

Participant Profiles

Women's Networks in Multireligious America: After September 11 The Harvard Club of New York City, November 2, 2001

Dr. Leila Ahmed

Professor of Women's Studies in Religion, Harvard Divinity School

Leila Ahmed was appointed to the Women's Studies in Religion professorship in 1999 at Harvard Divinity School; she is the first person to occupy that chair. Since 1981, she had been professor of Women's Studies and Near Eastern Studies at the University of Massachusetts in Amherst. While at the University of Massachusetts, she was director of the Women's Studies program from 1992 to 1995 and director of the Near Eastern Studies program from 1991 to 1992. In 1992, she was a distinguished visiting professor at the American University in Cairo. In 1997, she was elected to a life membership at Clare Hall in the University of Cambridge. Her publications include *A Border Passage, Women and Gender in Islam: The Historical Roots of a Modern Debate* and *Edward William Lane: A Study of His Life and Work and of British Ideas of the Middle East in the Nineteenth Century*. She has also published many articles, including "Arab Culture and Writing Women's Bodies" and "Between Two Worlds: The Formation of a Turn of the Century Egyptian Feminist."

Ms. Sharifa Alkhateeb

President, North American Council for Muslim Women (NACMW)

Sharifa Alkhateeb is the President of the North American Council for Muslim Women (NACMW), a national independent non-profit women's organization working to improve the image and possibilities for Muslim Women in America. She is also the President of the Muslim Educational Council, a Mid-Atlantic non-profit organization educating public school staff and administrators about Middle Eastern Culture, Muslims, and Islam. She has an M.A. in Comparative Religion, was the editor of the *Marmaduke Pickthall Translation of the Qur'an*, was a co-author of the *Arab World Notebook* used in public school history classrooms nationwide, is a working journalist to the present time, and formerly was the Managing Editor of the *American Journal of Islamic Social Sciences*. She has 35 years of grassroots experience in social work within the Muslim communities of several different ethnicities including Bosnian/Albanian, Arab, Pakistani/Indian, and Afro-American, among others. She has been a youth advisor for the largest Muslim youth organizations (MSA, ISNA, MYNA) for over 20 years. From 1993-1997, Sharifa produced, wrote, and hosted a monthly television program for Fairfax County (VA) Public Schools, called "Middle Eastern Parenting" and also worked with that school system as a diversity trainer for five years. In 1993, NACMW was the first national Muslim organization to nationally and publicly address the issue of violence against women and children. As an independent researcher, she conducted the first nationwide survey of domestic violence in the Muslim community from 1998-2000. She was recently awarded a grant through the Center for the Prevention of Sexual and Domestic Violence in Seattle, Washington from the U.S. Department of Justice, VAWO Office, for her Peaceful Families Project — a nationwide family dynamics and violence awareness program within the Muslim community. She is currently writing 15 booklets as part of the training, including a resource guide for religious and community leaders.

The North American Council for Muslim Women was created by 150 multi-ethnic, multi-approach, multi-age Muslim women in February 1992 as an educational, advocacy, and legislative independent non-profit organization dedicated to improving the knowledge of Muslims about Islam and about the society in which we live. We have done groundbreaking work on Islamic Law and the United Nations' concepts of women's rights, on measurably improving the image of Muslim women in the U.S., on creating a public discussion of violence against Muslim women and children, and on open-mindedness across former barriers of race, religious practice, and cultural background. In 1993, as part of the Coalition for the Free Exercise of Religion, NACMW helped pass into law the Religious Freedom Restoration Act. NACMW has remained a major networking organization providing accurate information and speakers to academia, the media, organizations, and government. The organization is now in transition to becoming an institute.

Dr. Laila Al-Marayati

Spokesperson and Past-president, Muslim Women's League (MWL)

Laila Al-Marayati, M.D. is the spokesperson and past-president of the Muslim Women's League (MWL), a Los Angeles based organization dedicated to disseminating accurate information about Islam and women and to strengthening the role of Muslim women in society. Dr. Al-Marayati has written articles and participated in numerous conferences addressing issues of concern to Muslim women such as their basic rights in Islam, reproductive health and sexuality, stereotyping, violence against women and so on. As an advocate for women's rights, Dr. Al-Marayati spearheaded the MWL's efforts on behalf of rape survivors from the war in Bosnia and she was a member of the official the US Delegation to the UN Conference on Women in Beijing in 1995. As an activist for human rights in general, Dr. Al-Marayati has also participated in numerous activities related to international religious freedom. She served as a Presidential appointee to the Commission on International Religious Freedom from 1999 to May, 2001. Prior to that, she was a member of the State Department Advisory Committee on Religious Freedom Abroad. She has testified before Congress and as part of the US Delegation to the OSCE Human Dimensions meeting in Poland in 1998 where she addressed religious freedom issues affecting Muslims in Europe. Dr. Al-Marayati is a Board-certified obstetrician-gynecologist in private practice in Southern California. She is of Palestinian-American descent.

The Muslim Women's League is a non-profit Muslim American organization working to implement the values of Islam and thereby reclaim the status of women as free, equal and vital contributors to society. The Muslim Women's League accomplishes its mission through:

- Cultivating and asserting the relationship of Muslim women with their Creator through spiritual retreats, study groups and dialogue;
- Supporting and promoting the efforts of individuals and organizations working towards similar goals through conferences, symposia and other educational forums;
- Informing the American public, Muslims and non-Muslims alike, of the perspectives of Muslim women and articulating our concerns to the media and relevant decision-making authorities;

- Publishing articles, position papers, and other texts which express our understanding of Islam, with careful attention to alternative perspectives on issues of concern to Muslim women;
 - Networking with grass roots, civic, religious and other organizations;
 - Participating in global efforts to improve the lives of women.
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Ms. Karen Armstrong

Author

Karen Armstrong spent seven years as a Roman Catholic nun in the 1960s, but then left her teaching order in 1969. She studied English Literature at the University of Oxford, earning the degrees of B.A. and M.Litt. Since then she has taught modern literature at the University of London, and headed the English department in a girls' public school. In 1982, she became a full time writer and broadcaster.

Her television work has included *The First Christian*, a six-part documentary series on St. Paul, which she wrote and presented [1984] and two interview series: *Varieties of Religious Experience* [1984] and *Tongues of Fire* [1985]. She now regularly appears on radio and television to comment on religious affairs in England and the United States, and is a frequent contributor to conferences, panels, newspapers and periodicals on both sides of the Atlantic. In 1996 she participated in Bill Moyers' series *Genesis*.

