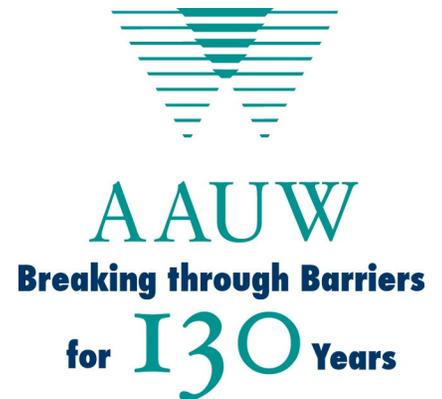


Breaking through educational and economic barriers so all women have a fair chance.

HUMAN TRAFFICKING

AAUW-MA Fall Conference
Saturday, October 29, 2011
Wylie Conference Center
Endicott College, Beverly



A MESSAGE FROM LIZ FRAGOLA

AAUW-MA PRESIDENT



Liz Fragola

to mind when our members think of AAUW-MA. They are powerful words, not in the sense of dominating force, but in the enduring strength they convey. They are the words of strong women united in a common purpose. We are leaders, advocates, educators with a voice that unites us as sisters and friends and gives hope to other women who may not have the voice they need to be heard. I was so moved by these words as they were spoken at our summer board meeting on June 25 (see article on page 4 for details). I continue to be inspired by them as I write this and reflect on how much the mission of AAUW is alive and well in Massachusetts.

We were *advocates* in action as we lobbied Senator

Advocacy, Education, Leaders, Voice, Friends, Sisters, Hope these are the words that come to mind when our members think of AAUW-MA. They are powerful words, not in the sense of dominating force, but in the enduring strength they convey. They are the words of strong women united in a common purpose. We are leaders, advocates, educators with a voice that unites us as sisters and friends and gives hope to other women who may not have the voice they need to be heard. I was so moved by these words as they were spoken at our summer board meeting on June 25 (see article on page 4 for details). I continue to be inspired by them as I write this and reflect on how much the mission of AAUW is alive and well in Massachusetts.

Brown and Senator Kerry during the AAUW National Convention. We educated the aides to our senators on the AAUW positions on cuts to Medicaid and Social Security, the importance of the Campus SaVE Act, and the need for a National Women's History Museum. Our group was articulate in giving *voice* to these issues affecting the lives of women and girls and their families. What a great feeling to know we were in our nation's capital united as *sisters* and *friends* working on behalf of women across the US.

As convention attendees we were most inspired by the story of Edith Arana one of the litigants in the class action suit, *Wal-Mart vs. Dukes*.

Edith and her attorney, Arcella Hurtado, told the story of years of discrimination Edith endured while a Wal-Mart employee who received "exceeds expectations" evaluations, but was denied promotions, training, and equal pay. This

courageous woman often put family events second to prove her dedication to her job, yet was not deemed worthy of advancement. Despite the loss of her husband, she, like Lilly Ledbetter, persisted with the legal case. The support of AAUW gave her *hope*. Women like Edith and Lilly, who was also at convention (see photo taken by Annie Houle), fuel our ambition to make the workplace an equal playing field for all.

Despite the set-back of the Supreme Court decision on the "class action" status of the *Wal-Mart vs. Dukes* case, we must continue our efforts to ensure passage of the Pay Check Fairness Act. One way we, as AAUW-MA, will continue to *advocate* for its passage is by informing women and men through voter *education* and registration. Through our Public Policy Chair, Catherine Schindewolf, we have submitted an application for an AAUW grant which will enable us to set up an ad campaign on Facebook to achieve significant outreach to this population of potential

voters. More will follow about this if we receive the grant. Think about what your branch might do to promote voter education and registration.

Our fall conference this year will focus on human trafficking. This is not only a women's issue, it is a human rights issue. Many of you have again been *advocates* for legislation in Massachusetts against this insidious activity. This piece of legislation has not yet found its way to the Governor's desk, so we need to keep on top of its progress through the State House. In collaboration with the United Nations Association of Greater Boston, the League of Women voters, and All Hands In, we hope to *educate* others about trafficking both locally and globally. For AAUW members education isn't enough. We must take our knowledge and use it for action and social change. At this time we are working on securing a keynote speaker and panelists for this full-day conference. Many

Continued on page 2, column 4

FAREWELL AND HAIL FROM BARBARA BURGO

As I leave the Program V.P. position I would like to publically thank all of you who were so instrumental in making the past 2 years of programs such a big a success. We worked hard, played hard and enjoyed many meals and meetings together which were lead by our extremely committed and capable members. You shared your various contacts, expertise and support with me while working as a team to establish interesting conferences, invited exceptional guest speakers and presenters, while keeping AAUW's core mission and values in sight. This resulted in a good number of new State and Branch members to AAUW-MA in 2010 and 2011!

