, for that introduction and even more for adding your vital voice to this conference. I'm sure if you need a note to be excused from school there's about a thousand of us that would sign it. I want to thank Sue Tibballs and Rosemary Farrendon and Inez McCormick, not only for what they have said here this afternoon, but for their commitment and dedication to the issues that bring all of us here to Belfast.

Lord Mayor and Minister McFaul; Assembly Members; Mrs. Trimble; Ambassador Lader; Consul General Fort; and from Dublin, Minister Wallace and Ambassador Kennedy-Smith; and conference participants and distinguished guests.

It is a great honor and a personal delight for me to be back in Belfast. I feel embraced by, and greeted by the sounds of so many women's vital voices. From the reports I have received while I was in Russia, and the ones I just heard, this conference has already succeeded in bringing people together and enabling them to share ideas, and plot together to make the hoped-for peace a reality. Like all successes, this one, of course, is the product of many hands.

I want to thank everyone associated with the planning and implementation. I particularly want to thank Theresa Law who has moderated this afternoon's session for her hard work. I want to thank Secretary of State Mo Mowlam, who brought to this task vision, dedication, and, according to my sources at Hillsborough Castle, her skills as a party host and dancer par excellence.

I also want to thank the new First Minister of the Assembly David Trimble and the Deputy First Minister Seamus Mallon. Not only for sponsoring and speaking at this conference on Monday, but for their leadership in making sure that the seeds of peace, once planted, can grow. I was pleased to learn that the first reception the Ministers held together was at Stormont in honor of the women delegates from this conference. And to Lord Mayor, the Belfast City Council and the entire city of Belfast, thank you for being such wonderful hosts.

As I arrived here a few minutes ago, I thought about how the River Lagan, which once carried people away from these shores, now brings them back to find the rebirth of Belfast symbolized by this stunning Waterfront. I have been privileged in a small way to witness this re-birth starting with my husband's visit in November of 1995, and my return here last October speaking at the University of Ulster and speaking here to a conference of young people. I have seen in the faces of men and women and boys and girls, a new openness, a new commitment, a new awareness of the road that has been traveled and the road that lies ahead.

I know also that the songs of U2 and the other great musicians have filled the Waterfront in recent months, celebrating the transition that is occurring. But I also believe that from workshops to speeches to quiet conversations, nothing can compare to the powerful voices heard

Turn a part by Wren

.. Lots of Challenge
Remain

Engine of Economic Progress

here over the last few days. Voices from every corner of Northern Ireland, the United States, England, Scotland, and Wales. From every tradition. From every sector of society. Every age. Women and men. All blending into a powerful chorus calling for women to become full participants in a secure and democratic Northern Ireland. A Northern Ireland that people have hoped for, lived for, died for, and yes, finally voted for. Tomorrow, my husband will come here to the Waterfront to address your new Assembly, and to congratulate the citizens of Northern Ireland for this hard-won peace that is yours.

The last few months have shown what people here have always known; the road to peace will never be easy. But the world has also seen how no fires, bombs or terrorists will ever turn you back. When my husband and I go to Omagh tomorrow, we will pay tribute to those who were murdered by the enemies of peace. They were mostly women and children. They were Catholic and Protestant, Union and Nationalist, young and old. They were people simply living their lives, working at a drapery store, hanging out with friends, buying school uniforms for their children.

The terrorists targeted the people of Northern Ireland and in response it was the people, all the people, who bravely stood side by side to say: hatred and violence will no longer have a place here. We have chosen ballots, not bombs; democracy, not division. We have resolved to live in peace and we will never go back. We will only move forward. And as you do, please know that America will stand with you.

How appropriate it is that this conference takes place the first week of school--not only because it's a time for new friends and new beginnings. But also because, ultimately, our children are the reason we are here. For 30 years parents dropped their children off for school - tucked in their shorts, kissed them goodbye, and dreamed of a time they could play outside free from violence. Dreamed of a time when their children's opportunities and destinies would never again be limited by their place of worship or political party or by whether they're a boy or a girl. Today, there is real hope in this dream, once expressed through poetry and protest, it will finally be a reality for children in Northern Ireland.

None of this would have been possible if it were not for the courage and strength of generations of women. Though they may have worshiped separately on Sundays, seven days a week, they all said a silent prayer for their husbands to return safely home. Seven days a week, they lived in fear that the unspeakable would happen, they would be forced to bury their own child. And yet, seven days a week, they carried on with hope and prayer that the future would be brighter, free of troubles and heartbreak.

