

## News Release

**For Release**  
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### **WOMEN AND COMPENSATION NEGOTIATION: HOW TO GET WHAT YOU ARE WORTH**

The Blair County Library System through financial support from the WISE Women of Blair County is offering a free one day workshop entitled: **Dollars and Sense: The Value of Asking for What You're Worth**. Spaces for the workshop are limited to 40 female participants.

The workshop will stress the importance to women of asking for what they are worth and aims to equip the participants with skills and essential techniques to obtain the best results when negotiating for compensation taking into account gender differences. The workshop is specially designed for women who are beginning their careers or in mid-career.

Good negotiating skills are an essential tool for all women in today's employment environment, yet negotiation in the workplace is often identified as an area of vulnerability for women. In surveys, 2.5 times more women than men said they feel "a great deal of apprehension" about negotiating. When asked to pick metaphors for the process of negotiating, men picked "winning a ballgame" and a "wrestling match," while women picked "going to the dentist."

Negotiation skills can be learned and then improved through practice. The one day workshop will provide women with essential negotiating terminology, how to determine their worth, how to prepare for negotiations and how to manage their emotions while negotiating. The workshop will help build essential negotiating skills through role playing activities.

Ayana Ledford will present the workshop. Ms Ledford joined Carnegie Mellon University's H. John Heinz III College School of Public Policy and Management as the Executive Director of PROGRESS ( Program of Research and Outreach on Gender Equity in Society) in January 2006. She is responsible for executing the mission of PROGRESS which is to undertake and disseminate research on issues related to gender equality and to develop partnerships to provide programs for girls and young women.

Prior to starting at Carnegie Mellon University, Ayana worked for Bloomfield-Garfield Corporation and the Bayer Center for Nonprofit Management at Robert Morris University. Her degrees include a BA in Sociology from Dickinson College and a MSW from the University of Pittsburgh with a focus on community organizing and social administration.

The workshop will be held at The Arc of Blair County, 431 Jackson Avenue, Altoona, Pa. 16602 on September 22, 2010. Deadline for applying for the workshop is Friday March 19, 2010. Spaces will be limited to 40 participants.

**An Application Form can be found on the website of the Blair County Library System**  
<http://www.blaircountylibraries.org/>