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AAUW MA Co-Presidents' Message

Greetings to all AAUW-MA members!

Katie Donovan and I have communicated, met and set a few very basic goals for our term of leadership. We plan to hold regular conference calls with all members of the board, as well as branch presidents or their representative. Although we are geographically scattered we hope to schedule at least a couple of face to face meetings during the year as well.

Increasing and retaining membership is a perennial goal for AAUW. We will be looking for new and better ways to achieve this goal. Please help us with your suggestions and best practices.

In addition to an annual meeting and spring conference we hope to find a time, easily accessible central location and a topic of interest—mission based if at all possible—for a midyear gathering of AAUW-MA members.

We will continue to focus on Equal Pay until the bills are passed and implemented. Get Out the Vote will be the focus come the fall. Please consider what your branch did four years ago, share your success and let us all know your plans for the latest campaign. Does your community have a summer or fall festival where you can set up a table—a parade where you can take part—or will you visit schools, libraries and supermarkets?

Please remember –**this is YOUR AAUW!!!!** The board is here to organize, support, and serve as a focal point for our activities. All suggestions and assistance is gratefully appreciated. TOGETHER we can make AAUW-MA a force for positive change in our state.

Marsha & Katie, Incoming Co-Presidents

AAUW Member Spotlight

We will begin using this section of the BayStater to feature various AAUW MA members. Anyone is able to nominate a member of their branch. Think about the following when determining who you would like to nominate:

- ◆ Has this woman made a significant contribution to your branch or AAUW as a whole?
- ◆ Do you admire this woman's ability to lead/serve?
- ◆ Has this woman done something extraordinary outside of AAUW that you believe should be recognized?

If so, please send the member's name, photo (if you are able) and a brief paragraph about your reason for nominating to roytm@merrimack.edu. I will do my best to feature as many as possible!



Pay Equity Coming to Massachusetts

Stacy Fatale, Public Policy Chair, AAUW Massachusetts

Readers recall that the Massachusetts State Senate unanimously passed An Act to Establish Pay Equity in January 2016. The bill was forwarded to the House Ways and Means Committee, but pressure is still required to move the bill from the Committee to the House floor for a vote.

To achieve the next step of getting a vote in the House, we developed and delivered a targeted message to Representatives that we want pay equity this year, this session! This May 2016 action has garnered 70 distinct submissions to 52 legislators. We have heard through our sources in the Equal Pay Coalition, and it has been reported, that there is strong interest to get pay equity done this year.

And we have heard that pressure helps!

So, if you think you did a letter or a phone call, and that should suffice, please note that with the competing legislative initiatives and interests, declaring what you think is a priority and repeating it, is a good thing.

The 2nd annual session of this year ends July 31, 2016. The days and weeks are swiftly passing, and we want to get this vote done before the session ends. If you have not attended to the latest Action message and you receive Action Alerts, please do not think it will waste your time. We hope this gives you more knowledge of the timeline for this bill.

If you are reading this and not a national AAUW Action Alert network member, you can become one. If you are not in the network, you can locate your Representative at <https://malegislature.gov/>, and call her or him, or send an email. Tell them you heard that a pay equity bill is close to being passed in Massachusetts and you want to see it accomplished this session. They count the messages they receive. By the way, if you have your own story you can share about unequal pay that is compelling information.

If you tweet or want to tweet, you can participate in “Pay Gap Fridays” to communicate the pay differential between women and men. Refer to: #PayGapFridays, #ClosetheGapMA. You will need to create a Twitter account.

We extend a hearty thank you to those of you who are Action Network activists who submitted the message to their Senator and Representative, and to those who edited the message to personalize it or customize it in a particular way.

AAUW MA on Facebook & Twitter

Check out AAUW MA on social media! On Facebook and Twitter you will find updates and interesting articles about women through sources like NCCWSL, AAUW, National Women’s History Museum, Ms. Foundation, and more. If you are not already following us on Twitter and Facebook— be sure to do so and share with your networks and friends.



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



<https://twitter.com/aauwma>

College & University Relations Feature

Cape Cod & Title IX

Marsha Fredericks, VP Programs, Cape Cod Branch

National Convention is always an uplifting and energizing experience for me. And so, I was doubly pleased to come home with a project in which the Cape Cod branch could and would participate.