Thank You, for your confidence in my abilities and the consistent feedback which enhanced all our events. You gave me the "I got your back" attitude just when I needed it the most. As evidenced by the energy, ideas and confidence shown toward and by our incoming Co-Program VP's, Sanaz Raoufi and Renea Gooch, be ready for many more exciting and innovative programs, which are being planned at this very moment...*because EQUITY is STILL an ISSUE!*

Yours in AAUW Spirit,

*Barbara J. Burgo
Program Vice President*

(Editor's note: The Program report will be published in the AAUW-MA Annual Report.)

July 1

Now that it's already July 1st, we've been back from National Convention and lobbying in Washington, D.C. for ten days and spent most of last Saturday at Liz's gorgeous home in Rockport for a Board Retreat, I am prompted to stop, reflect and count my blessings!

First and foremost, I'm blessed and honored to be aligned with such an awesome group of women who are equally committed to the AAUW mission. The collective energy, momentum and creative ideas that we shared in D.C. and the retreat enabled me to see that we have grown into a cohesive group. Further, I am still awe-struck at the fact that I have been selected to serve as your President-Elect and totally excited that my term "officially" begins today! The support and encouragement I received over the years and especially this during these past few months convinced me that I made the right decision taking on this important role. I promise you I will not let you down.

Finally, with new, younger members in several branches like the Taunton Area branch, where I serve as 2nd term president and the Boston branch, which were both long-term personal goals, along with the continued successes of our conferences and programs such as Sister-to-Sister and NCCWSL, AAUW-MA is poised and prepared

to become even more visible, viable and attractive to college students and others throughout the Commonwealth. I assure you that AAUW-MA, lead by our very capable and hard-working President Liz Fragola and her team, will bring you, our dedicated members, into 2012 with the exciting programs, interesting guest speakers and Action Network activism that we all expect and deserve as proud AAUW members... **because (unfortunately) Equity is Still an Issue.**

Thank you, for all you do to make this a better organization and a better world. Please feel free to call on me for any meetings, ideas and support you may need to continue this wonderful momentum for AAUW-MA.

Yours in AAUW Spirit,

*Barbara (Monteiro) Burgo
President-Elect*

President's message continued

knowledgeable and dynamic presenters have been suggested to our committee. We can guarantee a thought-provoking day and a call to action for all who attend.

Yes, AAUW-MA is on the right track. We are a mission-driven organization living up to our vision statement: *"We will further AAUW's mission by becoming a proactive, multicultural organization that will be a catalyst for positive social change"*. Please think about this statement as you plan branch activities and remember we are linked to each other as *sisters and friends* who support and care about all our members. Those who attended the June 25th meeting felt this strongly and we welcome all to be part of this strong band of sisters, because together we can *break through barriers so all women have a fair chance.*

Photo by Annie Houle



Lilly Ledbetter and AAUW-MA President Liz Fragola strike a pose at the 2011 AAUW Convention.

Announcing AAUW-MA 2011-2012 Officers

- President.....Liz Fragola
 - President-Elect.....Barbara Burgo
 - Co-Vice President Program.....Sanaz Raoufi
 - Co-Vice President Program.....Renea Gooch
 - Vice President Membership.....Betty Orsi
 - AAUW Funds..... Margaret Chalupowski
 - Finance Officer.....Robin DeMott
 - Secretary.....Tamara Gaydos
- Barbara, Sanaz, Renea and Robin were elected at the annual meeting in April. Liz, Betty, Margaret and Tamara are continuing.

NEWLY ELECTED AAUW-MA OFFICERS

President-Elect Barbara Burgo



Barbara Burgo

(Editor's note: Although Barbara is very familiar to our members, here's an update on her biography.)

President-Elect, **Barbara (Monteiro) Burgo** has been a member of AAUW for over 14 years. She served as Taunton Area Branch's Diversity and Membership Chair and is currently the Branch President. At the state level, Barbara has served as Membership VP and just stepped down as Program VP. She earned her B.A. in Cultural Anthropology from Rhode Island College with a minor in Women's Studies and has begun taking Masters' level classes toward a Certificate in Gerontology at UMass Boston. She enjoys

volunteering and has been a community activist for over 40 years - currently serving on several Boards including Power in Aging Collaborative of Cape Cod, a member of Morton Hospital and Medical Center's Patient and Family Advisory Council and Vice-Chair of South Coastal Counties Legal Services. She is also a member of the Boston and Brockton Branches of the NAACP. Barbara is the mother of two adult daughters.