Karen Armstrong teaches part time at the Leo Baeck College for the Study of Judaism and the Training of Rabbis and Teachers in London. In 1999 she was awarded the Muslim Public Affairs Council Media Award. She also serves as a member of the Advisory Committee of the Templeton Foundation.

Her books include: *Through the Narrow Gate*, an autobiographical work [1981]; *The Gospel According to Woman* [1986]; *Holy War, The Crusades and their Impact on Today's World* [1988]; *Muhammad, A Biography of the Prophet* [1991]; *A History of God* [1993], which became an international bestseller; *Jerusalem, One City, Three Faiths* [1996]; *In the Beginning, A New Interpretation of Genesis* [1996]; *The Battle for God* [2000]; and *Islam, A Short History* [2000]. Her books have been translated into over thirty languages

Her most recent book is a short biography entitled *Buddha* for the Penguin Lives series, which was published in February 2001, and which immediately became a bestseller in the United States.

She is at present working on a history of the Axial Age, to be entitled *The Great Transformation* and another memoir, both of which will be completed in 2003.

Rev. Dr. Dorothy A. Austin

University Chaplain, Memorial Church, Harvard University; Lecturer, Harvard Divinity School

Dorothy A. Austin is Associate Minister in The Memorial Church at Harvard University and Chaplain to the University. She also teaches as a Lecturer in Psychology and Religion at Harvard Divinity School and is Co-Master of Lowell House. Before returning to Harvard, she was Associate Professor in Religion and Psychology at Drew University and Drew Theological School. Dorothy has taught on the Harvard faculties of Divinity and Medicine, and served as Director of the Erik H. and Joan M. Erikson Center, dedicated to interdisciplinary and intergenerational work in psychology, arts, and humanities. She is an ordained priest in the Episcopal Church.

Ms. Constance Buchanan

Senior Program Officer, The Ford Foundation

Constance Buchanan is the Senior Program Officer in Religion, Society, and Culture in the Education, Media, Arts, and Culture Program at the Ford Foundation. She has primary responsibility for developing the Foundation's work in religion, which is focused on building the capacity of religious traditions to help societies meet the challenge of pluralism. From 1977 to 1997, she was a member of the faculty and Associate Dean of Harvard Divinity School. She was also the founding Director of Harvard's Women's Studies in Religion Program, an internationally recognized center for research and teaching on the interaction of religion, gender, race, and culture in societies around the globe. She is the author, most recently, of a book on women and public life, *Choosing to Lead: Women and the Crisis of American Values* (Beacon Press, 1996).

Sister Helen Marie Burns, RSM

Vice President, Institute of the Sisters of Mercy of the Americas and Past President, Leadership Conference of Women Religious (LCWR)

A native of Independence, Iowa, **Helen Marie Burns** is a secondary educator by preparation and an administrator by experience and practice. She has spent seventeen years in administrative roles within the Sisters of Mercy of the Union and is currently serving as the Vice President of the Institute of the Sisters of Mercy of the Americas. The Institute has a membership of 5,500 women who serve in over twelve countries throughout the world. In August, 1988, she was elected to a three-year term in the Presidency of the Leadership Conference of Women Religious. Helen Marie has served on several educational and health care boards, currently serving on the Catholic Health Association Board and the Sisters of Mercy Health System Board in St. Louis. She also currently co-directs a Commission on Women within the Institute of the Sisters of Mercy. In addition to her administrative duties, she looks forward to the reception of a doctoral degree from the School of Religion at the University of Iowa.

The Leadership Conference of Women Religious is a membership organization open to Catholic sisters who are principal administrators of their religious institutes (orders) in the United States. Its purpose is to promote understanding of religious life by assisting members to carry out more collaboratively their leadership in their congregations; fostering dialogue and collaboration among religious congregations within the Church and in the larger society; developing models for initiating and strengthening relationships with groups concerned with the needs of society,

thereby effecting change. The goals of the organization for 1999-2004 are 1) to develop and model effective leadership, 2) to work for a just world order, and 3) to foster a transformed religious life. The goals will be accomplished by mentoring leaders, creating and offering resource materials, learning skills and processes of systems thinking, deepening our understanding of systemic change, continuing to promote a positive image of women religious, and articulating our evolutionary understanding of the spirituality underlying our call as consecrated religious.

Ms. Elora Chowdhury

Program Associate, The Ford Foundation

Elora Chowdhury, a Program Associate in the Education, Knowledge and Religion Unit of the Ford Foundation works in the fields of Higher Education and Scholarship and Religion, Culture and Society. She is a doctoral candidate in Women's Studies at Clark University in Worcester, Massachusetts. Prior to joining Ford, she taught Women's Studies at Tufts University, Clark University and Ohio State University.

The Ford Foundation is a resource for innovative people and institutions worldwide. Our goals are to: 1) Strengthen democratic values; 2) Reduce poverty and injustice; 3) Promote international cooperation; 4) Advance human achievement. This has been our purpose for almost half a century.

A fundamental challenge facing every society is to create political, economic and social systems that promote peace, human welfare and the sustainability of the environment on which life depends. We believe that the best way to meet this challenge is to encourage initiatives by those living and working closest to where problems are located; to promote collaboration among the nonprofit, government and business sectors, and to ensure participation by men and women from diverse communities and at all levels of society. In our experience, such activities help build common understanding, enhance excellence, enable people to improve their lives and reinforce their commitment to society. The Ford Foundation is one source of support for these activities. We work mainly by making grants or loans that build knowledge and strengthen organizations and networks. Since our financial resources are modest in comparison to societal needs, we focus on a limited number of problem areas and program strategies within our broad goals. Founded in 1936, the Foundation operated as a local philanthropy in the state of Michigan until 1950, when it expanded to become a national and inter-national foundation. Since its inception it has been an independent, nonprofit, nongovernmental organization. It has provided slightly more than \$10 billion in grants and loans. These funds derive from an investment portfolio that began with gifts and bequests of Ford Motor Company stock by Henry and Edsel Ford. The Foundation no longer owns Ford Motor Company stock, and its diversified portfolio is managed to provide a perpetual source of support for the Foundation's programs and operations. The Trustees of the Foundation set policy and delegate authority to the president and senior staff for the Foundation's grant making and operations. Program officers in the United States, Africa, the Middle East, Asia, Latin America and Russia explore opportunities to pursue the Foundation's goals, formulate strategies and recommend proposals for funding.