In September the board agreed to finance the copying of the letters to school administrators and Title IX coordinators as well as the new Resource Guide. One of our members, Bo Bowen, found the names and contact information for each of the public school systems and charter schools on Cape Cod. We have a total of fifteen, as well as our two CU Partners, Cape Cod Community College and Mass Maritime Academy. Members agreed to make an appointment with the superintendent's office and pay a personal visit to the school offices to deliver the material. Nantucket and Martha's Vineyard schools received theirs via snail mail. We are still compiling the list of Title IX coordinators here on the Cape.

Our two CU Partners were already aware of the new resource guide and had attended a seminar through their Title IX network. They were, however, pleased to receive the material from us as well.

In the folder with the letters and Resource Guide I also included the wonderful 4X6 postcards—AAUW empowers Women—and the AAUW Fellowship and Grants bookmarks.

In conjunction with this effort Molly Lam, National LAF supervisor spoke at our branch meeting as well as CCCC and MMA regarding Title IX and other LAF efforts. We were happy to see members of the Taunton Branch at CCCC for this program.

Bylaws

Frances Schlesinger, Bylaws Chair, AAUW Massachusetts

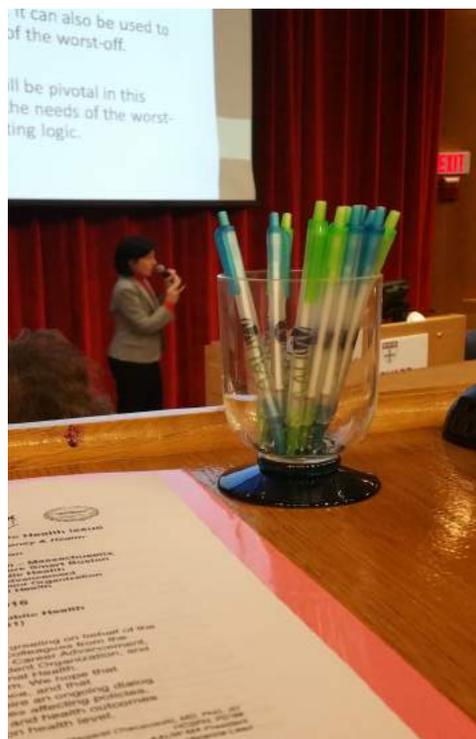
A giant thank you to all who worked so hard on revising branch bylaws. All Massachusetts branch and state bylaws were updated and turned into national on time.



THANK YOU TO ALL WHO ATTENDED THE...

Women's Financial Security – a Public Health Issue

Interdisciplinary Symposium and AAUW-MA Annual Convention





Taunton Area Branch, Cristina Ajemian

The Taunton Area Branch of AAUW held its 16th annual Remarkable Young Women Tea on May 14, 2016 at the Pilgrim Congregational Church in Taunton. Exceptional students from six local high schools representing the membership area were recognized for their outstanding achievements. Each student was nominated by her school's guidance department as someone who has persevered and achieved in the face of some obstacle, whether it was a serious family illness and loss, a personal crisis, financial difficulties, and even homelessness. Not all were in the very top of their class, but most were.

Six graduating seniors received a certificate of achievement and a copy of this year's Anna B. Shaff Book Award, "In Their Shoes: Extraordinary Women Describe Their Amazing Careers" by Deborah Reber. Anna B. Shaff was a past president of the Taunton Area Branch, a librarian and English teacher at Taunton High School.

The six senior students are Michelina Berlandi from Bridgewater-Raynham Regional High School; Andrea Gouin from Bristol County Agricultural High School; Davina Cabbagestalk from Bristol-Plymouth Regional Technical High School; Emily O'Connor from Coyle and Cassidy High School; Nicole Pimental from Dighton-Rehobeth Regional High School, and Alyssa Gibson from Taunton High School. As each senior student was introduced, she spoke about the college of her choice and her career plans.

The Remarkable High School Junior students also received a certificate of achievement. They are Nicole Driscoll from Bridgewater-Raynham Regional High School; Madeline Moquin from Bristol County Agricultural High School; Meghan Mendonca from Bristol-Plymouth Technical High School; Victoria Russo from Coyle and Cassidy High School; Anna Stone from Dighton-Rehobeth Regional High School; and Brianna Seaver from Taunton High School.

The Taunton Area Branch will keep in contact with these students as they enter their senior year with many important decisions ahead. They are invited to be guests of the branch at our opening dinner meeting and all other meetings.

