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Engaging Women in Environmental Activism: Recommendations for Rachel's Network

Report by the Institute for Women's Policy Research by Amy Caiazza, Ph.D., and Allison Barrett **Engaging Women in Environmental Activism:**

Women's Political Activism and the Environment

Overall, women are less likely than men to participate politically.

Women are more likely than men to volunteer for and give money to environmental causes. There is ample room to increase women's environmental activism, as less of women's total political activity is devoted to environmental issues than men's.

Women's environmental leadership has been particularly prominent in a few key areas, especially in local environmental movements and in green consumerism.

Since both environmentalism and political participation are linked to income and education, higher-income, highly educated women are more likely to respond to efforts to mobilize activists.

The links between environmental activism and motherhood are unclear.

Strategies for Engaging Women in Environmental Activism

Creating an Effective Message

Raise women's knowledge of environmental concerns, especially at the local level, but don't let that be the sole strategy of your message.

Highlight negative consequences in the here and now. Focus on changing the way things are, not preserving the status quo.

Make use of women's empathy and altruism, especially on behalf of vulnerable populations,

Using Effective Tools for Targeting the Media

Highlight the risks of current policies and conditions.

Use the knowledge of experts, but not exclusively—tie it to compelling anecdotes or stories

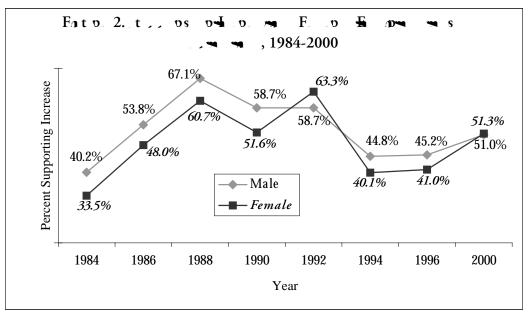
Part I: Women's Attitudes Toward the Environment

Surveys often find strong interest in environmentalism among women and a gender gap in environmental attitudes. Understanding why and how different environmental issues appeal to women will allow Rachel's Network to develop a strategy to encourage women's activism. The following findings can help design that strategy.

Most men and women support increased government spending for the environment. Women, though, are less likely than men to support environmental spending cuts.

Similar proportions of men and women support more government spending for environmental protection—in fact, over half of both men and women are in favor of such a

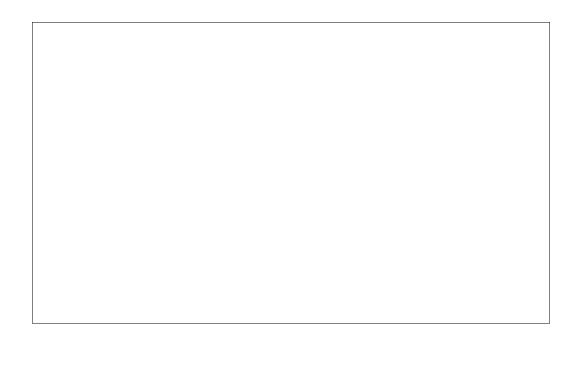
1990s, however, and by 2000 the difference between men's and women's support for more spending was negligible, with women reporting slightly more support.



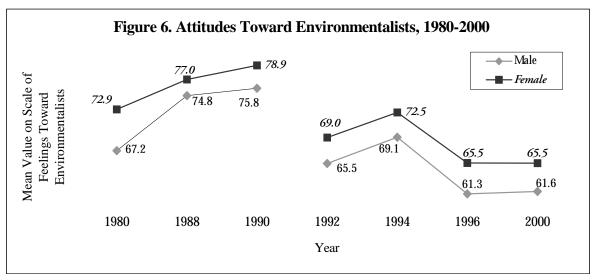
Note: Data not available for this question for 1998.

Source: IWPR calculations of the cumulative American National Election Study, 1948-2000.