Dr. Shamita Das Dasgupta

Founder and Development Coordinator, Manavi, Inc.

Shamita Das Dasgupta is a cofounder of the first organization in the United States that focuses on violence against South Asian immigrant women, Manavi. She has taught Psychology and Women's Studies at various universities including New School for Social Research, Kean College, and Rutgers University-Newark, NJ and has published over 20 articles in the areas of her specialization: ethnicity, gender, and immigration. Her work has received wide recognition in national and international books, newspapers, and magazines. Shamita serves on several Boards of domestic violence organizations. She is the author of two books, *The Demon Slayers and Other Stories: Bengali Folktales* (1995, Interlink Books) and *A Patchwork Shawl: Chronicles of South Asian Women in America* (1998, Rutgers University Press).

Manavi (meaning "primal woman" in Sanskrit) is a tax-exempt and not-for-profit organization that addresses the issues of violence against South Asian women who reside in New Jersey. It was founded in February 1985, and is the first organization in the U.S. to focus on violence against women in the South Asian community. Since its inception, Manavi has provided individualized and culture-specific assistance to women of South Asian descent who are victims of battering and sexual abuse. Manavi's goal is to empower women so that they can escape family violence.

Manavi's mission is to reach out to South Asian battered women and provide informational as well as supportive services during their crises. Our services include advocacy, legal clinic and referral, culture-specific counseling, interpreter and job placement services, transportation, transitional housing, and outreach through education. In addition, Manavi has been providing training on cultural competency to direct service providers in New Jersey as well as other U.S. states.

South Asia includes the geographical area of the entire Indian subcontinent: Bangladesh, India, Nepal, Pakistan, and Sri Lanka.

Ms. Sheila R. Decter

Executive Director, American Jewish Congress, New England Region (AJCongress)

Sheila R. Decter is one of Boston's outstanding professionals in the Community Relations field. She has initiated and staffed broad interfaith and interracial coalitions for over two decades in support of civil rights, public education, affordable housing, reproductive rights, provision of services to persons with AIDS, immigrant needs and advocacy on behalf of human services. Sheila presently serves as Executive Director of the New England Region of the American Jewish Congress, a position she has held for over 20 years. Earlier, she had served as Assistant Director of the Jewish Community Relations Council of Metropolitan Boston. She came to professional community relations work after 13 years of teaching at the college level at the University of Wisconsin, Lasell College in Newton, Massachusetts and Northeastern University. At Lasell, she served as Chairman of the Faculty. She participated in the UN Decade of Women Conference in Nairobi, Kenya in 1985 and on numerous boards and commissions to improve the status of women.

American Jewish Congress, the "Attorney General for the Jewish People," has distinguished itself for more than eighty years in the United States and around the world for its tireless efforts to

promote religious freedom and diversity, defend the civil rights of minorities, and guarantee the constitutional rights of all Americans. AJCongress has been widely acclaimed for its skill in building coalitions among organizations and individuals to combat all forms of prejudice and fight for social and economic justice. The New England Commission on Law and Social Action meets weekly to review and select emerging issues for discussion and advocacy.

Through its Commission on the Equality of Women, AJCongress has been on the forefront of issues of discrimination against women. It convened an American-Israeli dialogue on issues of women's equality, leading to the establishment of the Israel Women's Network. It also convened the first International Conference of Women in Israel in 1985 that generated the first consciousness raising women's prayer service at the Western Wall. In 1996, AJCongress brought together national organizations to explore the need for legislation protecting genetic privacy, and in 1999 a major conference on reproductive technologies. The Commission on Women's Equality has worked on state and federal legislation to provide paid medical and family leave, gender equality in insurance and social security, reproductive choice, and other issues dealing with the status of women.

Dr. Diana L. Eck

The Pluralism Project, Harvard University

Diana L. Eck is Professor of Comparative Religion and Indian Studies at Harvard University and Director of the Pluralism Project. As a scholar of the religious traditions of India, she has published *Banaras, City of Light* and *Darsan: Seeing the Divine Image in India*. Her book *Encountering God: A Spiritual Journey from Bozeman to Banaras* is about interreligious dialogue and Christian faith in a world of many faiths. Her latest book, *A New Religious America*, was published by HarperSF in June 2001. With the Pluralism Project, she has turned her attention to the United States and produced the CD-ROM, *On Common Ground: World Religions in America*, for which she received a National Humanities Medal in 1998 from President Clinton. She is a member of the Department of Sanskrit and Indian Studies, the Committee on the Study of Religion, and the Divinity School Faculty. She and her partner, Dorothy Austin, are Masters of Lowell House, one of Harvard's twelve residential houses for undergraduates.

The Pluralism Project studies and documents the growing religious diversity of the United States, with a special view to its new immigrant religious communities. In the research of the Pluralism Project, we have had three goals:

1. To document some of the changes taking place in America's cities and towns by beginning to map their new religious demography, with old and new mosques and Islamic centers, Sikh gurdwaras, Hindu and Jain temples, Buddhist temples and meditation centers, Zoroastrian and Taoist religious centers.
2. To begin to study how these religious traditions are changing as they take root in American soil and develop in a new context. How are they beginning to recreate their community life, religious institutions, rites and rituals, and forms of transmission in the cultural environment of the United States?
3. To explore how the United States is changing as we begin to appropriate this new religious diversity in our public life and institutions, and in emerging forms of interfaith relationships.

For more information about the work of the Pluralism Project, please see:
<http://www.pluralism.org>

Ms. Blu Greenberg

President, Jewish Orthodox Feminist Alliance (JOFA)

Blu Greenberg, author and lecturer, is president of the Jewish Orthodox Feminist Alliance (JOFA) and chaired the First and Second International Conferences on Feminism and Orthodoxy, 1997 and 1998. Blu has served on the boards of many organizations, including EDAH, the Covenant Foundation, Project Keshet, U.S. Israel Women-to-Women, the National Jewish Family Center and the Jewish Book Council. She was founding chair of the Federation Task Force on Jewish Women. She has participated in many interfaith and inter-ethnic enterprises and was co-founder of the Dialogue Group of Jewish and Palestinian women. Blu Greenberg is the author of several books including *On Women and Judaism: A View from Tradition* and *How to Run A Traditional Jewish Household*. She is married to Rabbi Irving Greenberg and they have five children and fourteen grandchildren.