The Mary Anderson Memorial Scholarship, an annual award in honor of a longtime member, was given to Victoria Alves, a student in her junior year at Simmons College. This scholarship is awarded to a student in her junior year of study who has declared an interest in women's issues and the goals of AAUW. Victoria is a former Remarkable Young Woman.

Following the award ceremony, the students and their families were addressed by Sarah Hartshorn Hilton, a graduating student at Wheaton College. Sarah was elected President of the Student Government Association and has attended the NCWSL Conference twice. She returned so enthusiastic about the conference that she encouraged Wheaton to sponsor the attendance of other students to NCWSL. Sarah was also instrumental in organizing an all-day Elect Her! event on the Wheaton campus, sponsored by AAUW, to encourage women students to run for office or to support the campaigns of others.

Sarah shared her experiences as a college student and encouraged the Remarkable Young Women, soon-to-be college students themselves, to take full advantage of new opportunities.





North Shore Area Branch, Liz Fragola

The North Shore Area Branch has awarded two NCCWSL scholarships this year. Both recipients are students at Salem State University. Naina Adhikari is an undergraduate student majoring in social work and Aasma Aziz is a graduate student at the School of Social Work at SSU. They will each write a brief article about their NCCWSL experience and will speak at our branch Holiday Brunch which serves as a fundraiser for the scholarship. We always delight in hearing from our scholarship recipients and are inspired by their enthusiasm for NCCWSL and for the future of young women leaders.

In April the branch was fortunate to have national board chair, Patricia Fae Ho, lead us in a discussion of the new AAUW study, *Barriers and Bias: The Status of Women in Leadership*. Her presentation sparked a lively discussion on the dearth of women in leadership positions and the very subtle bias that lies at the root of this issue.

We will hold our Annual Meeting and Dinner in June at the Hawthorne Hotel in Salem. In lieu of a speaker this year we will continue our look at leadership and feminism through round table discussions. Our branch enjoys conversation on timely topics of concern to us as women and AAUW members. We hope to promote both interpersonal connections and branch activity through these discussions.

At our summer board meeting in August, we will continue to brainstorm ideas and plan our programs for the coming year. We wish all our friends in AAUW a relaxing and enjoyable summer!

Worcester Area Branch, Betty Orsi

AAUW-Worcester being a smaller branch, we partner with IIGA (Investing in Girls Association) Worcester community and even tailgate some other community events that share & further AAUW's mission & vision. AAUW's work on behalf of women & girls throughout the years is a well known fact which is appreciated by many. It's a win-win for all of us when we help support each other's common goals & keeps our AAUW name on the tip of their tongue!

Briefly, here are a few 2015-16 AAUW- Worcester collaborations:

- Oct 17, 2015 Glam Day at WPI is program is similar to our AAUW STEM program.
- March 17, 2016: The Women's & Gender Studies Program at Clark University tabling event provided a place to network not only with campus students & professors, but also with other community organizations.
- May 13, 2016: Worcester IIGA (Investing in Girls Association) statewide conference held in Sturbridge: "Momentum Demands Movement- Activating resources to invest in girls." Speakers, panels, table discussions & networking were on the menu for the day.
- May 24, 2016: Traveled with IIGA to Boston for Advocacy Day to encourage legislatures to support those bills on behalf of all women & girls.





Bedford-Lexington Area Branch, Ruth Ladd

In March the Bedford-Lexington Area Branch had a program entitled, "METCO Then and Now" with Claire Jones and Barbara Nobles, METCO coordinators for Bedford and Lexington, as well as Marion Kilson and Lois Pulliam, members of our branch. METCO, or the METropolitan Council for Educational Opportunity, began in Massachusetts in 1966. Our meeting featured a panel discussion about METCO, an organization whose purpose in its original grant is "to expand educational opportunities, increase diversity, and reduce racial isolation by permitting students in Boston and Springfield to attend public schools in other communities that have agreed to participate..." The program provides students the opportunity to experience the advantages of learning and working in a racially, ethnically, and linguistically diverse setting."

Representative Christine Barber provided an outstanding presentation entitled, "A Focus on Choice" in April with much discussion with the attendees. As the political scene focuses more and more on reproductive choice and its inclusion as a state, national and even international issue, we were right on target with Representative Barber as our speaker at the April 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.

In May Ms. Emily Style, Co-Director of the SEED program at Wellesley Centers for Women, described that program--Seeking Educational Equity and Diversity. Since its beginning 30 years ago, SEED has been based at Wellesley's Center and early conversations with them were centered around the 1992 AAUW publication "How Schools Shortchange Girls." SEED is described as a "peer-led professional development program that promotes change through self-reflection and interpersonal dialogue and builds capacity for more equitable curriculum, campuses, and communities."