Similarly, while men and women were in favor of decreasing environmental spending at comparable levels prior to 1994, since then there has been a large gap between women's and wg8BDC0 0 8e



Women's attitudes toward environmentalists have been more positive than men's since at least 1980 (the first year this question was asked; Figure 6). Currently, the mean value of reported attitudes toward environmentalists is relatively positive for both, at 65.5 out of 100 for women and 61.6 out of 100 for men, but it is still higher for women. At the same time, support from both women and men for environmentalists dropped considerably during the mid-1990s. For women, it dropped from a high of 72.5 in 1994 to a low of 65.5 in 2000.



Notes: In 1980-1990, the survey asked about attitudes towards "people seeking to protect the environment." In 1992-2000, the survey asked about attitudes towards "environmentalists." Scores are out of 100, with higher values indicating more positive feelings. Data not available for this question for 1982-86 or for 1998.

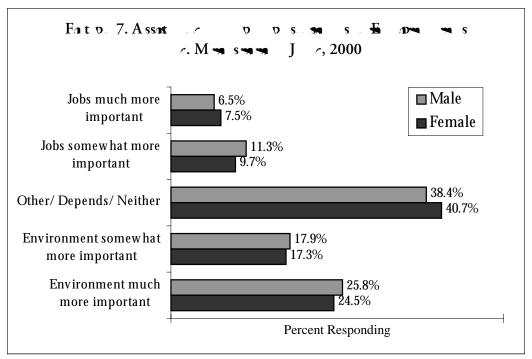
Source: IWPR calculations of the cumulative American National Election Study, 1948-2000.

Notably, support from both men and women dropped about 10 points on the scale after 1992, when the survey question was changed to ask about attitudes toward "environmentalists" rather than "people seeking to protect the environment." This suggests that the leaders of environmental groups should take care when talking about their goals and identifying themselves as environmentalists in public settings.

Again, all these findings point to room to regenerate positive public opinion for environmentalism among women through public education by environmental groups.

Both women and men reject "jobs versus the environment" as a false choice.

Most women and men see creating jobs and protecting the environment as compatible policy goals; as a result, they cannot give an answer when presented with this choice. As Figure 7 shows, when asked to assess the relative importance of "protecting the environment" versus "maintaining jobs," both women and men are most likely say "other," "neither," or "it depends." Women are slightly less likely to choose sides than men are. If they do answer, both men and women are more likely to support protecting the environment over maintaining jobs.



Source: IWPR calculations of the American National Election Study for 2000.

Similarly, a 2001 survey for the Sierra Club found that over half of men and women (56 percent) claim that "improving the environment can create jobs and help the national economy," and another 20 percent see no relationship between the two (while just 17 percent see improving the environment as slowing economic growth). The same poll found that men are more likely than women to see protecting the environment as bad for the economy (19 percent versus 16 percent). Republican women are also more likely than Republican men to say that improving the environment creates jobs (48 percent versus 38 percent; Lake and Sneed 2001).

Women are particularly concerned about environmental problems that create risks for their health and safety, especially at the local level.

Over two-thirds of men and women see pollution as one of the top three environmental problems facing the nation, more than double the rate of concern for any other environmental issue (Mohai 1997). Air pollution, water pollution, and hazardous or toxic wastes are environmental problems that adversely affect all people's health and well-being.

Yet in each of seventeen studies conducted since 1960, women are significantly more concerned than men about environmental risks to their health and safety (Davidson and Freudenburg 1996; Flynn, Slovic, and Mertz 1994; Blocker and Eckberg 1997). As a result, messages emphasizing the importance of preserving the environment in order to protect the health and safety of women and their families are more likely to be compelling to them than messages about preserving the beauty or diversity of the environment.

Women are also consistently more concerned than men about environmental issues at the local level (e.g., Blocker and Eckberg 1989), which may in turn be related to the recognizable

health and safety concerns caused by detrimental local conditions and policies. Local environmental problems such as hazardous waste repositories or poor water quality are more easily connected by most people to health and safety concerns than are problems such as global warming or acid rain, which seem less changeable and more distant. Using local problems to awaken women's interest in environmentalism can be very effective.

At the same time, it may be possible to achieve the same effect by explicitly linking global environmental issues to personal health and well-being through educational campaigns and "canary-in-the-mine imagery" about environmental degradation (Bord and O'Connor 1997). For example, images of fish dying from pollution can be an opportunity both to educate people about the negative effects of pollutants on our food and water supply and to present an early warning sign that if things do not change humans will soon be affected.