The Jewish Orthodox Feminist Alliance's mission is to expand the spiritual, ritual, intellectual, and political opportunities for women within the framework of *halakha*. We advocate meaningful participation and equality for women in family life, synagogues, and houses of learning, and Jewish communal organizations to the full extent possible within *halakha*. Our commitment is rooted in the belief that fulfilling this mission will uplift individual and communal life for all Jews.

Ms. Emira Habiby Browne

Founder and Executive Director, The Arab-American Family Support Center (AAFSC)

Emira Habiby Browne is the Founder and Executive Director of the Arab-American Family Support Center, established in November 1993 to serve the Arabic-speaking community in New York City. Ms. Habiby Browne holds a Master of Arts degree in Sociology from the American University of Beirut, Lebanon. Ms. Habiby Browne has extensive experience in social services administration and management, program development, social research, and fundraising. Her expertise is in family and children's services where she has developed and administered many programs. Ms. Habiby Browne has been honored for her work in the community by the Brooklyn District Attorney, the Brooklyn Borough President, and the New York City Council. In 1997, Ms. Habiby Browne was also appointed to the Mayoral Task Force on Police/Community Relations.

The Arab-American Family Support Center (AAFSC) is the first and only Arabic-speaking social services agency in New York City that targets its services to Arabic-speaking immigrants. It was established in 1993 to help newly-arrived Arab immigrants overcome the many cultural obstacles to successful integration into American society. AAFSC's goal is to develop effective strategies to strengthen the family unit and ensure the well being of its children. It is non-sectarian and is staffed by Arabic-speaking professionals of all faiths who are sensitive to the religious, cultural, and language needs of families of Arab background.

AAFSC's programs include a child welfare preventative services program servicing 60 families. It also provides English language and citizenship classes, immigration and acculturation services,

domestic violence services, a tutoring and youth activities program, parenting education, Child Health Plus and Medicaid enrollment services, translation/interpretation services, information and referrals, and cultural-sensitivity training. It currently has 15 bilingual staff for its 6 main programs. AAFSC is meeting an urgent need because service providers, schools, hospitals, mental health clinics, and community organizations are unable to provide the appropriate services due to the cultural and language barriers facing this community.

Ms. Karen McLean Hessel

Special Assistant to the General Secretary and Program Director, Justice for Women Working Group, National Council of Churches (NCC)

Karen McLean Hessel has served as Program Director, Justice for Women at the National Council of Churches since 1992. Since January 2000 she has also served as a special assistant to the General Secretary. Karen is a graduate of Union Theological Seminary (83) and worked with the Metropolitan Christian Council of Philadelphia as director of the Delaware Valley Interfaith Coalition on Public Policy. Prior to seminary she was an active Presbyterian elder involved in the Presbyterian Hunger Program, ecumenical hunger and poverty initiatives, and women's leadership. Current work includes women's spirituality and leadership and poverty initiatives in ecumenical contexts. Personal: Karen and Dieter Hessel live in Princeton, New Jersey. They share 3 children and 2 grandchildren.

The National Council of Churches (NCC) is the nation's leading organization in the movement for Christian unity. Its 36 Protestant and Orthodox member communions (denominations) include more than 50 million adherents in nearly 140,000 congregations nationwide. Through the NCC, members join with partners in more than 80 countries, including the United States, in ministries of disaster relief, development and refugee assistance, unity, justice, education, and public witness.

For more than 23 years, The Justice for Women Working Group of the National Council of Churches has offered a place for collaboration, partnership and program leadership of education and advocacy for justice for women in church and society. Justice for Women has published resources for worship, reflection and meditation. Other work includes advocacy on the topics of women in prison/jail, prostitution, economic justice, housing, and women's health issues in a faith perspective. Justice for Women produced a video, "Through Women's Eyes," documenting experiences of women of faith at the Fourth UN World Conference on Women, Beijing 95, (*Women at the Well*, Vol. 2 by Judson Press, 2002). The Justice for Women Working Group has a special focus on poverty and women during this NCC Decade for a Mobilization to Overcome Poverty.

Mrs. Alma Abdul-Hadi Jadallah

Vice President for Conflict Resolution, Karamah: Muslim Women Lawyers for Human Rights

Alma Abdul-Hadi Jadallah's work focuses primarily on the intersection between conflict resolution research and practice in communities and organizations. Mrs. Jadallah is currently working towards a Ph.D. at the Institute for Conflict Analysis and Resolution at George Mason University with emphasis on organizational conflicts and interventions. Professionally, she is a senior organizational consultant at Freddie Mac.

Active in her community and in her capacity as a Board member of Karamah: Muslim Women Lawyers for Human Rights, Al-Hewar Center and Northern Virginia Mediation Services, and the Institute for Victims of Trauma, Mrs. Jadallah is supportive of efforts investigating alternative approaches that can help communities move towards collaborative, and sustainable solutions to current issues. Ms. Jadallah is a certified mediator in the State of Virginia.

Mrs. Jadallah is married to Sami Jadallah and mother of Jamil, Laila and Diala.

Karamah, founded in 1993 by Professor Azizah al-Hibri of the University of Richmond Law School, seeks to advance the voice of the Muslim community on the issue of human rights. It is a registered non-profit organization in the State of Virginia with 501(c)(3) tax status. The Executive Board includes prominent American Muslim women lawyers, experts in mediation and conflict resolution, and experts in Islamic jurisprudence.

Over the years, the directors have lectured to numerous Muslim and non-Muslim audiences to raise awareness about human rights. Both domestically and internationally, Karamah's directors have met with government officials, lawyers, religious leaders, and various non-governmental organizations in support of women's rights.

Since its inception, Karamah has operated as a purely voluntary organization, with its Executive Board working to further Karamah's objectives. Nonetheless, Karamah's achievements are impressive, bespeaking the void the organization has filled in the American legal community. In the summer of 2000, Karamah hired an Executive Director to expand Karamah's impact and to strengthen Karamah's efforts to uphold the rights of Muslim women and human rights worldwide.

Ms. Cherrefe Kadri

President, Islamic Center of Greater Toledo

Cherrefe Kadri has been a practicing attorney in Toledo, Ohio since 1993. Prior to that time, she taught in a public elementary school for five years and then went to Kuwait and taught in a private American school for three years. She has been an active member of the Toledo Islamic community since she was a youngster and is in her seventh year on the Council (Board of Directors) of the Islamic Center of Greater Toledo. While on the Council, she has served as a committee chair and on the executive committee as secretary for 3 years, vice president in 2000, and is currently the president of the Center. She is a member of the Toledo Bar Association as well as the Ohio Bar Association, the GTAAA and AAI.