June was our annual end-of-year dinner with Massachusetts' own Patricia Ho as our speaker. She spoke eloquently about AAUW's mission, her travels to the far reaches of AAUW around the country and the world, and of the new focus on unrestricted gifts to AAUW to fund the myriad of critical programs such as Work Smart, NCCWSL, etc. Perhaps the most surprising piece of information to many members was that the Educational Opportunities Fund is fully funded and the Legal Advocacy Fund is almost fully funded. This is causing us to rethink our approach to fundraising in the future.

Cape Cod Area Branch, Becky Alden

The Cape Cod Branch held its Spring Luncheon and Installation of Officers on May 10 at the Scargo Cafe, Dennis. Our new officers are VP Membership (co VP's) Barbara Mulligan-Rado and Elsa Murphy; Phyllis Koppel, Recording Secretary; and Carol Carbough is our new Financial Officer. We gave thanks to Judith Needham, who served as our VP for Membership and to Fran Ziegler, who served as our Financial Officer.

Our Book and Author Tea, which supports our Scholarship Fund, is planned for Tuesday, June 21. We hold this event every other spring, and are blessed with having top local authors.

We will be making program plans the end of the month for our coming year.

I give thanks for our active Board who step up and help with the leadership of the Cape Cod Branch.

More Policy from 2015-2016

Stacy Fatale, Public Policy Chair, AAUW Massachusetts

AAUW - MA:

Signed on to the 2020 Women on Boards letter to increase women on boards

The good news for women and the Massachusetts economy was the October 2015 legislative resolution S1007. It is now resolved that by December 31, 2018, all corporate boards with nine or more members should have a minimum of three women directors; all boards with fewer than nine members should have a minimum of two women directors. The resolution references reports issued by Thomson Reuters, Credit Suisse, and McKinsey which have substantiated the correlation between greater gender diversity in top management and enhanced corporate performance.

Supported the gender equity language in disability insurance legislation which has been adopted by the Senate as part of its budget

Thank you for your activism, lobbying, and enthusiasm. And remember to thank all your legislators who are working to create equity for women and girls.

Please refer to specific content of bills referenced at: <https://malegislature.gov/>.

Choose "Bills and Laws" and then enter keywords of bills or enter bill numbers when known. You can also locate a legislator here as well.



International Women's Day March Lobby Day at the State House

The View from the Helm

Margaret Chalupowski MD PhD JD, Outgoing AAUW MA President

The opinions of this article are those of the author and not AAUW MA

When Ruth Ladd and I took over the steering wheel of the AAUW-MA in the summer of 2014, we envisioned a challenging but exciting ride.

The outgoing President, Barbara Burgo, set the bar high for enthusiasm, good ideas, and a lot of energy. We knew that all these attributes were essential for a successful functioning of an AAUW State Board, especially when processing relevant information coming on a daily basis, finding the right person to handle the organization's administrative and communication tasks, encouraging people to serve on the state board, energizing the local branches, and recruiting new AAUW members are on-going challenges.

However, we remained passionate about the AAUW mission and had ambitious plans for the AAUW-MA growth both in size and scope of activities. We were very fortunate to be able to rely on the commitment and expertise of our Board members, and a number of the AAUW-MA members actively involved in our work. We stayed connected through conference calls and face-to-face meetings.

In the fall of 2014, we were delighted to recruit Marya Dantzer, a communications professional, writer and researcher with credentials from Harvard, Brandeis, and Northeastern Universities, and a member of the Bedford-Lexington Area Branch, as our Communications Coordinator. Marya formally came on board as of January 1, 2015, and hit the ground running when she published her first BayStater in early February 2015.

One of our main priorities at the time was establishing strategic alliances with other organizations focused on the advancement and empowerment of women and girls, at local, regional, national, and global levels.

True to this commitment, we participated in various events sponsored by like-minded organizations such as the Bessie Tarrt Wilson Initiative for Children - the leader of the "Put MA Kids First" Coalition, or the Center for Women in Politics at UMass Boston - the organizer of the First Biennial New England Women's Policy Conference held on November 7, 2014 at the John F. Kennedy Presidential Library.

We were among over 400 women and men from the public, private, and non-profit sectors, who gathered at the Kennedy Library to put a spotlight on "The Unfinished Agenda," - a set of policy issues such as equal pay, childcare, and paid parental leave; the issues so compatible with our AAUW priorities.

