



Vol. 40 No. 3 **Sept. 2016**
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AAUW MA Co-Presidents' Message

Welcome to the unofficial start of autumn. While many non-profit organizations seem to slow-down during the summer months, AAUW MA and the local branches were busy. South Shore Area Branch built upon its previous successful science, technology, engineering, and math (STEM) programs and held its first week-long program for girls in grade 6 through 9 in Weymouth. Approximately 20 young girls were able to expand their experience and knowledge by attending the Envision the Future program. Statewide, many AAUW policy chairs and members helped push the Equal Pay Bill into the Equal Pay Law. On July 14th the House of Representatives voted unanimously to pass the bill. This came after many of you sent emails and made phone calls in support of the bill. On August 1st Governor Baker signed the bill into law with a handful of AAUW members attending the public ceremony.

During our 135 year history, AAUW has always found more that needs to be done. The upcoming board meeting on September 17th at Wellesley College will focus on setting priorities in Massachusetts for the year. There are a plethora of issues to be addressed and while we might like to, we cannot address them all. All state board members, branch presidents and co-presidents are invited as well as any member interested in providing input and getting involved with the state board. There are a few positions on the MA board that are currently unfilled. This is a perfect opportunity for you to see what is involved at the state level. Please contact Marsha Fredericks (busywomancc@comcast.net) or myself, Katie Donovan (Katie@EqualPayNegotiations.com) if you are interested in finding out more. *(Continued on page 2)*

REMINDER:

AAUW Member Spotlight

This is your opportunity to recognize an AAUW member! Think about someone you would like to have featured in the next issue of the Baystater who exemplifies what it means to be a member of AAUW. Please send the member's name, photo (if you are able) and a brief paragraph about your reason for nominating to roytm@merrimack.edu.

September's Member
Spotlight is...

Lois Pulliam



Read about Lois on page 3!

(Continued)

This is your AAUW, so please let your branch president, co-president, or a state board member know what you would like to see as our upcoming priorities. The more involved you are, the greater impact and success AAUW will have.

Congratulations to all who contributed to Envision the Future STEM Program and passing the Equal Pay Law. You have positively influenced the young girls and working women of Massachusetts for years, decades, and centuries to come.

All the best,
Marsha and Katie

Massachusetts AAUW Board Meeting

All Massachusetts members are welcome to attend!

Saturday, September 17th 2016

10AM-1PM

Wellesley College
106 Central Street
Wellesley, MA 02481

Room 143, Lulu Wang Campus Center



Please check the website www.wellesley.edu/about/visit/directionsmap for details. The Campus Center and visitor parking seem to be most easily accessed by the West Entry on Central St. The campus center does have food available for those who wish to partake of a bit of lunch before we depart.

Looking forward to seeing you all!



<https://www.facebook.com/aauw.massachusetts>



<https://twitter.com/aauwma>

SEPTEMBER MEMBER SPOTLIGHT

Lois Pulliam

Who was:

- ♦ The instigator in founding the Bedford-Lexington Area Branch by putting an announcement in local papers?
- ♦ The first branch president 1961-63 and shared the presidency 2000-01?
- ♦ Active in the branch since its inception but was and is particularly passionate about public policy, specifically the issue of “choice”?
- ♦ A contributor on the state level through the years?
- ♦ The person who wrote hysterical dialogue and lyrics to ditties in celebration of milestones such as the branch’s 25th and 50th anniversaries?
- ♦ And is a woman with a lovely Kentucky accent and a wonderful laugh?

It’s Lois Pulliam, of course!

Submitted by Ruth Ladd



Achieving Great Things Together With AAUW

Patricia Fae Ho, Chair AAUW Board of Directors

After eight years of dedicated service, including overseeing the relocation of AAUW headquarters, CEO Linda Hallman has retired, effective July 29. Linda has been instrumental in keeping AAUW as relevant today as when we opened our doors in 1881, and we wish her success in future endeavors. We have been very proud of Linda's accomplishments during her eight years of AAUW leadership, including the expansion of significant programs, cutting-edge research and strengthening of our advocacy and outreach efforts.

A transition committee has been appointed by the Board of Directors per the AAUW Business Continuity/Succession Plan. Mark Hopkins, AAUW's chief strategy officer, has agreed to act as interim CEO until a new CEO is hired. Our dedicated leadership and staff remain eagerly committed to their part in fulfilling AAUW's mission.

As you may know, AAUW's headquarters was moved to Washington, D.C., in 1919 to highlight the importance of our national advocacy work and facilitate access to our elected officials and federal policy makers. We've also moved within D.C. several times since then so that our headquarters could continue to be a showplace for our growing archival collection as well as a convening space to welcome members, guests, and collaborating organizations.

It's hard to leave the home you know and love, but it's once again time for AAUW to relocate. Our building was more than 40 years old and badly in need of renovations for safety and compliance. This had been of concern to the AAUW Board of Directors during the past few years. Last fall, the board began exploring whether to relocate our offices or modernize the current structure.