The Islamic Center of Greater Toledo is a diverse community of 500 Muslim families. The Center is located on 48 acres of farmland in Perrysburg Township, near Toledo, Ohio. The community has been in existence for over 50 years and began with a few Lebanese and Syrian families in Toledo. The objectives of the Islamic Center are to further the understanding of Islam and its culture and principles among Muslims and non-Muslims.

Dr. Azza Karam

Program Director, Women's Department, World Conference on Religion and Peace (WCRP)

Azza Karam is currently a Program Director at the Women's Department at the World Conference on Religion and Peace. She has worked since the 1980s in the fields of gender, development, human rights, democratization, conflict, and political Islam. From 1996 to 1998, Dr. Karam worked at the International Institute for Democracy and Electoral Assistance (IDEA) in Stockholm, Sweden, where she founded and managed the Gender and Arab world programs. From 1998-2000, she was a Program Manager at the Centre for the Study of Ethnic Conflict, and a Lecturer in Politics at the Queens University of Belfast, Northern Ireland.

Her books include *Islamisms and the State* (Macmillan, 1998); *Women in Parliament: Beyond Numbers* (Stockholm, 1998); and *Transnational Political Islam* (Pluto, Forthcoming). She has worked with the UNDP, UNESCO, and OSCE on enhancing women's political performance through carrying out training programs to that effect in a number of countries. Dr. Karam is also a member of the Board of the International Dialogue's Foundation in the Hague; a member of the Board of Directors of the Association of Women in Development in Washington; a Member of the Consultative Committee of the Women's Global Forum in Manila; a member of the Management Board of the Women in Politics Project in Belfast; as well as a Core Group Member of the Euromediterranean Charter of Peace and Change at the Bruno Kreisky Foundation for International Dialogue in Vienna.

The World Conference on Religion and Peace started the Women's Program in May 1998 to ensure that religious women's commitments and concerns were taken into account in all areas of Religions for Peace involvement, and promoting the role of religious women's organizations for the common good. The program is operated in close cooperation with the Women's Committee of Religions for Peace. In its two years of existence, the program has been involved with an extensive global compilation of a database on women's religious organizations. In addition, the program organized a women's pre-Assembly meeting during Religions for Peace's 7th World Assembly in November 1999 in Amman, Jordan. For many participants, it was the first time they were brought together under the auspice of religion, with a mandate to discuss and share their views on working for peace in their respective societies.

Ms. Navjot Kaur

Representative, Sikh Mediawatch and Resource Task Force (SMART)

Navjot Kaur is a first generation Sikh American and community activist who has directed her efforts on social initiatives and educational outreach for the Sikh community, with a primary focus on issues concerning and related to Sikh women and children. She has been a SMART representative since 1997. She has worked at the "grassroots" level by providing educational resources, outreach and training programs for locally based Sikh communities. In addition to her affiliation with SMART, Navjot is an active member of Sikh Women International Organization and Sikh Sisterhood, organizations committed to the empowerment and advancement of Sikh women at international and local levels. Along with women's issues, she has been committed to the creation of social service programs for the Sikh community. In this regard, she is one of the founders of United Sikh Services of America (USSA), a social services organization based in Richmond Hill, Queens, NY. USSA has created locally based social and educational programs such as; ESL and Literacy classes, Computer Training and Education courses, Children's

Tutoring and SAT courses and has held Community Health Fairs and Blood drives partnering with local hospitals. Professionally, she is a risk consultant, manages her own business with an office in Long Island City, NY and resides in New Jersey.

Founded in 1996 to promote the fair and accurate portrayal of Sikh Americans and the Sikh religion in American media and society, the **Sikh Mediawatch and Resource Task Force** (SMART) is a nonprofit, nonpartisan organization. Its mission is to combat bigotry and prejudice, protect the rights and religious freedoms of Sikh Americans, and provide resources that empower the Sikh American community.

Dr. Cheryl Kirk-Duggan

Executive Director, Center for Women and Religion and Assistant Professor of Theology and Womanist Studies, Graduate Theological Union

Cheryl A. Kirk-Duggan is the Executive Director of the Center for Women and Religion, an Assistant Professor of Theology and Womanist Studies in the Graduate Theological Union, Berkeley, CA., and an ordained minister in the Christian Methodist Episcopal Church. Dr. Kirk-Duggan has written: *African-American Special Days* (Abingdon Press, 1996); *It's In the Blood: A Trilogy of Poems Harvested from a Family Tree* (River Vision, 1996); *Exorcising Evil: A Womanist Perspective on the Spirituals* (Orbis Press, 1997); *Refiner's Fire: A Religious Engagement of Violence* (Augsburg/Fortress, 2000); *The Undivided Soul: Helping Congregations Connect Body & Spirit* (Abingdon, 2001); and *Misbegotten Anguish: A Theology and Ethics of Violence* (Chalice Press, 2001). She is an Associate Editor for *Semeia*, an experimental journal in biblical criticism, Series Editor for the Pilgrim Press *Womanist Perspective Series*, the Past President of the Western Region of the American Academy of Religion, and a CME Denominational Representative to the General Assembly of the National Council of Churches.

The Center for Women and Religion (CWR), founded in 1970, is the oldest center for women's issues surrounding religion, spirituality, and theology. Its mission is to promote diverse women's voices in cutting-edge theological education in order to promote spiritual growth and social change. An interfaith and multicultural center, CWR is both an academic program unit of the Graduate Theological Union, and a non-profit organization seeking to help women overcome oppression in faith communities and larger society. CWR seeks to transform religious and societal injustice by addressing issues of women and religion, celebrating women's experiences, and exploring connections between health and spirituality. The Center is open to all women and men in celebration of all creeds, traditions, backgrounds, and sexual orientations. CWR provides community based programs, sponsors social justice causes, participates internationally in the study and discussion of women and religion, and publishes a quarterly newsletter and annual journal.

Dr. Carolyn Kunin

Director, Department on Religious Action, Women of Reform Judaism (WRJ)

Carolyn Kunin is Director of the Department on Religious Action of Women of Reform Judaism, which includes the Critical Issues Task Force and Interreligious Committee, among others. In this capacity she works on social policy advocacy and resource development. She also taught Anthropology for many years, primarily at Manhattanville College and SUNY Purchase.