Co-VP Program Sanaz Raoufi



Sanaz Raoufi

MBA in finance from Nova Southeastern University (Florida). She came to the

S a n a z Raoufi, a fairly new member to A A U W , holds a bachelor's degree in electrical engineering and an

United States five years ago from Tehran, Iran. Currently working as an office manager in a dental office, Sanaz is a member of the North Shore Area branch. *(Editor's note: Sanaz was featured in an interview in the Winter-Spring 2011 issue of the BayStater.)*

Co-VP Program Renea Gooch



Renea Gooch

R e n e a Gooch is currently an Associate Scientist for a leading Fortune 500 biotech company in Boston, Renea was born and raised in the small town of Florence, Alabama, A graduate of the University of Alabama in Huntsville, she holds a Masters Degree in Biological Sciences and has published scientific papers in both the *Journal of Neurochemistry* and *Central Nervous System Agents in Medicinal Chemistry*. While studying in Huntsville, Ms. Gooch served as the first-ever Student Advisory Council Director for the American Association of University Women (AAUW), representing students' interests within the state board of directors for AAUW of Alabama. After moving to Boston she has continued her involvement with AAUW, seeking out and becoming a member of the Boston branch.

(Editor's note: In addition to her involvement with AAUW-MA, Renea has a strong commitment to volunteerism which we hope to highlight in a later BayStater issue.)

Finance Officer Robin DeMott



Robin DeMott

R o b i n DeMott has been a member of the Bedford-Lexington Area AAUW

since 1978. She has held most of the branch board positions over the years, and is currently the Branch Finance Officer.

Robin's professional job is a change management specialist. She coordinates training and communications for the users of a company-wide software system. She just finished a huge two-year project, so now has more time for her volunteer activities. In addition to AAUW, her other big volunteer project is the CROP Hunger Walk, which raises money for hunger relief, crop development, and micro-economic projects all over the world. She is married to a high school chemistry teacher. Her son teaches French at a middle school and her daughter graduated from college in May and is currently student teaching math at a middle school. Robin's household also includes four cats and one dog.

Her mom was one of the founding members of the Livermore, CA branch, so AAUW is in her genes!

She looks forward to serving Massachusetts AAUW as its Finance Officer.

AAUW-MA SUMMER BOARD MEETING *Brain-Storming and Bonding*

The AAUW-MA Board and branch presidents met on Saturday, June 25th at my home to talk about the current status of our state organization and to plan for its future direction. In addition to doing some serious thinking and exchanging ideas and feelings, we had the very welcomed opportunity to get to know each other a little better and to more fully appreciate the efforts of all who value AAUW.

The following represents a summary of some of the thoughts of the group about how we see the mission of AAUW-MA and how we want others to see our organization:

- When we think of AAUW-MA these words come to mind:

- Leadership
- Voice
- Advocacy
- Education
- Sisters
- Friends
- Hope

These words represent what we value in AAUW and form the core of why we stay in the organization and why so many of us are willing to devote much time and energy to keep AAUW-MA a vibrant presence across the state.

- Some difficulties we encounter are:

- Communication can be

ineffective between the state board and the branches. This runs both ways.

- Leadership Development needs improvement.
- Visibility of AAUW-MA needs improvement.
- There is a disconnect between state events and attendance of members at the events.
- Declining membership.

The following are suggested goals to begin to remedy the challenges we encounter:

- **Membership:**

- Make a commitment to exemplary member relations
- Outreach to branches and connect them with other collaborative groups
- Outreach to college campuses by helping branches identify campus connections in their area
- Outreach to diverse populations through branch/state collaborations with colleges, other groups

- **Communication:**

- Each branch needs to designate a Public Policy Chair for communication of important issues as they arise
- Branches should maintain some flexibility in their scheduling for action issues that arise.

- Designate the state meeting as the monthly branch meeting to encourage attendance and

show branch board's support of these events.