Women have less trust that the institutions responsible for protecting the environment are actually doing their jobs.

Lower levels of trust in the government, business, and science and technology are connected to higher levels of concern about environmental problems among both women and men (Freudenburg 1993). However, women are more likely than men to be suspicious of these institutions, and to believe that the institutions responsible for protecting the environment are not trustworthy or reliable (Davidson and Freudenburg 1996).

An effective strategy for gaining women's support will use their lower levels of institutional trust to emphasize their need to be involved and vigilant in protecting the environment. Examples of corporations damaging the environment by acting unethically in pursuit of profits, or of the government not adequately enforcing environmental protection laws, are messages that are likely to activate women's increased concern for the environment.

Gender differences in perceptions of environmental risk and distrust in science and technology are even more pronounced among environmental activists than among the general public. This suggests that a combination of distrust and perceived risk is particularly likely to inspire women to act as environmentalists (Steger and Witt 1988). A successful approach for activating women's environmentalism may involve educating women about the negative effects of environmental problems and calling attention to the failure of existing institutions to provide protection from these effects.

Women's higher levels of empathy, altruism, and personal responsibility make them more interested in environmen

increased likelihood to make connections between environmental conditions and their [own] values" (Stern, Dietz, and Kalof 1993, 339).

To increase the number of women who make this vital connection, Rachel's Network should appeal to women's altruism by stressing the need to protect all individuals from the consequences of environmental degradation through better policies and practices.

Women who support feminist, peace, and other "progressive" causes are most receptive to environmentalism.

Women who support political goals tied to peace, gender and racial equality, and quality of life issues (such as increasing people's say in politics and worklife, making cities more beautiful, and moving toward a less impersonal society) are twice as likely to hold proenvironmental beliefs and seven times as likely to be active members of an environmental group than others (Inglehart 1990). Of course, women who are active in local environmental groups do not always identify as feminists; many do not see feminism as related to their environmentalism at all (Burningham 1998). But women who identify with feminism are much more likely to hold pro-environmental attitudes, making them an excellent group to target with environmental messages through feminist networks and media outlets (Somma and Tolleson-Rinehart 1997; Smith 2001).

To reach a receptive audience of women, Rachel's Network can target existing networks of women active in social-justice causes and/or media sources directed toward liberal and progressive populations, and especially feminists.

There is mixed and inconclusive evidence on the links between motherhood and environmentalism among women.

Some researchers argue that women are motivated to protect the environment as a natural extension of their traditional care-giving role as mothers, while men are less concerned about the environment and more concerned about the economy as a result of their traditional role as breadwinners. Others find that having children in the home is either not a factor in environmentalism or is only associated with more attention to "green consumerism" (rather than, for example, political activism around environmental causes). Still others have found that proenvironmental attitudes increase with women's full-time employment in the paid labor force and are lowest among full-time homemakers, suggesting that work status is more important to environmentalism than parental status (Blocker and Eckberg 1989, 1997; Mohai 1992; Somma and Tolleson-Rinehart 1997).

There is ample room for further research to identify the issues that are most effective in appealing to mothers and non-mothers, full-time workers, and homemakers. Polling or focus groups could be used to clarify the nature and goals of different women's environmental attitudes.

There is little research on the specific environmental issues that appeal to women.

Beyond generalizations about the importance of health, safety, and a focus on local issues, researchers know little about the specific issues within environmentalism that interest women. Mostly because of data constraints, few studies have delved into support for environmental issues beyond the broad generalizations noted here. A tailored and targeted poll or focus groups on women's pro-environmental attitudes would allow more analysis of their interests and concerns for different types of issues.