A past president of her congregation, she has also been a vice president of the New York Federation of Reform Synagogues and sits on her Sisterhood board. She has been chair of her congregation's Social Action Committee and has served on the Croton Lay Interfaith Council as well as other community committees and boards. Currently Carolyn is chairing the community steering committee of Walking Together, a program to teach appreciation of religious diversity for Jewish, Christian and Muslim youngsters and their families. A graduate of Goucher College in Towson, MD, Carolyn holds a Ph.D. from New York University and has done field research in a Mexican village and on a family court in the New York metropolitan area.

Women of Reform Judaism (WRJ), the women's affiliate of the Union of American Hebrew Congregations, comprises 100,000 members in 600 Sisterhoods in the United States and Canada, with affiliates in the cities of fifteen overseas nations. WRJ maintains a far-reaching program of service to Jewish and humanitarian causes throughout the world. Through association with Jewish, interreligious and secular groups, WRJ represents and acts on its members' concerns for the family, women's rights, Israel, and World Jewry; and through its advocacy programs it addresses the critical issues of the hungry, the homeless, the aging, environment and world peace.

Dr. Hala Salaam Maksoud

Board Member, American-Arab Anti-Discrimination Committee (ADC)

Hala Salaam Maksoud is past President of the American-Arab Anti-Discrimination Committee (ADC), the largest Arab-American national grassroots organization in the United States. She has been actively involved with ADC since its inception in 1980, having worked closely with the founder, Sen. James Abourezk, and with other board members. She is currently on the Board of Directors of ADC. Dr. Maksoud holds a Doctorate in political theory, and a Master's Degree in government from Georgetown University, as well as a Master's Degree in mathematics from the American University of Beirut. She taught courses on international relations and the Middle East at George Mason University and on Arab women's issues at Georgetown University. She has published numerous articles in American journals and the Arab press, as well as several monographs. She lectures extensively on the Arab world, the condition of Arab Americans, Arab women, Islamic political thought, and the Arab-Israeli conflict. She has appeared on numerous television and radio shows in the United States, Europe and the Arab world. As a prominent and active member of her community, Dr. Maksoud is Secretary of the American Committee on Jerusalem, Treasurer of the Committee for the Preservation of Palestinian Heritage, past president of the Association of Arab-American University Graduates, as well as a founding member and past president of the Arab Women's Council. She is also on the advisory board of many journals on the Middle East. Dr. Maksoud's activities and accomplishments have earned her a reputation as a prominent community leader and an advocate for the rights of Arab Americans and the Arab peoples.

The American-Arab Anti-Discrimination Committee, which is non-sectarian and non-partisan, is the largest Arab-American grassroots organization in the United States. It was founded in 1980 by former Senator James Abourezk and has chapters nationwide. ADC is at the forefront combating defamation and negative stereotyping of Arab Americans in the media and wherever else it is practiced. It acts as an organized framework through which Arab Americans can channel their efforts toward unified, collective, and effective advocacy; by promoting a more balanced U.S. Middle East policy and serving as a reliable source for the news and educators. By promoting cultural events and participating in community activities, ADC has made great strides in correcting anti-Arab stereotypes and humanizing the image of the Arab people. In all these

efforts, ADC coordinates closely with other civil rights and human rights organizations on issues of human concern. Through its Legal Department, ADC offers counseling in cases of discrimination and defamation and selected impact litigation in the areas of immigration.

In its efforts to educate the public and maintain regular communications with its members, the Communications Department issues a bi-monthly newsletter, the ADC Times; Issue Papers and Special Reports, which study key issues of defamation and discrimination; community studies; legal, media, and educational guides; and Action Alerts, which call on member to take action on issues necessitating a grassroots response. As the voice of Arab Americans, ADC regularly communicates issues of concern to the President of the United States of America and members of Congress.

As part of the educational branch, the Research Institute (ADCRI) publishes information on issues of concern to Arab Americans and sponsors ADC's Reaching the Teachers campaign, which aims at ensuring and accurate, objective and fair portrayal of Arab history and culture in schools. ADCRI also administers a year-round college internship program for college students.

NAAA-ADC is the government affairs affiliate of ADC. It serves as the lobbying arm of ADC on domestic and foreign policy issues relevant to the Arab-American community.

ADC's achievements demonstrate the success of Arab Americans in building vibrant institutions which not only draw on the strength of the Arab American community, but also engender the support of individuals and groups who are equally committed to deterring discrimination against all people.

Dr. Ellen Marson

National Executive Director, Hadassah

Prior to serving as Hadassah National Executive Director and, before that, as National Deputy Director, **Ellen Marson** was Professor of Spanish Language and Literature and Chair of Women's Studies at John Jay College of the City University of New York, and author of several books — among them *The Poetry and Poetics of Jose Angel Valente* and *Spanish Women Writers* (from the 14th century to the present) — capping a thirty-year career in education and academic administration. At Hadassah, her current projects include creating and nurturing coalitions with other non-profit organizations, growing and monitoring a \$10,000,000 Foundation in addition to ongoing philanthropic activity, and overseeing the governance and operations of a women's volunteer organization with over 300,000 members worldwide.

Hadassah is the largest women's, largest Jewish, and largest Zionist membership organization in the United States. In Israel, Hadassah supports health-care and medical research facilities, educational and youth institutions, vocational guidance, and reforestation and parks projects. All Hadassah facilities in Israel serve as bridges to peace by providing service for all residents of the region, including Jews, Muslims, and Christians, as well as disaster relief around the world. In the United States, Hadassah promotes health education (especially cancer awareness and women's health), Jewish education, leadership training, volunteerism (including literacy tutoring), social action and advocacy.

Dr. Uma Mysorekar, M.D.

President, The Hindu Temple Society of North America

Uma Mysorekar was born and brought up in Bangalore, Karnataka State, where she completed her early education. She studied medicine at Grant Medical College, University of Bombay where she was awarded the Gold Medal for academic excellence. She came to the United States in 1970 and started her residency in South Carolina. Dr. Mysorekar trained in Gynecological Pathology at McGee University in Pittsburgh and Gynecological Oncology at Pondville State Cancer Hospital in Boston. She came to New York in 1973 and finished her Obstetrics and Gynecology residency in Long Island Jewish Medical Center.