- **Visibility:**

- Increase activism of AAUW-MA
- Focus on events like Equal Pay Day
- Develop data base of collaborative partners for communication and action-based events
- Branches to establish Facebook pages
- Members to post to AAUW-MA FB page and check it regularly

Time did not permit us to fully develop a strategic plan, but all felt we made real progress to breakdown the barriers between branches and the state board. A sense of solidarity permeated the day. A huge thank you goes to Pat Bologna, past AAUW-MA president, who was our convener and facilitator extraordinaire. I want to personally thank all who attended this meeting:

Barbara Burgo, Hollie Bagley, Betty Orsi, Sanaz Raoufi, Renea Gooch, Robin DeMott, Tamara Gaydos, Margaret Chalupowski, Alice Hooper, (all AAUW-MA board members), and Pat Laidler, president Hingham Area branch, Joan Zindermann and Alice Wadden, co-presidents, Bedford-Lexington branch, Linda Britt, president, North Shore Area branch, Marsha Fredricks, president, Cape Cod branch, Pat Gorton, president, Newburyport branch, Patricia Ho, vice-president, AAUW, and Beth Flanagan, Cape Cod branch.

Liz Fragola

2011-2012 BRANCH PRESIDENTS

Thank you to the newly elected or continuing branch presidents/administrators for taking a leadership role in AAUW-MA:

- Bedford Lexington Area**
Alice Wadden and Joan Zindermann
- Boston**
Helen Schwickrath
- Canton**
Anne Carnes
- Cape Cod**
Marsha Fredericks
- Hingham Area**
Patricia Laidler
- Melrose-Wakefield**
Monique Barnum and Annalise Conti
- Newburyport Area**
Patricia Gorton
- North Shore Area**
Linda Britt
- Taunton Area**
Barbara Burgo
- Worcester**
Betty Orsi

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AAUW FUNDS

Margaret Chalupowski, Chair

AAUW Fundraising - the Ongoing Challenge



Margaret
Chalupowski

As we know, AAUW, our powerful nationwide network of over 100,000

discussions that took place during our 2011 National Convention held this time in Washington D.C., from June 16 to 19, 2011. Among over 800 delegates from around the country, there were 16 of us from Massachusetts. We hope that our delegation will be larger at the next biennial AAUW Convention to be held in New Orleans, Louisiana, in June 2013.

Massachusetts is home to over 1,000 AAUW members, but only about 400 of them are active members involved in the activities of the 10 local branches. Over 700 women in Massachusetts support AAUW values and mission as members-at-large. While we treasure their membership at the national level, we would be delighted to see them involved in the activities of the local branches. Opportunities to get involved abound.

In addition to numerous interesting meetings held at the local branches level, each year AAUW-MA holds two state meetings: the spring convention and the fall conference focused on specific topics of growing social concern.

Last year our fall conference, organized in collaboration with Babson College, and called the "3E" Conference (Education, Employment, and Empowerment: the Global Prospects for Women), was a great success. This year the focus of our fall conference will be

the issue of human trafficking which constitutes one of the most complex and growing threats to fundamental human and civil rights of men, women, and children worldwide. The conference will be held on Saturday, October 29, 2011, at the picturesque and posh Wylie Conference Center at Endicott College in Beverly. We expect to attract a number of high-profile speakers representing community organizations, state government, legislature, judiciary, law enforcement, and academia.

We hope that our fall conference will be again a great success, as well as a rewarding fundraising opportunity. We invite all of you to share the feeling of accomplishment: all our current active members, members-at-large, and new prospective members, who do not know what they are missing by staying away from the one-hundred-thousand-women -strong national circle of trusted friends and colleagues.

MEMBERSHIP MATTERS

Betty Orsi, Membership VP



Betty Orsi

As we begin planning our 2011-12 programs it's usually helpful to review what membership campaigns are available. The "130th anniversary recruitment" for graduate students and college/university partnerships

will be available until November 2011. Introductory national rate for a graduate student is \$18.81 and for C/U partner is \$130. Other campaigns available include "Every member get a member", "Shape the future" which offers reduced dues rate, and finally "Give a recent graduate a gift" offer of a free membership. . National membership is still \$49/year or \$980 for paid life and a student who's enrolled at a C/U partner can receive a free e-student affiliation. MAL (member at large) members who only pay national dues are now being referred to as "national members." Two "kits" are available from AAUW-national for the MVPs use. The "Membership tool kit" provides on-line information and forms necessary for all the MVP campaigns and the second one is the "Annual starter kit" which all membership chairs will be receiving before fall includes an assortment of current AAUW membership fliers. In closing, don't forget to check your rosters for potential honorary members. Members who've paid their national dues for 50 years could be exempt from future national dues. Each branch must pursue and file a request with the Membership Department to apply for honorary status.

Did You Know -

There is a 2-1-1- Hotline supported by United Way, which offers Health and Human Services information and resources for free!

members, 1,000 branches, and 500 college and university partnerships working to promote equity for women and girls through advocacy, education, philanthropy and research, includes both a 501(c)(3) charity, the primary membership organization, and the AAUW Action Fund, a smaller welfare organization that may engage in limited activities related to member political activism and voter education.