Part II: Women's Political Activism and the Environment

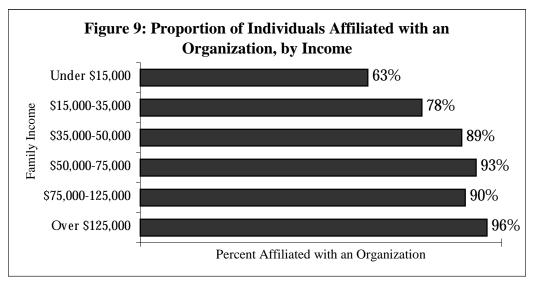
While women have greater concern for the environment than men, they are often perceived as less active in the environmental movement. In part, this perception is justified, because women's levels of political participation and leadership around environmentalism are lower than men's, at least in some areas. In part, however, it is because women's environmental action is focused on personal environmental practices, such as "green consumerism," or on local environmental efforts, both of which are less likely to be noticed by the media, the public, and environmental leaders.

Overall, women are less likely than men to participate politically.

Women engage in 1.96 political acts a year, while men engage in 2.27 (Burns, Schlozman, and Verba 2001). On almost every measure of political activism, women participate at the same or lower levels than men (see Figure 8).

experiences with discrimination, and if they participate full-time in the paid workforce (Burns, Schlozman, and Verba 2001).

As an example of these patterns, the relationship between income and affiliation with a civic or political organization is illustrated in Figure 9. This figure shows that 63 percent of people with family incomes of less than \$15,000 are affiliated with a civic or political group, while over 90 percent of individuals in categories of \$50,000 and above are.



Source: Schlozman, Verba, and Brady 1999, based on the Citizen Participation Study.

Overall, affluent college-educated women are substantially more likely to engage in political and civic participation than are other women. Thus these women are most likely to provide active support to Rachel's Network's activities and goals (however, there are more total women in some of the lower income categories—for example, in the \$35,000 to \$50,000—and so outreach to them may achiever greater numbers participating although they are a lower proportion of their income group).

Women are more likely than men to volunteer for and give money to environmental causes.

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	Women	Men
Reported volunteering	7.4%	4.9%
Reported donating money	13.4%	9.7%
Reported donating money	13.4%	9.7%

Source: Hodgkinson et al. 1995, based on the Giving and Volunteering in the United States Survey.

There is ample room to increase women's environmental activism, as less of women's total political activity is devoted to 1 Tm(pol10.02 0 0 10.02 108 620.9c -0.0012 Tw 3%TjETEMC/P Zsed o

Table 2 indicates that education, abortion, taxes, and basic human needs all surpass environmental issues for women as issues inspiring activism. Linking these issues to environmentalism could inspire more involvement in environmental activism among women. For example, linking environmental col2envdrno

often recognized as environmental activism, these private behaviors directly impact the environment and have the potential to create measurable, concrete change if widespread.

In addition, women's openness to green consumerism may indicate an untapped source of support for more direct political activism. Rachel's Network might target women who already practice "green" consumerism or "green" lifestyles to encourage taking their activism to the next level. These women are more likely to identify already as environmentalists, and they are potentially more amenable to taking overt political action.

Since both environmentalism and political participation are linked to income and education, higher-income, highly educated women are more likely to respond to efforts to mobilize activists.

While every woman is a potential activist, certain women are more likely than others to be politically active. With environmental groups in particular, affluent households are more likely to donate time and money, and to donate more (Hodgkinson et al. 1995). Thus, the women most likely to become activists in the environmental movement are college-educated affluent women who work full-time, whether they are young, single professionals or married "soccer moms."

Pollsters describing a desirable group of voters first used the term "soccer mom" in the 1996 elections, yet the exact demographic characteristics of these women are not universally agreed upon. Most commonly, "soccer moms" are politically moderate, suburban, middle- to upper-class married mothers who work outside the home yet remain strongly involved in their children's lives (Carroll 1999). While they make up less than 10 percent of the population, soccer moms have the potential to be key activists, combining their educational and financial resources with their skills as members of the paid labor force. In fact, despite expectations that working women with children are simply too busy to be politically active, they are "considerably more active in politics, more likely to have gotten involved in community activity, and to have given time to charitable activity" than mothers who are not in the labor force (see Table 4; Burns, Schlozman, and Verba 2001: 323).

Like soccer moms, young urban professionals' high levels of education and involvement in the paid labor force predisposes them toward being more politically active and politically savvy than the average woman. Their employment also raises their household incomes, which may also make them more likely to donate larger sums of money to environmental groups (see Hodgkinson et al. 1995).