Dr. Mysorekar has been involved in helping the handicapped through “Heart and Hand for the Handicapped” organization since 1976 and served as its president in 1978 - 79. She pioneered the fund raising for “Aid to the Disabled, Orphaned and Poor” (ADOP) under the auspices of the Hindu Temple Society of North America. Dr. Mysorekar has contributed substantially towards the construction of a hostel for poor working women in Bangalore.

In 1987, she was elected president of Kannada Koota, an organization interested in promoting the literary and artistic expressions of the Kannada speaking people in this country.

In 1988, as Chairperson of the Planning and Development Committee of the Hindu Temple Society of North America, She conceived a plan to build a beautiful community center for the Hindu Temple in Flushing, NY. Dr. Mysorekar has contributed more than a million dollars to this project making her one of the largest single donors in all of North America.

After being chosen as President of the Hindu Temple Society of North America, Dr. Mysorekar has galvanized its executive committee to undertake celebrations of various festivals in creative and imaginative ways. She has also devised various projects to address the psychological and emotional concerns of our youth, growing under the influence of dual cultures. As President she is in charge of the administration and all the day-to-day affairs in the temple. In addition, she is in charge of several projects of the Temple such as expansion of the Temple, Vedanta Library, Senior Citizen Center and Social Welfare. Dr. Mysorekar received a “Token of Esteem” award from City Lore’s People’s Hall of Fame. On May 17, 2001 the “Governor’s Award of Excellence” was presented in recognition of outstanding achievement and community service to the Empire State.

The Hindu Temple Society of North America (“Society”), a non-profit religious institution, was incorporated on January 26, 1970 under the laws of the State of New York. Soon thereafter, the Society acquired a site from the Russian Orthodox Church on which the present temple situated, but which, at the time of its acquisition, consisted of a small frame house that was used for services and some open grounds adjoining it. It was in this small frame house that daily rituals were performed and weekend services were conducted by volunteer priests, until the present structure, designed in accordance with principles of Hindu temple architecture, was completed early in 1977. The Temple was consecrated on July 4 of the same year.

The Board of Trustees is the legal body of the Society, consisting of 20 members. The Executive Committee is the main committee implementing the policies and carrying the activities of the institution, consisting of 18 members. In addition, there are other sub-committees with independent functions. The President of the Temple and of the Executive Committee is in charge of the temple affairs and all other activities. The Temple has 20 full time and three part-time employees. Of these nine are priests and the others include ancillary, office and maintenance.

Although the offer of regular worship and daily *poojas* at the *sanctum sanctora* of the Temple is the overriding concern of the Society, other important objectives include the study of Indian languages, instruction of Indian music and dance, and the transmission of the Hindu cultural heritage to succeeding generations of Hindu immigrants.

Rev. Margaret Rose

Rector, St. Dunstan's Episcopal Church

Margaret Rose is rector of St. Dunstan's Episcopal Church in Atlanta, Georgia. She is active in National Church affairs as a Deputy to the national convention and as Vice-President of the Episcopal Urban Caucus. Locally she serves on the Board of the Industrial Areas Foundation project, a multi-racial interfaith organization working on issues of justice in the city and is a member of the Mayor's Community Relations Council. A graduate of Wellesley College and Harvard Divinity School, she was ordained in Massachusetts in 1981 and served parishes there before moving to Atlanta nine years ago.

She is currently working on a project with the Ford Foundation seeking innovative leaders of worshipping communities from Christian, Muslim and Jewish traditions. The leaders we seek are transforming their communities of faith and their role in civic life to engage diversity — religious, class, sexual, racial, cultural — in order to provide leadership in the local arena and beyond. These leaders have a religious stance which seeks to hear the many voices within the tradition as well as to engage respectfully with other religious traditions.

Ms. Maureen Shea

Chief of Staff, People For the American Way Foundation

Maureen Shea is chief of staff at People For the American Way Foundation (PFAWF). She served in the Clinton White House as liaison to the religious community. Ms. Shea was Director of Outreach to Women at the Democratic National Committee and has served as a consultant to a number of progressive groups. She lives with her husband, Kenn Allen, and son Christopher in Washington, DC where she is a member of St. Mark's Episcopal Church on Capitol Hill.

Founded in 1981 by Norman Lear, with the help of Rep. Barbara Jordan, Father Theodore Hesburgh and other distinguished Americans, **People For the American Way Foundation** organizes and mobilizes Americans to fight for fairness, justice, civil rights, and the freedoms guaranteed by the Constitution. Since its beginning, PFAWF has seen one of its primary missions to be challenging the political agenda of the religious right and helping to raise progressive religious voices. PFAWF promotes the democratic values that sustain a free and pluralistic society, including guarding the important wall separating church and state.

Ms. Joyce D. Sohl

Deputy General Secretary, Women's Division, United Methodist Church

Joyce D. Sohl's current position includes supervision of 40 female executive staff; spokesperson for Women's Division and United Methodist Women; coordination of all program aspects including social issues, membership nurture, fund raising, etc.

Education:

BA, Westmar College, LeMars, Iowa

MA, University of Nebraska, Lincoln, Nebraska

MBA, Fordham University, New York City, NY

Employment:

Mathematics teacher, Lincoln Public Schools, Lincoln, Nebraska 1959-63

Treasurer, Women's Division, 1976-91

Deputy General Secretary, Women's Division, 1991 - present

Author: *Managing Our Money: A Workbook on Women and Personal Finance*; *A Journey in Song: Lenten Meditations on Hymns by Women*; Monthly column in *Response* magazine; Video scripts for financial planning and fund raising videos.

The Women's Division is the national organization for **United Methodist Women**. Our purpose is to advocate for and minister to women, children and youth; build a supportive community among women; and engage in programs/activities that help our members grow in their Christian faith, mission education and social involvement. We are a 130 year old organization with current membership of around 1 million women throughout the United States. We are a mission organization with programs around the world addressing the needs of women, children and youth. We have offices in New York City at the Interchurch Center and the Church Center for the United Nations, in Washington DC and in eight other single person locations in the US. Our annual budget is around \$20 million and we have an investment portfolio of over \$100 million, which includes pensions for retired missionaries and deaconesses and permanent funds designated for specific programs/projects in the U.S. and outside. Program emphases include racial justice, environmental concerns, economic issues, international affairs, financial interpretation, spiritual growth, mission and justice education/advocacy, legislative affairs, children and family concerns, leadership development, etc.

