



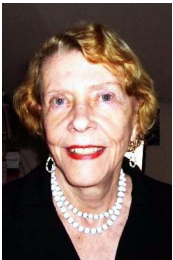
# The BayStater

Spring 2009

Volume 33, Number 3

## AAUW-MA Convention Breaking Through Barriers May 9, 2009 Courtyard Marriott Marlborough

### An Invitation from Liz Markson, AAUW-MA Program VP



Liz Markson

Come to the May 9 convention at the Marlborough Courtyard for an exciting and challenging day when we focus on changes and advances for women and girls! I am especially excited by this meeting, as it offers us an opportunity to learn about new directions, both for AAUW and for women and girls. Breaking through Barriers has always been the mission of AAUW and the meeting on May 9 presents exciting new information about how women--and AAUW--are continuing to charge through the numerous barricades confronting women for many generations. Our keynote speaker, Susannah Howe, a civil engineer and professor at Smith College, will describe the innovative engineering program aimed exclusively at women--traditionally an underrepresented group in this field. Smith's Picker

Engineering Program is unlike any other in the United States as it was designed both to prepare women for leadership roles in society and in the engineering profession. The Picker Engineering Program is pioneering, the first and only accredited engineering program in the nation just for women. It demonstrates the innovative ways that engineering can be woven into the fabric of the liberal arts environment. Since the program enrolled its first students in the fall of 2000, it has grown steadily. Engineering is now one of the most popular majors among entering students. Picker students become confident, creative engineers able to cross traditional boundaries between the sciences and the humanities. As critical thinkers and socially responsible decision makers, they are helping to engineer a sustainable future for our global community.

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Beryl Domingo

### Beryl's Message

Beryl Domingo, AAUW-MA President

where gender is no longer an issue; and achievement is about having broken through all the barriers that are still standing in the way of true equality. We are women on the march to push through any walls and ceilings that stubbornly remain. We will not be stopped. It is a fitting theme for the AAUW national convention and for our state convention.

"Breaking Through Barriers" has a certain ring to it that implies action, promise and achievement. Action is in the hard work that we do to push towards equity and fairness. Promise is what we look forward to in a world

To prepare for the work ahead of us, we have designed our State Convention agenda to help us engage in discussions on major AAUW changes and proposed changes. We have invited a presenter who will speak about accomplishments of women in a typically male dominated field to show that barriers can be broken.

We have come a long way, but as we know there is still much to be done. At least we don't have to battle the current administration on gender issues. There are hopeful signs that we have a friend in the White House as evident in that the first bill President Obama signed into law was the Lilly Ledbetter Fair Pay Restoration Act; and just a few weeks ago, his creation of the White House Council on Women and Girls.

The President's signing of the executive order was attended by Linda D. Hallman, AAUW Executive Director. The following statement by Linda was quoted in Boston.com: "AAUW is delighted that President Obama has decided to formally give

**Beryl's message** continued

women and girls a seat at the White House table. The council will help ensure that the unique issues and challenges facing women and girls continue to be at the forefront of the administration's policies and priorities." AAUW's presence is right and fitting at this historical event.

In regards to the "New AAUW, a number of briefings have been issued to help us better understand proposed and actual organizational changes. All the briefings that have been issued since May 2008 to the present can be found in the member center of AAUW.org and also on our state website, AAUW-MA.org under the link: *Current Topics Briefing Series*. I urge you to review the briefings and be informed of developments at AAUW. I would like to bring your attention to briefing # 19 regarding AAUW Branch Tax Status after Restructuring (updated), and Briefing # 20 on the newly created AAUW Leadership Corps. AAUW has opened applications for members to be part of a volunteer group that will help shepherd our new organization through its transformation, by supporting and mentoring AAUW leaders and facilitating communication among all levels of the organization. Members are the strength of AAUW and members together can bring AAUW into the 21<sup>st</sup> century.

In our last BayStater, we asked you to respond to a survey on the proposed article in the draft bylaws on Opening Membership. We did not receive a large number of responses - 6 individuals and 1 branch vote. Of the individual votes, 3 were for open membership and 2 were against, and 1 member said she supported open membership but is in favor of delaying a vote on the membership criteria until after AAUW passes the bylaw on One Member-One Vote. The branch response was a survey taken during a branch meeting with 30 voting against changing the membership criteria and 15 voting for opening membership. In addition, all but 2 voted in favor of delaying a vote on membership until all members have a vote.

As you know this is a critical issue for our members and there are strong feelings on both sides. We will continue this discussion at our State Convention on May 9, 2009 and I hope you will take time out of your busy schedule to come and participate so that your voice can be heard. A vote will be taken at that meeting on what action our members support in this regard.

I encourage each of you to make every effort to attend the AAUW Convention in St. Louis as this will be one of the most important conventions in AAUW history. It will be an opportunity to have an active role in the creation of a new and stronger AAUW, an AAUW that will help us blast through any remaining barriers to equality and one that our daughters and grand-daughters will be proud to list as their organization. You do not want to miss this opportunity to be part of real change! !

**Convention continued from page 1**

Continuing with the theme of girls and women in non-traditional endeavors, Kimberly S. Edgar, BA, Laboratory Manager at Dartmouth College and NGCP N.E. Liaison, will emphasize the gains, barriers, and needs--for women in scientific fields that have traditionally been the purview of men.

Most importantly, AAUW, as we all know, is changing to expand its mission and horizons. Patricia Ho, AAUW Association Board, New England Regional Director, Beryl Domingo, AAUW-MA President, and Hollie Bagley, AAUW-MA Administrative Coordinator, will update us on the future directions of AAUW and provide us with guideposts for the future.