AAUW is one of the world's largest sources of funding for graduate women. Our Legal Advocacy Fund is the nation's largest legal fund providing support for women seeking judicial redress in gender discrimination cases. Other most commonly designated funds are: Educational Opportunities Fund, Eleanor Roosevelt Fund, Public Policy Fund, and Leadership Programs Fund.

The remarkable achievements accomplished by women and girls sponsored by AAUW through its various Funds in the U.S. and all over the world constituted a recurring topic of presentations and

NCCWSL 2011: Young Women Student Leaders Fueled to Act and Lead

“Trust in the tough choices that you make. Trust in the passion—it will take you there. Do not trust other people to do it for you—passion will take you there.” These are the words of wisdom from Lisa Jackson, Administrator of the US Environmental Protection Agency (EPA). Jackson is the first African American to lead the EPA and was one of the five inspirational recipients of the Women of Distinction awarded by the National Conference for Student Women Leaders (NCCWSL) 2011 at the University of Maryland, College Park from June 2-4.

After nine months of conference calls, workshop reviews and collaborating with AAUW Leadership Programs, NCCWSL was worth the time, energy and commitment. The workshops, stimulating conversations and empowering activities in the midst of energetic and passionate young women were enriching and insightful. I was inspired to be a part of 500+ young women who believe that in their lifetime they will witness the election of the first female President in the United States; young women who believe that the feminist movement is still alive and that women have come a long way—and still have more work to do.

I mostly enjoyed the pre-conference activity. I joined the team that went to Mt. Carmel House. The house provides transitional and outreach services for homeless women living in the

Washington D.C. area. We learned about their transition as a permanent housing option for the women. We helped clean their premises and met some of the women. This was a wonderful opportunity to do meaningful community work while at the conference. The Women of Distinction Awards Ceremony was exceptional. The evening was filled with inspirational words from the awards recipients and I was moved by such power, potential and zeal in one room. I had the honor to introduce one of the honorees, Marsha Guenzler-Stevens, who is the Director of Center for Campus Life at Univ. of Maryland. She speaks nationally on topics such as women’s leadership, organizational development, and motivation. Marsha also led the opening session at the conference: Finding Your Voice, in which she challenged us as young women to think about our personal beliefs and our dreams and future of women and leadership.

I am thankful to AAUW for this amazing opportunity to meet and share my experiences with other young women from across the country. I was thrilled to meet other students from Massachusetts who thoroughly enjoyed the conference and learned a lot. As the Massachusetts cohort, we hope to bring our ideas from the conference to fruition through our numerous campus activities and organizations.

I was thrilled to be part of the

conference planning process with the AAUW National Student Advisory Council; an extraordinary opportunity to network and be nurtured as a leader. I am proud to be a member of the larger AAUW community—a community that stands for equity and believes in the potential that women and girls have in building and restoring healthier communities.

*Chiedza C. Mufunde
AAUW National Student
Advisory Council 2010-11
Mount Holyoke College '12*

Hello Mrs. Liz Fragola,

I hope you had a wonderful 4th of July.

I would like to extend my honest and sincere thanks to you and the Bedford-Lexington branch of the AAUW for sponsoring me to attend the NCCWSL. Without doubt, the grants proved to be extremely valuable for me, helping to reduce the financial burdens and allowing me to experience an opportunity I otherwise would not have been able to have. I truly appreciate your confidence in me! Attending the National Conference for College Women Student Leaders was the conference I had been waiting for to attend as a college student and it proved to be an opportunity for me to learn from the best minds of female leaders from our world.

I left Washington D.C feeling informed, inspired, empowered and blessed to have been able to attend the conference. I had the

privilege to meet 527 other college women from around the world who like me, share a passion to engage and become leaders in our community.

The speakers, women of distinction, workshops and experience of networking with other women were truly inspiring. The lessons learned will help me both in my personal and professional career.

One of the many lessons I learned while at the conference came from Marsha A. Guenzler-Stevens, one of the five women of distinction awarded at the ceremony. She was entertaining, engaging, and full of valuable insight. I clearly recall her saying “when you find your purpose, you will find your passion”. Her ideas, along with the other women of distinction, rang true, attesting to her years of practical experience. She spoke of the importance of both trusting yourself and living to your full potential. The conference was truly formatted to the needs of college women, who like me, returned home inspired, encouraged and motivated to influence our community. I have yet to attend any conference as empowering as this one!