Ms. Lynn Szwaja

Deputy Director, Creativity & Culture, The Rockefeller Foundation

Lynn Szwaja is Deputy Director for Creativity & Culture at the Rockefeller Foundation and is responsible for developing and administering programs in the arts and humanities. The division's annual budget of \$17 million, which she helps to oversee, supports humanities scholars, media and performing artists, museums, and civil society initiatives in cultural, educational, and religious institutions in the U.S., Africa, Asia, and Latin America. Lynn manages the Rockefeller Foundation Resident Humanities Fellowships Program, and an international initiative on the role of religion in building civil society. She studied religion at Yale University and has worked at the Shaker Museum at Sabbathday Lake, the Yale Art Library, and as a private consultant to several foundations and arts organizations before joining the staff of the Rockefeller Foundation.

The Rockefeller Foundation is a knowledge-based, global foundation with a commitment to enrich and sustain the lives and livelihoods of poor and excluded people throughout the world. The work of the Foundation is carried out by four programmatic themes and a single cross-theme. The four themes are: Creativity & Culture, which works to preserve and renew the cultural heritage of people who have been excluded from the benefits of a globalizing world, to promote the free flow of ideas in the public sphere and to support diverse creative expression in the arts and humanities; Food Security, which provides support for work that helps achieve food security for all through the generation of agricultural policies, institutions and innovations that can provide sustainable livelihoods for the rural poor in regions of developing countries bypassed by the Green Revolution; Health Equity, which pursues the reduction of avoidable and unfair differences in the health status of populations; and Working Communities, which seeks to transform poor urban neighborhoods into working communities by increasing employment rates, improving urban schools, and enhancing participation in the democratic process. The cross-theme, Global Inclusion, works to ensure that globalization processes are more democratic and equitable and benefit the most vulnerable, disenfranchised populations, cultures and communities around the world.

Ms. Christina Safiya Tobias-Nahi

Project Assistant, The Civil Rights Project, Harvard University

Christina Safiya Tobias-Nahi joined The Civil Rights Project in the summer of 2000. Prior to that she worked for a number of years with the Islamic Legal Studies Program, also at Harvard Law School, and became very familiar with the challenges facing the Muslim community in the USA. She came to Cambridge from Paris, France where she was working for the Permanent Japanese Delegation to the OECD (Organization for Economic Cooperation and Development) on French translations, editing, diplomatic conference/speech/report writing, and preparations for the OECD Ministerial Meetings of 1996 and 1997 (50th Anniversary Marshall Plan Celebration). She holds a B.A. from the University of Hawai'i-Manoa in Dance Ethnology with a minor in Asian, Pacific and Hawaiian Studies (with fieldwork conducted in China) and a M.A. in International Relations (minor in International Law) from the Boston University-Paris Overseas Graduate Center. She has also completed further graduate work at Paris Universite VIII (with fieldwork conducted in Morocco) and is pursuing a second Masters at the Harvard Graduate School of Education on bilingual education and cultural and religious diversity issues in the American classroom and workplace.

The Civil Rights Project at Harvard University is an interdisciplinary initiative founded in 1996 by Professors Christopher Edley, Jr. of Harvard Law School and Gary Orfield of the Harvard Graduate School of Education. Its central mission is to mobilize the resources of Harvard and the broader research community in support of the struggle for racial and ethnic justice. We achieve this by interweaving strategies of research and advocacy, toward the objectives of: 1) raising the visibility of — and attention paid to — the racial justice dimension of key policy debates nationally; 2) arming local and national civil rights and educational organizations with credible research to bolster their legal, political and public education efforts; 3) building and supporting collaborative networks of researchers, lawyers, community advocates and legal academics as well as the infrastructure to connect those communities. By building strong collaborations between researchers, community organizations, and policy makers, we hope to raise the level of discourse on targeted issues and to reframe the tone and content of many of the current legal and political debates.

In over four years, The Civil Rights Project has demonstrated an impressive ability to: a) convene leaders from the educational, civil rights and policy communities to consider largely ignored civil rights implications of controversial issues; b) produce and commission new scholarship to fill critical knowledge gaps; c) distill, translate and disseminate this research for varied constituencies, including civil rights advocates, policymakers, and the media. Thus far, some of the issues we have focused on include affirmative action and diversity in higher education, the impact of high stakes testing on minority children, resegregation trends and remedies, the racially disparate impact of “zero tolerance” and other school disciplinary measures, minority issues in special education, dropouts in K-12 education, the relationship between religion and civil rights, and urban demographic change.

Dr. Jyotsna Uppal

Member, Committee on South Asian Women, COSAW

Jyotsna Uppal is an Assistant Professor in the Department of History, Queens College, at the City University of New York (CUNY); she is also a Visiting Fellow in the CUNY Graduate Center Women’s Studies Program. She received a Ph.D. from Columbia University in May 1998 in the Department of History, a Master of International Affairs degree from Columbia University in 1989, and a Bachelor of Arts degree from Tufts University in 1986. Her academic work looks at efforts by Hindu groups in the 19th century to refashion the meaning and practices of religious identity. Her teaching experience includes an Asian American History Seminar on the South Asian Diaspora. She served as a research associate for the Philanthropist Helen Hunt, developing a manual on how the domestic women’s movement can integrate the concerns of global feminism. She has served as an evaluation consultant for the New York City Board of Education, responsible for evaluating multicultural education programs. She is a member of the Committee on South Asian Women.

Founded at Michigan State University in 1983 and currently housed at Texas A & M University, the **Committee on South Asian Women (COSAW)** is a global, grass-roots network of individuals interested in promoting awareness and discussion of issues affecting women in and of South Asia. COSAW is a voluntary effort. Membership in this network is open and based primarily on subscription to its publication, the COSAW Bulletin, which publishes original essays, reviews, interviews and creative writing on various aspects of women’s struggles and achievements in South Asia and the concerns of first and second generation immigrants settled in North America and elsewhere. COSAW occasionally facilitates visits by feminists from South Asia, organizes and participates in seminars, conferences and workshops (e.g. at the annual Association for Asian Studies meeting and at the Conference on South Asia, University of Wisconsin) on issues pertaining to immigrant women, and provides information and referral to interested scholars and activists worldwide. For further information, including a list of Bulletin back issues, refer to the COSAW web page at: <http://http.tamu.edu/~e305jj/cosaw.html>