To target both these groups, Rachel's Network should use existing women's professional networks to recruit activists. Women who participate in professional networks are likely to be college-educated, affluent, and full-time workers (a list of potential professional networks to target are presented in Part IV of this report).

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	Full-time work	At home
All	2.35	1.56
Married	2.51	1.84
Married college graduates	4.19	2.77

Source: Burns, Schlozman, and Verba 2001, p. 324, ba3659i.l591hlozman, anhlozman, anhlozman, an

Part III: Strategies for Engaging Women in Environmental Activism

The following strategies can be effective ways to involve women in environmental activism. These strategies are drawn from the research described in the previous sections, from successful models of women's organizing, and from research on messages and strategies used by social movements and other groups to increase activism around the environment.

A) Creating an Effective Message for Involving Women in Environmental Activism

Highlight negative consequences in the here and now. Focus on changing the way things are, not preserving the status quo.

Attempts to inspire activism will be more successful when issues are framed in terms of avoiding harmful consequences rather than achieving positive ones. Messages should emphasize the losses that occur as a result of inaction. They are more persuasive than messages emphasizing the positive benefits of action (Davis 1995; Stern, Dietz, and Black 1986; McKenzie-Mohr and Smith 1999). Because women are most sensitive to perceived health and safety risks of environmental conditions, focusing on these conditions is most likely to involve them in environmentalism.

Among women, an effective message for inspiring activism

a simultaneous strategy encouraging women to think about environmentalism beyond their own communities inspires more long-term and committed activism.

Thus, although locally tailored messages can be important to first inspiring women's involvement, they should also be accompanied by messages and images designed to build a broader sense of the urgency of environmental issues at the national and even global levels.

Do not fall into a "jobs versus the environment" trap: women know better.

As noted earlier in this report, women not only support environmentalism at higher rates than men, but they are more likely to see a "jobs versus the environment" dilemma as a false choice. And because women are more distrustful of corporate institutions—especially of their commitment to protecting the environment—they are also unlikely to have sympathy for corporate arguments against government regulation that rely on this dichotomy. If presented with a need by the opposition to counter this argument, Rachel's Network should argue that environmental protection and economic growth can go hand in hand.

Build a sense of personal responsibility by outlining easy and concrete action steps that women can take to make a difference.

Building a sense of personal responsibility is crucial to inspiring women to activism. Regardless of their knowledge of an issue or their sense of altruism for others, people are more likely to become active members of a movement when they believe that their own actions matter (Guagnano, Stern, and Dietz 1995; Stern et al. 1999). In general, people react to "threatening messages" either by doing something about a problem or avoiding it. Which method they choose is related to whether they see a way that they, personally, can fix the problem.

Mobilization efforts will be most successful if they stress both negative consequences and personal responsibility (Stern, Dietz, and Black 1986). This is particularly important for women, who tend to report lower levels of faith in the potential effects or importance of their political activism (Burns, Schlozman, and Verba 2001).

Groups should outline specific ways for individuals to take action and to engender a sense of common purpose (Jensen 2002; McKenzie-Mohr and Smith 1999; Steel 1996). When potential activists have a list of clear, direct steps to take, they are more likely to take action by following them (McKenzie-Mohr and Smith 1999).

Rachel's Network should make civic education a crucial part of its message strategy. This should involve giving potential members and activists a set of clear steps to take action and, as noted below, making those steps as easy to take as possible, by structuring them around the obstacles and opportunities in women's lives.

Don't focus explicitly on gender issues to recruit women's activism, but do look to feminists to support environmentalism.

Although women are more likely to support environmental causes than men are, activists within environmental groups do not necessarily see their work or support for these issues as related to gender. Women working both in large, national organizations and in small, localized grassroots groups rarely see gender as integral to their involvement (Burningham 1998; Cable 1992). Messages focusing on perspectives such as "ecofeminism" are not likely to engender broad-based support among women.

At the same time, women who identify themselves as feminists are among the most likely to support environmentalism. Reaching out to feminists by partnering with feminist organizations and networks can be an extremely effective way to tap potential pools of activists.