Wives. Mothers. Sisters. Daughters. Few were household names. But, having seen their lives and communities torn apart by violence, women came together as women have always done--around kitchen tables, at the market, in gatherings like this. It was women whose whispers of "enough" became a torrent of voices that could no longer be ignored. If we listen carefully, their voices still echo through this room and lift up ours today.

If we listen, we can hear the voices of women who withstood jeers and threats, prejudice and

violence to make themselves heard in a political world once reserved primarily for men. We can hear the voices of women in Craigavon, who, instead of burrowing into their sorrow...used the power of the pen to heal by writing and sharing their poetry, short stories, essays, and plays. In one poem, Madge Steele writes about finding common ground:

Weave the threads of real friendship with the colors of your life,
Use the pattern of Peace and leave out the strife,
Thread the friends that are young along with the old,
And you'll find on your loom a fabric of Gold.

If we listen, we can hear the voices of those who helped weave this fabric of gold, grassroots activists like the late Joyce McCarten, who literally wove communities together through the Troubles. Three years ago, when I met Joyce at Ye Olde Lamplighter on Lower Ormeau Road, around a small wooden table we sipped tea and talked about what had brought these women together. How they realized that history and religion were keeping them apart even when they all wanted the same things: good jobs and good schools for their children. Streets you could walk down safely. Security and prosperity you could count on. A future you could believe in.

Hardly a radical agenda. But for this, Joyce was called a “trouble-maker.” Well, she had another name for herself, and when she met me she proudly announced that she called herself a “Family Feminist” because saving families was the goal of all she did. I have met many family feminists around the world. In South Africa, Bosnia, Kazakhstan, China, Nicaragua, Brazil, Pakistan, and India. Places that are riven with strife, by disagreement, by conflict caused by racial, religious, and tribal differences. Yet, in the midst of even the worst of times, there are women like these who stand up and say: stop for a minute please, think about what is really important for us and our children.

I met such women at the Vital Voices Conference in Austria, inspired by Ambassador Swanee Hunt who is here with us today. I met them at the United Nations Conference in Beijing where I remembered clearly the banners that were created by women from every part of the world. They spread those banners across the Great Wall. Woven into them were the dreams of religions, and talked in different languages. But they spoke the same mother tongue--the language of freedom and hope.

And they sent a clear message. Economic progress depends on women's progress. Democratic progress depends on women's progress. Human rights are women's rights and women's rights are human rights. And this conference is part of an ongoing glowing initiative that is making these points over and over again and in the process of transforming women's lives and societies.

What a better time to recommit ourselves to these basic truths than in this year of the 50th anniversary of the Universal Declaration of Human Rights. We're not talking about paying lip service to the rights written down on a piece of paper and filed away. Rather, we're talking about how we treat each other at home and work, at church and school and in political assemblies: Are we valued? Do we have the food, health care, education, shelter, the income we need to survive and flourish? Do we have the opportunities to help us reach our God-given

potentials?

Now many of the women here in Northern Ireland and throughout the world with whom I have met know nothing of this Universal Declaration of Rights. But they know in their hearts and souls, that in spite of all they are told by culture and tradition, they are endowed with God-given rights, as surely as they were born into a human family. And the reason we want those rights is not merely to make a statement, or to be part of a political movement, but because we want to help create a better world, a world in which we can walk safely and we can live peacefully together with those who are like us and are unlike us, because we want our dignity and the dignity of all human beings respected.

In Beijing, I was particularly moved by the banner created by women of this island. On it, was a picture of a red-haired woman standing on top of the world. And since that day in 1995, it's amazing how far she has climbed in Northern Ireland alone.

Who would have thought the majority of women from both traditions would step forward and vote "yes" on a Peace Agreement? Who would have thought that when the first Assembly convenes, its seats will be filled with fourteen women? And who would have thought that the Agreement would demand a society that is truly inclusive? Not just all religions and political parties. But all women and men alike.

As my good friend, Secretary of State Albright likes to say, advancing the cause of women is not just the right thing to do. It is the smart thing to do for any society. It was the smart thing for women to clear the path for reconciliation which brought us to this day. And it is the smart thing for women to play a central role in the reconstruction that will usher in a Northern Ireland that fulfills the promise of democracy, prosperity, and yes, peace, for all its citizens. Because as you well know, the Peace Agreement was the beginning, not the end.

