



BEDFORD-LEXINGTON AREA BRANCH APRIL 2016

Breaking Through Barriers for Women and Girls

“A FOCUS ON CHOICE” WITH REPRESENTATIVE CHRISTINE BARBER WEDNESDAY, APRIL 13, 2016, 7:00 PM **NOTE CHANGE OF WEEK!** BEDFORD PUBLIC LIBRARY

As the political scene focuses more and more on reproductive choice and its inclusion as a state, national and even international issue, we are right on target with Representative Christine Barber as our speaker at the April branch meeting. Ms. Barber, representing Somerville and Medford in her first term, serves on the Health Care Financing, Public Health, and Environmental and Natural Resource Committees.

Representative Barber earned her bachelor's degree from Holy Cross and her master's from UMass-Amherst in Public Policy. We have asked her to give us a rundown on current bills relative to choice--both pro and anti--and we know her background of service in health care fields, and in promotion of early childhood education and other community organizer fields, will add to her comments about "choice since 1953 and Roe v. Wade."



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PRESIDENTS' MESSAGE

I (Ruth) was sorry to miss the March meeting and program but was delighted to see a long article in the Lexington Minute-man on the program. In February I stopped in the paper's office on another matter and used the opportunity to explain why they need to include our branch news items (we have many members here and our branch has Lexington in our name!). The editor much appreciated the heads up and, voila! They included an article on our METCO program. This is a lead-up to suggesting that others, who haven't seen any AAUW articles in their local papers do the same. Our calendar announcements go out to many papers but many don't include them. Sometimes the personal touch is what is needed.

Be sure to read the *BayStater* which was just emailed out. Note the special comment in the co-presidents' message about our own Stacy Fatale! Be sure to read her articles in the *BayStater* and this newsletter.

In reading in the *BayStater* about the other branches' reports on programs they've held, it occurred to me that we should have our members thinking about things they have done or their daughters or nieces have done that would make for a good program at some point in the future. If you have a suggestion, please let someone on the board know.

Karen Braganu and Ruth Ladd

Women's Financial Security - A Public Health Issue Symposium & AAUW-MA Annual Meeting

Saturday, May 7, 2016 from 8:00 AM to 6:30 PM at the Harvard T.H. Chan School of Public Health - 677 Huntington Avenue Boston, MA 02115

08:00 – 10:30: Continental Breakfast and Registration

09:00 – 10:30: AAUW- MA Annual Meeting (prospective new members welcomed)

10:30 - 11:00: Conference Opens - Introductions and Keynote Speaker

11:00 – 12:00: Starting your career/new job; negotiating your options

12:00 – 1:30: Working Lunch and Workshops
Workshop 1: Work Smart – AAUW/City of Boston

Workshop 2: Financial Institutions' Sponsored Session

Workshop 3: Financial Institutions' Sponsored Session

1:30 – 2:30: Mid-Career Challenges

2:30 - 2:45: Networking Break

2:45- 3:45: Golden Years – How to keep what you have earned

3:45 – 4:00: Networking Break

4:00 – 5:00: Global Dimension – Understanding the Bigger Picture

5:00 – 5:15: Closing Remarks

5:30 - 6:30: Reception

\$60 if paid by March 31. Mail check to Robin DeMott at 3 Brewster Lane. Acton, MA 01720. Alternatively go to <http://aauw-ma.aauw.net/> and sign up online.

PUBLIC POLICY CORNER

Stacy Fatale, Public Policy Chair

We are making significant progress with the Act to Establish Pay Equity passed in the Massachusetts Senate, unanimous, late January. The Equal Pay Coalition has its focus now on getting the bill through the Ways and Means Committee to the Floor of the House for a vote. One new aspect of the AAUW Massachusetts advocacy this time was the successful first time use of the Salsa online advocacy tool, in which over 350 registered activists emailed a targeted letter to their Senator.

With a unanimous vote in the Senate, perhaps it is a wonder what we could be facing in the House. Though there is substantial support for this Act, keep in mind that there are interests with a lot of pull on some legislators. And not all of these interests see the advantages are worth having this Act pass. One significant supporter of the Act did appear, and that was the Massachusetts Chamber of Commerce. But this battle is not over yet.