B) Developing Other Political Strategies for Increasing Women's Activism

Developing an effective message is not the only component of an effective political strategy. Rachel's Network should consider the following key issues and principles in choosing strategies to amass active political and financial support for their work.

Target women who are likely to act as "policy entrepreneurs."

Interest groups and social movements are most likely to be effective if they involve and encourage members who become "policy entrepreneurs": key leaders and issue drivers who are creative, politically savvy, and committed to a cause (see Kingdon 1995). Recruiting this kind of member involves not only targeting women who are interested in a particular issue but those who have the resources and knowledge to become leaders.

Rachel's Network has identified two potential groups of women as target audiences that might provide these kind of leaders: "soccer moms" and "urban professionals." As noted in the previous section, both of these groups of women can be characterized as well-educated, middle-to upper-class, working women. Their education brings them a greater likelihood of having the knowledge and political skills needed to be activists, and their financial resources bring an ability to devote money to environm

parallel causes (McAdam, McCarthy, and Zald 1988). By building networks with potential allies, Rachel's Network can then identify women leaders within these organizations to recruit to its cause.

Ideas for potential allies, particularly those that involve "soccer moms" and "young urban professional women," are included later in this report (see "Best Bets for Alliances with Rachel's Network").

Pursue potential members, activists, and leaders through as much personalized contact as possible.

In all kinds of political activism, face-to-face contact and personal recruitment are crucial to inspiring people to join and sustain their support for a movement (McKenzie-Mohr and Smith 1999; Stern 2000). While getting a message out through the media is extremely important, localized, personal contact is irreplaceable for getting people involved in a cause.

Personalized contact is particularly important in attempts to encourage women's philanthropy: women are most motivated, and most likely to continue supporting a cause, when they are contacted personally before and after they give money to a cause—even moreso than men (Braus 1994; Shaw and Taylor 1995). A "snowball" system of networking and appeals through friends and colleagues, with rigorous and consistent follow-up, can be the most effective way to encourage women's philanthropy.

Finally, to encourage those who have committed to a cause to follow through, it can be useful to advertise the names of people who commit (with their permission of course). This strategy also holds supporters up as role models and allows interested people who recognize a name to talk to the person about it (McKenzie-Mohr and Smith 1999).

Instill a sense of respect and confidence in women by providing opportunities to practice leadership skills.

A major factor keeping women from all kinds of political activism is a lack of confidence in their leadership skills. Because women are less likely to serve as leaders and organizers in civic, religious, and professional settings than men are, they also have fewer opportunities to make speeches, organize meetings, communicate with the media, and perform other leadership or civic roles. As a result, they are less likely to translate tho

practice civic and political skills can instill a greater sense that women's political activism matters, thus building longer-term support for a movement.

Groups can give members the opportunity to develop their political skills in several possible ways (among others):

o Within internal meetings or other functions, participants can rotate responsibilities for designing agendas, facilitating discussions, and designing and implementing decision-making processes. This is particularly important for members who do t7t7t7t7t7t7

Deliberative processes that bring potential members as much as possible into decision-making and policy discussions can be an effective way to include a variety of values and opinions into a movement—and thus for showing a sense of respect for women's individual voices and input. Tools for doing so include forums such as town halls, roundtables, and focus groups. These forums do not have to be particularly large, especially if they are designed to elicit support among a relatively small target group (for example, young urban professional women), but they should be structured to develop buy-in among potential members and givers.

Remove barriers to participation by structuring opportunities to participate around women's lives.

Any attempt to foster activism must make opportunities to become involved as easy as possible by structuring them around people's lives (Guagnano, Stern, and Dietz 1995; McAdam, McCarthy, and Zald 1988). This can mean taking into consideration issues such as time, flexibility, and geographic distance, among others. Because women often lead lives with different patterns and responsibilities from men's—including more responsibility for family issues—any attempt to involve women in activism should be structured around their lives in particular. That is, women and men often experience different opportunities and barriers to participate based on their gender roles (Caiazza and Hartmann 2001; Cable 1992).