What you have been doing here is thinking through in practical ways what must be done to fulfill the promise of peace. You know better than I, it will take far more discussions, conferences and reports. The hopes for peace will have to be translated into the hard work of practical action and political compromise, not only in the Assembly, but in every corner of society. So the real challenge of this conference starts as we leave. How will each of us work to fulfill the promise of peace? That, of course, will be up to the men and women of Northern Ireland to decide. But, based on what we know about the conditions that promote peace and prosperity, we, I think, can agree on basic goals: All people must have access to the tools of opportunity-good education, quality health care. Good jobs, loan, and credit. The kinds of opportunities that will give responsible people of whatever backgrounds the chance to move forward into the 21st century with confidence.

If we are to fulfill the promise of peace, we must translate into practical action what these goals mean. How do we, for example, have an education system that serves the needs of young people moving in a very different world, dominated by a global economy? How do we make available the kinds of credit that small business people need to build a thriving economy from the ground up in the most depressed area in Northern Ireland? How do we make sure that, loans and

microcredit financing are available? That the businesses, the government and particularly the banks here will meet the needs of people anxious to demonstrate that they can build economic opportunities for themselves?

If the promise of peace is to be fulfilled, then all people must be safe from violence. And in particular, all women must be safe from violence, whether it happens in their homes or on the streets. Domestic violence which breathes the conditions of violence and aggressiveness setting one person against another must be seen for what it is: a crime, not a family matter. If the promise of peace is to be fulfilled, then all women and men must feel free to make their voices heard through the ballot box and the soap box. There are many goals and you have discussed them all here at this conference.

Surely, these goals require a guarantee of equal opportunity and democracy and that is what you have chosen. But, as our country has learned, democracy is hard work. It is a never-ending struggle. You never get it right, there is no perfect democracy, and its success ultimately depends not just on laws and institutions, but on attitudes and values. On getting along with people with whom you have profound differences. On the lessons we taught children as they are tucked into bed at night.

If you just think about women and girls, what are some of those lessons we want women and girls here and throughout the world to be learning? We teach our girls that we value them, not for what they look like, but for what they think, feel, do and dream. Will our businesses do more to help women get child care and other tools they need to successfully balance work and family so that no women ever have to make the choice between the job they need to put food on the table and the time they must give to the children they love? When a woman speaks up in the home, or the community, or the Assembly, will she be listened to as carefully and respectfully as if she were a man? And, as women, will we finally respect each other's choices? Will we admit that there is no model for women today that is one size fits all? That we can choose full time work or full-time motherhood and home-making, or like most women, doing both at certain parts of our lives? And will we support the choices that each of us makes?

As you struggle both with issues unique in Northern Ireland and with ones experienced by women everywhere, I want you to know that the American government, the American people, and the larger worldwide community want to help you succeed.

What women have said over the last few days is they want the tools to lift up their voices and the lives of their families. And in this room are partners who want to help them do just that. We already heard from two, The Body Shop and the Ford Motor Company.

I want to applaud the more than \$2 million in partnerships committed to the outcomes of this conference. They come from all sectors of society and they are dedicated to diverse areas like political leadership and media training, mentoring and most importantly economic development. This is just the beginning.

We leave here today with a commitment from the U.S. Department of Labor and the Northern

Ireland Employment and Training Agency to improve women's access to jobs, child care, and training. We leave here with a commitment from the Institute of Directors to help women in middle management get the mentoring and training they need to succeed in European and world markets.

We leave here with commitments from corporations ranging from Xerox to MCI and from America Online to Marriott, which for example, will provide internships for young people in the tourism industry. And I have to say, as I flew from Moscow today, and was coming down to land over the landscape of Northern Ireland, I thought to myself, this is one of the most beautiful places of God's earth. A place that many people will want to come to visit and see for themselves. We leave here with commitments from the President and Secretary of State of the United States that our government will be vigorously engaged in turning the conference's partnership into results.

And we are encouraged to learn that our Northern Ireland partners are establishing a follow-up mechanism to carry this all forward.

As we leave here, let us pledge to each other that this is only the beginning. That, as the Peace Agreement is implemented, the voices we raised will never fade away. Instead, they will spread into every community, and as Inez reminded us they will be joined by many others who are not in this hall today.