As an active supporter of the event, AAUW-MA was invited to attend a follow-up meeting with Lieutenant Governor Karyn Polito held on March 2, 2015, an event that gathered over 50 women representing various organizations focused of women's issues in Massachusetts.

Still in pursuit of our goal of cultivating strong collaborative ties with other women's organizations, we combined our 2015 Annual Meeting with the celebration of the International Women's Day sponsored by the United Nations Association of Greater Boston (UNA-GB) which was held on March 6, 2015 at a convenient Downtown Boston location secured at no cost through the courtesy of the Massachusetts Continuing Legal Education (MCLE) Conference Center at 10 Winter Place.

Shortly before the 2015 Annual Meeting, Ruth Ladd decided to resign from her Co-President position due to personal reasons. With no volunteers for the vacant Co-President position (or for the President-Elect position for that matter) I offered to continue to serve as the President, and as the President-Elect of the AAUW-MA.

The minutes of the 2015 Annual Meeting Report were aptly kept by our Communications Coordinator Marya Dantzer and published in the Summer 2015 issue of the BayStater.

In the same issue of the BayStater, Stacy Fatale, the AAUW-MA Public Policy Chair reported on the events of the Equal Pay Day at the Massachusetts State House attended by several AAUW members on April 15, 2015.

In June 2015, several members of AAUW-MA attended the biennial AAUW National Convention in San Diego. Remembering how much I enjoyed attending the Conventions in Washington, DC, in 2011 and in New Orleans in 2013, I was sorry to miss the San Diego gathering, but I am already planning to be in Washington for the 2017 AAUW Convention.

In late September 2015, we had an opportunity to attend the launching of the partnership between AAUW and the City of Boston Mayor's Office focused on training women in salary negotiation through AAUW's Work Smart program.

Inspired by the AAUW-City of Boston Work Smart Program, we decided to make the issue of women's financial security the focus of our upcoming AAUW-MA Annual Conference planned for May 2016.

The early planning efforts for the 2016 Conference, needed to be adjusted when we learned that our Communications Coordinator, Marya Dantzer, who did such an excellent job during the short time she was working with us, had to resign for personal reasons at the end of October 2015.

Determined to find a replacement immediately, we spread the word through our network and even used the occasion of attending the Massachusetts Conference for Women held at the World Trade Center in Boston on December 8-9, 2015, to distribute flyers about the AAUW-MA job opening.

However, no candidate was found until Liz Fragola, who came on board to assist with communication to branches while I focused my efforts on our 2016 Conference, recruited Tia Roy, a former NCCWSL scholarship recipient, member of the North Shore Area Branch, and graduate student at the University of Connecticut.

Tia was hired as our new Communications Coordinator in early January 2016. She published her first BayStater in March 2016, updated the AAUW-MA website and established the EventBrite link for the upcoming State Conference to be held at the Harvard T.H. Chan School of Public Health on Saturday, May 7, 2016.

The topic of the Conference, "Women's Financial Security: a Public Health Issue," was inspired by the AAUW-City of Boston Mayor's Office Work Smart collaboration. The program of the Conference was specifically designed to showcase the Work Smart Initiative, and one of the lunchtime workshops was reserved for that purpose.

We were able to secure outstanding, world-class, speakers for our four panels focused on: (1) starting a career/new job, (2) mid-career challenges, (3) protecting your assets beyond working years, and (4) the global dimension of women's financial security. We had a Deputy Director of the UN and the UN Women, Lakshmi Puri, as a Keynote Speaker.

According to the post-conference evaluations, the content of the Conference was appreciated by many. However, some of our members seemed to be more concerned with the convenience of parking and comfort of the chairs.

On the one hand, we have great, committed volunteers, who do an amazing job supporting the organization and carrying on its mission. On the other hand, it is too often that we see displays of a 'consumer of goods and services' attitude, which is at odds with the ideals of a democratic, member-driven women's organization.

The "founding mothers" of AAUW, who gathered in Boston in 1881 to assert the role of women in academia, did not intend the AAUW Branches to turn into the arts & crafts or baking, cooking, and dining clubs.

Let's not forget that the "U" in the AAUW acronym stands for "University." It does not stand for unengaged, unenthusiastic, unsatisfied, unfulfilled, unsupportive, uninterested, unkind, or uncivilized - unless we make it that way.