Friday evening, I had the opportunity to visit the Capitol, walked through the national mall and saw the many monuments and memorial parks in the city. I had never been to Washington D.C prior to this

SUMMER 2011

Breaking through educational and economic barriers so all women have a fair chance.

conference and it is an experience I will always remember.

I look forward to attending the meeting the week of the 22nd and learning more about the human trafficking conference the AAUW is planning. I have worked closely with the League of Women Voters of Chelmsford by volunteering at various town debates as the time keeper and would like to continue my involvement with them, especially in the 2012 elections.

Once again, I'd like to thank the Bedford-Lexington branch of the AAUW for sponsoring me to attend the National Conference for College Student Women Leaders. Thank you!

Please see below (right) for several photos I would like to share with you.

Have a wonderful day,
Jennifer Castano
University of Massachusetts-
Lowell, Criminal Justice/
Homeland Security
[Jennifer Castano
@student.uml.edu](mailto:Jennifer.Castano@student.uml.edu)



For more of Chiedza's photos please view her album at <https://picasaweb.google.com/sikhanyiso.chiedza/NCCWSL2011?authkey=Gv1sRgCNyP2Iacq-vohAE&feat=directlink>

FIRST TIME AT CONVENTION

I have been a member of this wonderful organization since 2006. In my short tenure, I have repeatedly heard wonderful comments regarding the AAUW Biennial National Conventions. This year, the location of Washington DC and the commencement date of my last day of school made it possible for me to attend.

I traveled with fellow Hingham branch members: Hollie Bagley, Sheila Doherty, Cathy Barnes and Catherine Schindewolf. Hollie, an organized traveler, got us a great deal on the flight and bunking with roommates helped us keep the cost down. Our Opening Ceremony previewed our next days and evenings with keynote speakers, workshops and preparation for Lobbying Day on Capitol Hill. From there, we transitioned to Special-Interest Groups that ranged from social media, increasing membership and AAUW international travel. The busy day closed with a delicious dinner and a panel discussion with Women in Power in the Obama administration. These erudite women included: Tina Tchen, Chief of Staff to Michelle Obama, Sara Manzano-Diaz, Director of the Women's Bureau for the US Department of Labor, Jocelyn Samuels, Senior Counselor to the Assistant Attorney General for Civil Rights within the US Department of Justice and Russlyn Ali, Assistant Secretary for Civil Rights within the Department

of Education. They spoke of the great gains of the administration and continued challenges within our society.

Friday was Lobbying Day when a "sea of teal" roamed the halls of the Senate and



House of Representatives. Armed with literature, we visited the Senate offices of John Kerry and Scott Brown sharing our support for Social Security, Campus Sexual Violence Elimination and National Women's History Museum. A similar visit to Rep. Bill Keating's involved a wonderful meeting with his aide, Fallon Shields, who hails from Duxbury. After a visit to the botanical gardens we returned to the hotel for more engaging workshops.

Saturday began with a fascinating panel having the work-life balance conversation. Titled Transforming the 21st-Century Workplace: Women and Men as Allies, their discussion ranged from family friendly policies to workplace discrimination and diversity promotion. Again, we had our choices of relevant and mission based workshops for the rest of the day. Our lunchtime speaker, Cynthia

D'Amour called her "stand-up comedic" talk, Lead, Laugh or Get out of the Way. She spoke of busy women leaders who "forget" to have fun while doing their important work. The evening closed with the Convention Banquet featuring author, Sarah Brokaw and Eleanor Roosevelt Fund Awardee, Abigail J. Stewart.

Sunday, once more, offered workshops of choice according to interest and branch position. We closed with an invigorating speaker, author and activist, Gloria Feldt. Her topic, Taking AAUW Home, discussed the importance of women in leadership roles and the omnipresent efforts to redefine power and to lead with intention. Using passages from her several books, life experiences and a video montage, she communicated her goal so effectively that she was met by a standing ovation. It was the perfect way to celebrate and reflect on the great growth and spiritual connection that we experience.

While the Convention was now over, we Hingham branch members savored this feminist lens with a trip to the Women in Art Museum on Sunday afternoon. Cognizant of all that DC has to offer, we stayed another night and day where we took a DC by Night bus tour and enjoyed the Newseum and Smithsonian museums before traveling back to Boston. It was truly an amazing and informative five days!

Carol Sullivan-Hanley

ONE MEMBER ONE VOTE

The polls closed on Friday, June 17, at 9 p.m. in the historic AAUW One Member, One Vote election. It was the first time AAUW members voted in a popular election—rather than using a delegate system—to elect national officers and approve bylaws amendments and amendments to the Public Policy Program.