To recap, the main points of the Act are:

- To ensure that no employer discriminates on the basis of gender
- To create pay transparency provisions to ensure that men and women receive equal pay for comparable work
- To prevent employers from asking their applicants about their salary history
- To allow employees to disclose their compensation without fear of discrimination

Upcoming Events to log in your calendars (will share times as the details become available)

- Thursday, April 7, Work Smart Workshops at the State House (salary negotiations)
- Tuesday, April 12, Treasurer Deborah Goldberg's Equal Pay Day Event
- Wednesday, April 13, Equal Pay Day Coalition at the State House, Boston

IN CASE YOU MISSED THIS... (Somewhat dated but still interesting)

Cheer for Equal Pay with Your NCAA Brackets (from AAUW website)

March 15, 2016

It's time once again for us to watch with bated breath as more than 100 college and university women's and men's basketball teams compete in March Madness. For the [last two years](#), AAUW has encouraged you to choose your bracket selections based on the pay gaps between the coaches of women's and men's teams. This year, however, we're switching things up and inviting you to make your bracket picks based on the size of gender pay gaps between female and male graduates of the competing schools.

Nationally, women working full time in the United States typically are paid just [79 percent](#) of what men are paid, a gap of 21 percent. With that in mind, we'll be betting on the schools with the smallest gender pay gaps.

An estimated [40 million people](#) filled out more than 70 million brackets in 2015 in hopes of predicting the annual tournament's outcome, according to the American Gaming Association. That's about as many brackets filled out as there are women in the U.S. labor force ([72 million](#))! If each bracket submitted this year followed our model, there would be one bracket for nearly every woman in the labor force; enough for every U.S. woman's voice to symbolically call for equal pay. When you take a stand with AAUW by supporting schools that have the best earnings ratios between female and male graduates, you can't lose.

(CONT. ON P. 5)

SAVE THE DATE: APRIL 13, 2016
SUPPORT THE
ANNUAL BRANCH LEGAL ADVOCACY FUND FUNDRAISER
Midge Nealon Seibert, LAF Chair

Please mark your calendars now for **April 13, 2016** for our annual branch **Legal Advocacy Fund (LAF) fundraiser**. You may recall that we moved our usual fall LAF collection to the spring to avoid “bumping up” against the December Educational Opportunities Fund collection. A special thank you goes out to Lois Pulliam and Ruth Ladd who sent contributions to me last fall for LAF even though we had changed the timing of our branch fundraiser.

As in recent years, we will “pass the hat” in support of the important work of LAF. Please help us exceed the October 2014 amount of \$622 (contributed by 17 members attending) by attending the meeting and making your gift to LAF.

In past years, the pattern of giving has been that the approximately 75% of the branch members present at the LAF fundraiser meeting have contributed at the meeting. This year, let’s try for **100%**! You can do this by check or cash. While gifts of any size are welcome, I urge you to consider a gift of \$10 or more. We all easily spend \$10 on coffees from our favorite coffee spot or a trip to the movies. How about using some of the money you have saved on gas for your car for your gift to LAF? Please make a gift that you know will have lasting impact!

Please bring your checkbooks and make your check out to AAUW Funds with Legal Advocacy Fund #3999 on the memo line.

As you decide what size gift to give this year in support of LAF, consider that since 1981, LAF has disbursed nearly two million dollars to more than 100 plaintiffs to help offset their legal fees in sex discrimination cases. Prior to 2009, LAF only supported cases in academia, but now LAF supports select cases in any workplace. Please take a look at the case updates in the separate sidebar that is part of this article and be proud of your support.

If you wish to help and are unable to attend the April branch meeting, please send your check made out to **AAUW Funds with Legal Advocacy Fund #3999** on the memo line, to Midge Nealon Seibert, at the address in the directory.

Thanks to everyone who has supported the AAUW Legal Advocacy Fund in the past. With the ongoing support of our branch, LAF can continue its critical work.

Victory for 2 LAF-Supported Plaintiffs in Sex Discrimination Suit

After a decade of litigation, educators Michelle (Jaureguito) Henley and Laurel Wartluft have successfully settled their cases against Feather River Community College in California. Along with another LAF-supported plaintiff, Paul Thein, they filed whistleblower lawsuits in 2006 against Feather River. They alleged that the college violated Title IX by retaliating against them for complaining about sex discrimination, among other claims. All three cases were eventually referred to California’s State Personnel Board. In August 2009, a California State Personnel Board judge issued a decision in favor of all three plaintiffs, ordering their reinstatement and awarding them back pay and damages. Feather River appealed the judge’s decision. After a lengthy appeal, the full State Personnel Board upheld the judge’s 2009 decision in the plaintiffs’ favor. Their cases highlighted Title IX’s important role in protecting faculty and staff who advocate for gender equity.