Because, regardless of whether a man or a woman voted yes or no to the peace agreement now in a democracy, every single citizen has a role to play in fulfilling the promise of peace. It will take businesses and non-governmental organizations. Churches of every tradition inspiring us to use our faith as a source of strength and unity. It will take men of all ages, because this struggle can never and will never be won without them. It will take all of you here, the women of Northern Ireland speaking out whenever injustices arise, to point out opportunities to face up to challenges and to speak for those who are still voiceless.

It will take young people like Fiona. Just a month ago, I had the opportunity to meet Fiona and other young women and men who had come to Washington with Project Children and the Children's Friendship Project. Some of them are here today. One, Vicky Moore, interned in my office and stood in the Forum elections for her constituency.

Another, Janette Rooney stayed in our nation's capital for six weeks, learning about leadership, community service, and how to build the bridges of understanding between diverse communities. But on the day before Janette returned to her home in County Tyrone, the Omagh bomb went off. Several of her fellow students turned on CNN and saw their own friends being taken away to the hospital. One of Janette's best friends was killed.

When the director of the Children's Friendship Project called Janette at home a few days later to extend her condolences, Janette's mother mentioned how her daughter had just received an invitation to this Vital Voices Conference. How, during this time of suffering and unspeakable loss, this conference gave Janette something to look forward to. And how proud her mother was

that her daughter was part of the solution...part of the new generation...part of the future of Northern Ireland. For that is what you are helping to create.

Tomorrow, I will visit along with the Lord Mayor and others, one of the beautiful green spaces in Belfast. It is the kind of place my mother or father would want their children to be able to play freely. There's a new partnership being formed between an American partnership named KaBOOM! and PlayBoard, a Northern Ireland organization devoted to creating safe environments for children to play. They hope to create such an environment somewhere in Belfast.

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May God bless you in this important work and the future you build together.

Thank you very much

FIRST LADY HILLARY RODHAM CLINTON
VIDEOTAPED REMARKS FOR NETWORK IRELAND ANNUAL CONFERENCE
WATERFORD, IRELAND
OCTOBER 16, 1999

Hello everyone. I am honored to be back here in Ireland and have the opportunity to address your conference. I only wish I could be there in person to thank Elizabeth O'Mahony for this invitation and to commend all of you who have come from around the country to discuss some of the vital issues facing the women of Ireland today.

All of you assembled here come from many different facets of life. Many of you are businesswomen – entrepreneurs just starting out, or presidents alike. Some of you are artists and many of you hail from a multitude of different professions. But all of you have one thing in common: You are part of a chorus of women raising their voices in this country and all over the world. I have heard some of your voices last year when I had the pleasure to visit Belfast, where Protestant and Catholic women are putting aside old hatreds to create a new, peaceful future for their children. I have heard them in Vienna, where women from Central and Eastern Europe, who had marched for Solidarity now want to play a role in their country's democratic future.

And I heard them at the UN conference on Women in Beijing, where women came together for the world to hear... democratic progress depends on the progress of women. Economic progress depends on the progress of women... And women must be given the opportunity to develop their own skills and fully participate in the fabric of their country without the interference of individuals or governments.

Network Ireland is echoing these voices. Because of your organization, because of your networks, you are helping women become full participants in your robust economy. You have been fighting You have been educating women on how to succeed in the workplace without selling their souls. And you have been empowering women to take charge of their lives and careers so that they can realize their full, God-given potential.

But you know as well as I that we cannot rest until we fully address questions such as: Will our businesses do more to help women get child care and other tools they need to successfully balance work and family? Will when we speak up in the boardroom or the community, be listened to as carefully and respectfully as if we were a man? And... will we be respected for the choices we make in our personal and professional lives? Will we accept that there is no one size fits all model for women? That we can choose to be full time workers or full time mothers, or like most, do both, without recrimination.

When we can answer all these questions with a resounding "yes" it will be because all of you and Network Ireland have continued to be the voices of change for women in Ireland and women around the globe well into the 21st century.

- Weekend Affairs

• winning ways

- 15 business women only
- women in business professions & Arts

→ 1) Child Care

hard to work w/ kids
child care. keeps
women w/ skills out
of business

- 2) 40% of all business in last year were ~~state~~ managed
by women.
• Party in the board room.

3) Behind in pay

I am so happy
to be back in Ireland

• close conference

• 200-300 people

• Afternoon

• Some people from
Dunth

• Annual conference