



Mary Goulding

## Speaking Up Helps Moving Up

When school secretary Mary Goulding became president of her new AFSCME local in Green Bay, WI, in 1981, she recalls that she “lacked confidence in my ability to express myself and organize my thoughts, and didn’t believe what I had to say was important.”

Though her local was 98 percent female, she was defeated for re-election two years later by a man.

And even though she went on to serve on the statewide executive board—and became its vice president—the problem with public speaking continued to haunt her.

The AFSCME Women’s Rights Department knew Goulding was far from alone. So the staff created an intensive, two-day training program to help women develop into effective and dynamic public speakers.

Since 2003, more than 250 AFSCME women have followed in Goulding’s footsteps and taken the course.

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– Mary Goulding, president of her local and chair of the AFSCME International Women’s Advisory Committee.

my experience as a union leader and to talk to all sorts of different groups about working family issues,” says Goulding, who was again elected president of her local and now serves as chair of the AFSCME International Women’s Advisory Committee.

Introducing politicians and top officials, chairing conferences and motivating groups of AFSCME women have become second nature to her.

“The best thing about it,” she adds, “is that I’m able to pass on the confidence I now have by encouraging other women to get empowered through this and other kinds of training we offer.”