This lesson can be tailored to target the key audiences Rachel's Network is most interested in catalyzing into action: soccer moms and young urban professionals. Targeting so-called soccer moms, for example, could involve holding events at locales where they are likely to congregate, such as schools (including PTA events) or community centers. In fact, using schools as a focus of activity could be particularly effective because kids and young adults are particularly drawn to environmentalism, and a focus on environmental values is a popular way to teach science. Thus there may be opportunities and synergies for mothers and children to participate in environmentally focused activities, perhaps sponsored by a group like Rachel's Network of one of its allies, through schools. Young, female urban professionals may be more accessible through professional associations and events, particularly those designed to develop networks and contacts among women in the professions (12 0 0 12 474.5703 35p

work (Hansen 1991). Calling attention to potential risks—and particularly health risks to specific vulnerable populations—can be an effective way to bring media visibility to the Hanis12

Part IV: Best Bets for Alliances with Rachel's Network

The following organizations are good candidates for alliances with Rachel's Network. Many of their members fall among the target groups identified as key constituencies—highly educated, high-income working women, with and without children. Members are also often local activists and leaders who can provide political skills and leadership to Rachel's Network at the national, state, and local levels, and many have the resources and willingness to give financially to progressive causes.

All descriptions and contact information are taken from the organization's own websites.

1) Women's Philanthropic Organizations

These organizations provide an opportunity for Rachel's Network, as an organization of women philanthropists, to tap into existing networks of women in philanthropy as donors and professionals.

Best Bets:

Women Donors Netw

2) Women's Professional Networks

Existing professional organizations and networks provide an opportunity to target highly educated working women who are already active with their professional communities. They are likely to have strong political skills, public speaking experience, and knowledge of current events, including environmental politics. They may also serve as civic leaders where they live and work, and they are likely to have the resources to give to political causes (such as Rachel's Network). The following are a few examples of possible partners with particularly promising constituencies.

Best Bets:

Association

National Council of Jewish Women

53 West 23rd Street, 6th Floor New York, NY 10010

Phone: 212.645.4048 • Fax: 212.645.7466 • E-mail: actionline@ncjw.org

The National Council of Jewish Women (NCJW) is a volunteer organization, inspired by Jewish values, that works through a program of research, education, advocacy and community service to improve the quality of life for women, children and families and strives to ensure individual rights and freedoms for all. One national principle guiding this group is environmental protection.

National Organization for Women

733 15th Street, NW Washingt573o02 0 0 10.02 335.66672168 5ia52.1201 Tm01 Tm(shi)Tj10 0 15n507368 552.1201 Tm02 5

Other Grassroots Organizations:

Girls Incorporated 120 Wall Street New York, NY 10005 Phone: 800.374.4475 • Web: www.girlsinc.org

League of Women Voters

Other Health and Social Justice Organizations:

Kaiser Family Foundation Women's Health Policy Program

2400 Sand Hill Road Menlo Park, CA 94025

Phone: 650.854.9400 • Fax: 650.854.4800 • Web: www.kff.org

National Women's Health Resource Center, Inc. 120 Albany Street, Suite 820 New Brunswick, NJ 08901

Phone: 877.98.NWHRC • Fax: 877.986.9472 • Web: www.healthywomen.org • E-mail: info@healthywomen.org

Part V: Next Steps for Research

IWPR's analysis of existing research suggests several steps for future research that could help Rachel's Network build support for its work, particularly by appealing to its key constituencies.

Analyzing more recent data on women's giving and volunteering to environmental groups.

As noted above, a 2001 survey of giving and volunteering in the United States provides an opportunity to produce a more up-to-date picture of women's overall levels of giving and volunteering in this area. The analysis could also analyze the giving and volunteering of women by income level, focusing on middle- and upper-income women, and by work status. This work, however, would be limited by the parameters of the survey. For example, it would not allow analysis of women's involvement in different kinds of environmental issues.

More in-depth analysis of existing da

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) is a scientific research organization dedicated to informing and stimulating debate on public policy issues of critical importance to women and their families.

IWPR focuses on issues of poverty and welfare, employment and earnings, work and family issues, the economic and social aspects of health care and safety, and women's civic and political participation.

The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a network of individuals and organizations that conduct and use women-orien9n740T.07 Tm(e)Tj12 0 0 0 12 181.5783 52c(and organlup(ulatinm(e)Tj15a6p)T

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