In what can only be called a perfect alignment, the sale of the Washington Post building behind us and the intended sale of the building next door to us afforded AAUW a golden opportunity to substantially increase the value of our building in the current D.C. real estate market. This opportunity, contrasted with the exorbitant cost required to mitigate infrastructure deficiencies in our current location and to modernize appropriately for the organization's needs, made the board's decision an easy one.

After a thorough, extensive search process, we were pleased to announce last September the recently approved sale of the 16th Street building and the location of our fourth home at 1310 L Street NW, close to the White House and Capitol Hill. It is a state-of-the-art space, as well as a convening place where we can advance our mission. The flexible-use space will enhance the staff's ability to do the vital daily work that supports your efforts and allows AAUW to continue to thrive. We encourage you to visit whenever you are in Washington D.C. – especially during National Convention 2017!

And, if you come to Convention June 14 – 17, you will experience AAUW at its most dynamic – a powerful gathering of individuals committed to advocacy in action, joining forces in lobbying on Capitol Hill, interacting in workshops and informal gatherings, learning and sharing many new leadership ideas for equity. See the exciting activities at www.convention.aauw.org And see you in Washington D.C. where Patricia will host a special gathering of her AAUW Massachusetts friends.

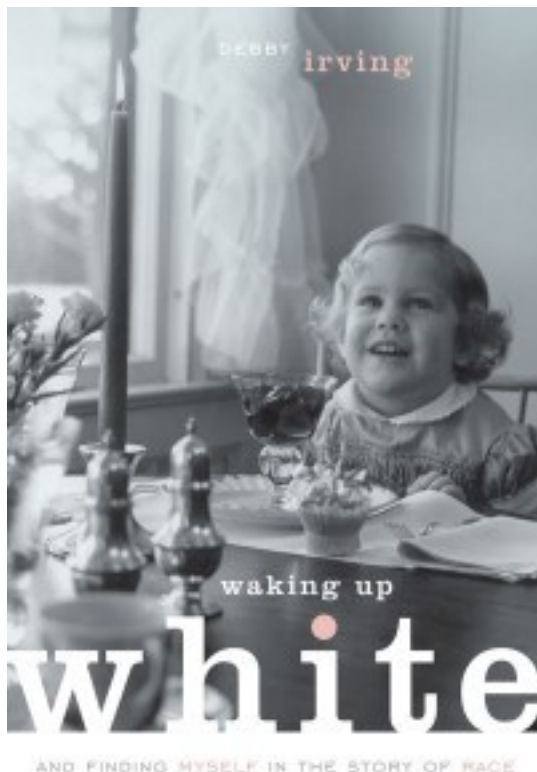


North Shore Area Branch, Liz Fragola

The North Shore Area Branch has several exciting activities lined up for the 2016-17 branch year. We begin with a GOTV (Get Out the Vote) event at North Shore Community College, Danvers campus, on September 21. The college plans to have several community groups registering young voters on campus this fall. We are pleased to be working collaboratively with NSCC on this important activity.

On October 29 we begin what we hope to be a series of discussions/forums on the issue of implicit bias. We are taking a deeper look at racial, gender, and class bias that we all have. We will be reading "Waking up White" by Debby Irving as a starting point. As we come to a better understanding of white privilege and what this means we hope to plan some community event to continue to understand the implications of bias which affect our behavior and our public policy.

Our Holiday Brunch will continue to be our NCCWSL Scholarship fundraising event. Our two scholarship recipients for 2016, Naina Adhikari and Aasma Aziz, will discuss their experiences at NCCWSL. We look forward to this event each year as our students provide inspiration to us all.



Branches

Bedford-Lexington Area | Boston | Canton | Cape Cod | South Shore Area (formerly Hingham Area)
Melrose-Wakefield | North Shore Area | Taunton Area | Worcester

South Shore Area Branch, Lynn Howard

This past year the South Shore Area branch ran two successful STEM Programs for girls. Our first event was our third annual half day STEM Conference for girls in grades 4-8 held in April at the Weymouth High School. This year 65 girls attended the event and we had 21 different one hour hands-on workshops. Each girl attended three of the workshops. Some of the topics included: Veterinary Medicine, Dental Hygiene, Computer Programming, Chemistry in a Ziploc Baggie, Swamp River Check, Robotics, Phood Physics, Astronomy and more! The workshops were presented by STEM professionals, college professors, college students, and high school students.

Our second event was a week long program for girls entering grades 6-9. The event was held July 18-22nd at the Weymouth High School from 8:30-4:30. Nineteen very enthusiastic and curious girls spent the week learning about topics such as Engineering with Underwater ROVs, Forensic Science, Computer Programming and Robotics, Food Safety and Nutrition and Anatomy and Physiology (dissecting frogs). They also had a chance to learn about college life and college courses offered during the field trip to Quincy College. While they were there the girls toured the facilities and participated in activities in the Biotech lab and the Computer and Engineering lab. On Friday we held a luncheon with women in STEM professions where the girls had an opportunity to learn more about STEM careers. Overall, it was a fantastic week for the girls, the teachers, and our AAUW volunteers! I'd like to thank the thirteen members from the South Shore Area branch that volunteered during the week as well as Barbara Burgos from the Cape Cod branch and Carole Rein from the North Shore Area branch who stopped by during the week to lend a hand. In addition, I'd like to thank the North Shore Area Branch and AAUW-Massachusetts for their financial support; we greatly appreciate your donation!