Members voted to pass all the proposed bylaws amendments and all the amendments to the Public Policy Program.

Congratulations to the newly elected AAUW Board of Directors.

AAUW President:
Carolyn Garfein

AAUW Vice President:
Patricia Fae Ho

AAUW Directors-at-Large:
Kathy Anthon
Amy Blackwell
Kathryn Braeman
Julia T. Brown
Sandra Camillo
Kathleen Cha
Charmen Goehring-Fox
Connie M. Hildebrand
Millie Hoffler-Foushee
David Kirkwood
Betsy McDowell
Dot McLane
Peggy Ryan Williams



The Boston Globe

UNSETTLED BY COURT'S WAL-MART RULING

After judicial setback, women need to seek legislative recourse

Patricia Ho's op-ed was published in the June 27, 2011 Boston Globe.

THE SUPREME Court's performance. This precedent decision to dismiss the sex-discrimination lawsuit on behalf of 1.5 million women employees of Wal-Mart has dealt another monumental setback to equity for women in the workplace ("Court blocks Wal-Mart lawsuit," Business, June 21). This denial of nationwide class-action status would force workers to pursue claims against unfair corporate practices individually or in small groups, with no leverage of pooled resources.

For women, who make up a majority of the workforce, and who already suffer from a pay gap of 23 cents on the dollar, this decision severely limits a judicial recourse to pursuit of equal pay and opportunities for advancement based solely on job

setting decision. This precedent affects not only the women at Wal-Mart, but all workers filing class-action claims against other large companies.

Redress needs to occur legislatively through the reintroduction and passage of the Paycheck Fairness Act, which was narrowly blocked last year in the Senate. This bill would provide more effective remedies against gender-based discrimination. Only when the rights of all workers to equitable working conditions and wages are upheld can we claim to be a democratic society.

Patricia Fae Ho
Beverly

The writer is vice president of the board of the American Association of University Women.

IN MEMORIAM, DR. ELIZABETH MAY



Dr. Elizabeth May, a well-known educator and former acting president at Wheaton College, died at home in Harvard on March 27 after a long illness. She was 103. The widow of attorney Geoffrey May, she had been actively associated with the American Association of University Women and was vice president, then president, of the International Federation of University Women from 1974 to 1977. "She was a consistent supporter of the importance of higher education for women, and organizational support for female students, with special emphasis on students in developing countries," her family said.

—excerpt taken from her obituary published in *The Boston Globe*, April 4, 2011.

AAUW in Massachusetts established the Elizabeth S.

May International Fellowship Endowment in her honor.

Below is an excerpt from an article published in the Spring 2007 *BayStater* on the occasion of her 100th birthday:

During Dr. May's extraordinary career, she held numerous leadership positions in the academic, governmental and public sectors including Dean of Wheaton College where she also served as acting president (1949-64), Analyst, US Dept. of the Treasury (1939-41) and Fiscal Analyst, Bureau of the Budget (1941-47) and was the first woman member of the board of the Export-Import Bank (1964-69).

Active in AAUW at state, national and international levels, she was IFUW President (1974-77), AAUW First Vice President (1961-69), chair of the Fellowships Program Committee (1950-55) and Fellowships Fund Committee (1955-59). Additionally, she was a founding member and second president of the Virginia Gildersleeve International Fund (1981-87); in fact, she was one of the eleven original incorporators who each contributed \$300 to cover costs to incorporate in New York State. In 1936 she joined the staff of AAUW to develop an educational program to explain controversial social issues, including the cause and cure for the Depression.

Closer to home, Elizabeth was First Vice President of the Massachusetts Division, as it was called, (1960-61), Taking Hold of Technology

topic chair (1981-85).and a member of the Acton Area branch until it disbanded and then joined the Bedford-Lexington Area branch.

Dr. May's educational resume is just as impressive. She received her BA in economics from Smith College in 1928, and entered the London School of Economics where she earned her Ph.D. in 1931. She was awarded honorary degrees from Wheaton College and from Goucher College.

Dr. May was a long-time member and chair of both the Harvard, MA Conservation Trust and the Harvard, MA Long Range Planning Advisory Board.

Sending a contribution to AAUW Funds in memory of Dr. May would be an appropriate way to honor a respected economic theorist, teacher, dedicated volunteer and friend for her many contributions to AAUW.

ATTENTION all Facebook users and potential users. AAUW-MA has a Facebook page. Visit <http://www.facebook.com/aauw.massachusetts> and LIKE the page. You will then be able to post on its wall. Please share interesting articles and news of your branch. Branches should create a branch page titled AAUW Branch name (MA). You may copy information for your profile from the AAUW-MA page.