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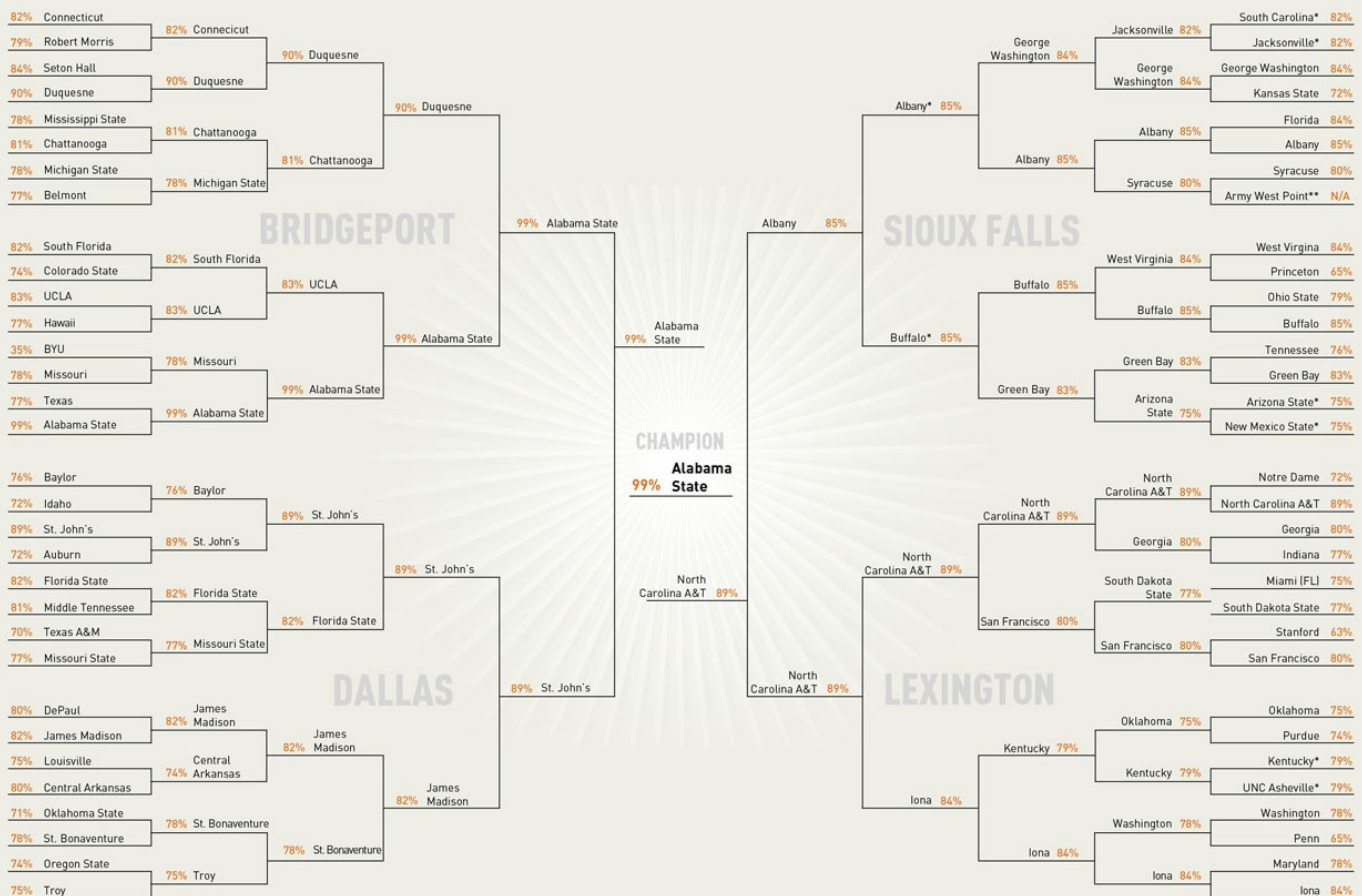
AAUW's pay gap playoff brackets predict the victors of the women's and men's championships by calculating the gap between the mean earnings of female and male graduates 10 years after entry to college. The school whose graduates have a smaller gender pay gap advance to the next round.

WOMEN'S BRACKET (you'll have to zoom in on your computer to read it!):
 (for the men's bracket, go to http://www.aauw.org/2016/03/15/equal-pay-ncaa-brackets/?utm_source=newsletter&utm_medium=email&utm_campaign=Mission-Mar16-2):



FAIR PAY FACE-OFF

WOMEN'S BRACKET



EARNINGS RATIO BETWEEN MALE AND FEMALE STUDENT GRADUATES

The percentage listed by each school in the tournament bracket equals female graduates' earnings as a percentage of male graduates', calculated 10 years after college entry year. The school with the narrower pay gap moves on to the next round.

Bedford-Lexington Area Branch
Ruth Ladd, Editor
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AAUW's Value Promise

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

→ **MAY NEWSLETTER DEADLINE: April 15 (tax day!), 2016**

BOOK GROUP

The group will meet on Wednesday, April 20. The book to be read and discussed is *A Morbid Taste for Bones* by Ellis Peters

Karen Bragaw hosting: 781-275-9501