More STEM!

Carol Sullivan-Hanley, South Shore Area Branch

The South Shore AAUW branch has become deeply involved with a commitment to STEM educational experiences for upper elementary and early middle school girls.

For the past three years, we have had a half-day seminar at Weymouth High School on a Saturday in April. Under the fearless leadership of educator extraordinaire and branch member, Lynn Howard, we have provided an innovative conference of 21 hands-on scientific workshops for 65 young girls. The number of participants increases each year, along with the positive feedback from presenters, parents and students.



The summer of 2016 offered a weeklong program for girls entering grades 6-9. Running from 8:30-4:30, the hands-on instruction of qualified professionals, related field trips and small group discussions continued to pique the STEM interests of the students.

Being a branch member and volunteer; I felt that I was “talking the talk” and “walking the walk”. Fellow South Shore members and representatives from other branches joined me, as well. Our collective passion for learning and affinity for further intellectual exploration was evident in our enthusiasm and practice. It was an honor to participate and be a facilitator in this important work for girls.



The Groundbreaking Trendsetter Mass Equal Pay Law

Katie Donovan, AAUW MA Co-President

On October 18, 2011, a documentary film director asked me what equal pay policies I would like to see enacted. On August 1, 2016, Governor Charlie Baker signed into law An Act to Establish Pay Equity that included two of the things I said back in 2011 and a bunch more. The road from responding to a question in 2011 to seeing a first of its kind legal requirement enacted was long, educational, exciting, fun, rewarding, full of interesting and loving people, and the best adventure I have been on so far. It's also the road that brought me to AAUW.

Back in 2011, I was not involved in policy work. I trained women to negotiate as a side venture to my day job as managing director at a trade association. My response to the director's question included ending salary confidentiality (aka pay transparency), banning salary history questions, and requiring job advertisements to include pay minimums. I did a little research after the interview and found that pay transparency was very much in the public discourse on equal pay but the issues of banning salary history and job advertisements including pay were not. I set out to make them part of the discussion. This started with a Change.org petition followed by articles and interviews for many venues including The Shriver Report, Huffington Post, NPR, and Greater Boston. Speaking engagements on the topic and asking questions at public events was added to the mix. It was at such an event with Speaker Pelosi where the women of AAUW North Shore Area Branch introduced themselves after I asked the Speaker a question. Coffee with Liz Fragola and an invitation to a meeting followed. I joined AAUW as well as 2020 Women on Boards, and Mass NOW's Legislative Task Force.

As I was pitching Mass NOW's Legislative Task Force to write an equal pay bill with the three elements previously mentioned plus a ban on credit checks in 2014, the Mass Women's Bar Association was rethinking the Comparable Pay Bill to file in January 2015. Mass NOW, The Mass Women's Bar Association, and the Mass Commission on the Status of Women joined forces on one equal pay bill. Early outreach to business organizations and engagement with approximately 50 advocacy groups (including AAUW) created a force that could not be beaten. The result has been touted as groundbreaking law that balances protection for candidates, employees, and employers. Mass is the first state to end the question of previous pay prior to an employer making a job offer and only the second state to give employers incentives to conduct their own payroll audit. Add a strengthened comparable pay definition (and we are one of only five states with any comparable worth language), restarting the statute of limitations with each paycheck, no restrictions on employees talking about their pay, and that employers cannot lower pay to one group to establish equal pay and we live and work in a state that protects working women better than most.

Not only have the many people involved in the passage of the Mass Equal Pay Law impacted the women of Mass, they have started something that many others want to follow. New York City has filed a bill to end the use of salary history. Members of US Congress are about to file one to ban salary history questions.

I had no idea where this journey would take me when I started it in 2011. Each step taken helped determine if the ideas had legs. Some steps took me into roadblocks. Others brought me to people who believe in the work. The passage of MA Equal Pay Law is an early stop along the way. There are many more steps in this expedition. I just don't know where the end will be but am curious to discover it.

What's up with the AAUW MA Website?

Tia Roy, Communications Coordinator

If you frequently visit the AAUW MA website, you may notice that changes are being made. These edits, additions, and changes happen with your help. If you see something on the website that is out of date, incorrect, or could be freshened up—send me an email at roytm@merrimack.edu

Starting with the Branches:

- Send me an email and let me know how you would like your webpage changed, the more specific the better!
- If you have pictures you want to include, send them over with captions and dates.
- If you have a current list of events or meetings, I would be happy to add that for you.
- Do you want to “spice” up the page but you are not sure how? I can help with that too!

Simply, send me an email with the subject line “AAUW Website” with your name, your specific branch, and the changes you would like to see and I will get to work. In the meantime, thank to all of you who have worked to help update and change content on the website. We want the website to reflect the wonderful work we all do, and that is a team effort! I look forward to hearing from you :)



NEXT BAYSTATER: DECEMBER 2016!!!!