Social media is another way to increase visibility for AAUW-MA and to foster communication among our members.

facebook

THOUGHTS ON AAUW, STEM PARTNERSHIPS AND GOOGLE



Patricia Fae Ho

Formula for success: combine enthusiastic girls, inspired educators and scientists, engaged parents and a supportive business community in a setting conducive to exploration and discovery. Add AAUW and other collaborative organizations and the results are amazing new STEM opportunities for these young women.

For five years, AAUW has partnered with EdLab Group in implementing the National Girls Collaborative Project (NGCP) initiatives funded by the National Science Foundation. Each regional collaborative, supported by an AAUW liaison, has formed partnerships with stakeholders in education,

industry and the community to actively promote regional sharing of STEM resources and programs to strengthen girls' participation in STEM exploratory activities.

The Southern New England Collaborative is one such collaborative, with a Leadership Team comprised of leaders in STEM education in Massachusetts and Rhode Island. Liaison Kimberly Edgar, Patricia Fae Ho and Mildred Hoover have been the AAUW members on the Leadership Team.

On May 18, at the New England Institute of Technology in Warwick RI, this collaborative presented a regional networking conference attended by sixty educators, parents, business representatives and community members. Entitled "Collaborate to Innovate: Changing the Landscape for Girls in

STEM," the afternoon event featured renowned educator Cathy Valentino who demonstrated practical techniques for piquing girls' interest in exploratory discovery. Conference participants were also invited to submit applications for minigrant funds as seed money for STEM projects. And network they did – which is a crucial part of forming collaborative partnerships.

Nationally the NGCP initiatives have served thirty states through eighteen collaboratives reaching more than 4.8 million girls. An amazing accomplishment for EdLab Group and AAUW! However, this partnership will end shortly, as the NSF has refocused the goals of its STEM grants to "building capacity of girl-serving STEM organizations to reach and serve under-represented girls and

provide resources to K – 12 school counselors to address barriers to girls' engagement in STEM."

AAUW will continue to make STEM outreach a priority at the national, state and local levels. Indeed, three of the four national Breaking Through Barriers award winners (with each receiving a \$3000 prize from AAUW) are branches engaged in significant, noteworthy STEM projects. States and branches are encouraged to reach out into their communities to support organizations and activities that give girls the opportunities to see beyond boundaries and to reach for new explorations. After all, consider that the three top winners in the first international Google science competition were GIRLS!

Patricia Fae Ho
Vice President, AAUW

THE EQUAL PAY ACT, 48 YEARS LATER

"This act represents many years of effort to call attention to the unconscionable practice of paying female employees less wages than male employees for the same job. This measure adds to our laws another structure basic to democracy. It will add protection at the working place to the women, the same rights at the working place in a sense that they have enjoyed at the polling place."

President John F. Kennedy, remarks upon signing the Equal Pay Act of 1963

In 1963, President John F. Kennedy signed into law the Equal Pay Act, a law intended to end gender-based pay discrimination. At the time, women were earning, on average, only 59 cents for every dollar earned, on average, by men. Companies were posting the same jobs on men's and women's help wanted pages -- with different salaries. Discrimination was rampant and overt; it was still legal to pay unfairly. The Equal Pay Act was intended to be a key first step toward changing the way America

did business, for the better.

However, uneven enforcement coupled with hostile court rulings has limited the law's effectiveness. Today, the pay gap sits at 77 cents on the dollar. That means that in nearly 50 years, we've progressed at a rate of only about half a penny a year. This pace is unacceptable.

If the law no longer reflects Kennedy's and members' of Congress intent to outlaw gender pay discrimination, we must update and strengthen the law. **That's why we're asking you to urge your members of**

congress to support the Paycheck Fairness Act!

The Paycheck Fairness Act, which came extremely close to passing in the last Congress, would reaffirm our country's commitment to equal pay for equal work. It would restore, as Kennedy put it, a "structure basic to democracy."

Take Action!

Urge your members of congress to support the Paycheck Fairness Act (S. 797/H.R. 1519)! To send a message, visit www.aauw.org and choose ACT from the drop-down menu and click on Two Minute Activist.

SUMMER 2011

Breaking through educational and economic barriers so all women have a fair chance.



AAUW Convention 2011
Breaking Through Barriers—
Advocating for Change
June 16-19, 2011



Pat Gorton, Barbara Burgo, Linda Britt, Liz Fragola, Arline Broberg, Pam Collins, Patricia Fae Ho, Betty Orsi, Hollie Bagley, Sheila Doherty, Margaret Chalupowski