The EF Luncheon offers both an opportunity to learn about the experience and work of Asha Singh, a graduate student at Clark University and to contribute to EF. And last but not least, we shall have an interesting post-lunch annual meeting--encompassing not only the important business of AAUW-MA and our guests from Rhode Island, but awards and a discussion by Barbara Burgo about why we should care about the upcoming US census.

Come, enjoy, and network! I look forward to seeing you all there!

We send our heartfelt condolences to Sema Faigen, AAUW-MA Past President, on the death of her husband, Ivan, and to Pat Bologna, AAUW-MA Past President, on the loss of her mother.

May they rest in peace.

**Directions to the Courtyard by Marriott  
75 Felton Street, Marlborough, MA**
**Boston area**

Mass Turnpike West (1-90). Take Exit 11A (I-495 North) to exit 24B (Route 20 West/Northborough). Take your first right onto Felton St. (before the Shell gas station). Hotel is on your right.

**Providence area**

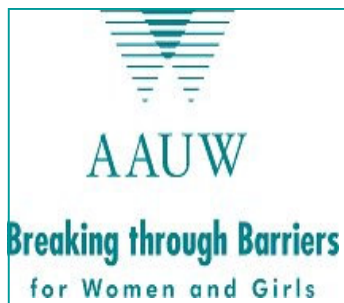
I-95 North to I-495 North to Exit 24B (Route 20 W/ Northborough). Take your first right onto Felton St. (before Shell gas station) Hotel will be on your right.

**Worcester area**

I-290 East. Take exit for I-495 South. Take Exit 24B (Route 20 West/Northborough). Take first right onto Felton Street (before Shell gas station). Hotel on right.

**North of Boston**

I-93 South to I-495 South. Take exit 24B (Route 20 West/Northborough). Take first right onto Felton Street



# AAUW-MA Convention

## Breaking Through Barriers

### Saturday, May 9

### Courtyard by Marriott, Marlborough

### Agenda

- 9:00        **Registration and Continental Breakfast**, hosted by the Worcester branch
- 9:45        **Welcome**  
Elizabeth Markson, AAUW-MA Program Vice President
- 10:00      **The New AAUW: Breaking Through Barriers**  
Patricia Ho, AAUW Association Board, New England Regional Director  
Beryl Domingo, AAUW-MA President  
Hollie Bagley, AAUW-MA Administrative Coordinator
- 11:15      **Break**
- 11:30      **Keynote Speaker: Engineering Pioneers: The Picker Engineering Program at Smith College —Women Engineers Breaking Through Barriers**  
Susannah Howe, PH.D., Civil Engineer and Professor  
Picker Engineering Program, Smith College
- 12:15      **National Girls' Collaborative Program Overview**  
Kimberly S. Edgar, MBA, Laboratory Manager  
Dartmouth College and NGCP New England Liaison
- 12:45      **Educational Foundation Luncheon**  
Asha Singh, EF Fellow and graduate student at Clark University, Worcester
- 2:00        **AAUW-MA Annual Meeting**  
Beryl Domingo, AAUW-MA President
- 3:30        **Closing**  
Liz Markson, AAUW-MA Program Vice President

**SPRING CONVENTION AND ANNUAL MEETING REGISTRATION** (Please Print)

Please return form and check, payable to *AAUW-MA*, to Hollie Bagley, 82 Kimball Beach Road, Hingham, MA 02043.

**Registration fee of \$50 includes continental breakfast, lunch and convention materials.**  
**Registration deadline May 1.**

\_\_\_\_\_ I will attend

Name \_\_\_\_\_ Branch \_\_\_\_\_

Address \_\_\_\_\_ Town \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Undergraduate Student discount available, contact Hollie at [hollie@gallivan.org](mailto:hollie@gallivan.org) or 781 749-6274

**Total Amount Enclosed \$** \_\_\_\_\_

## AAUW-MA Annual Meeting Saturday, May 9, 2009

<b>2:00 pm Call to Order</b>	Beryl Domingo
<b>Opening and Welcome</b>	Beryl Domingo
<b>Roll Call of Branches</b>	Sandra Sousa
<b>Credentials Report</b>	Sandra Sousa
<b>Special Report</b>	Barbara Burgo
<b>Minutes 2008 Annual Meeting</b>	Sandra Sousa
<b>Treasurer's Report</b>	Virginia Giordano
<b>Regional Director's Report</b>	Patricia Ho
<b>President's Report</b>	Beryl Domingo
<b>Administrative Coordinator's Report</b>	Hollie Bagley
<b>Program Report</b>	Elizabeth Markson
<b>Membership Report</b>	Elizabeth Orsi
<b>Educational Foundation Report</b>	Ruth Ladd
<b>Legal Advocacy Report</b>	Sharon Lemoff
<b>Nominating Committee Report</b>	Beryl Domingo
<b>Election and Installation of Officers</b>	Patricia Ho
<b>Branch Awards</b>	Beryl Domingo
<b>Announcements</b>	

## AAUW—MA Slate of Officers 2009

The AAUW-MA Nominating Committee is pleased to present the following Slate of Officers to be elected at the Annual Meeting on Saturday, May 9, 2009:

**President-Elect: Elizabeth Fragola**  
North Shore Area Branch

**Vice President for Program: Barbara Burgo**  
Taunton Area Branch

**Treasurer: Virginia Giordano**  
Hingham Area Branch

Respectfully submitted by  
Nominating Committee

## Meet AAUW-MA President-Elect



**Elizabeth Fragola** is no stranger to AAUW. She currently sits on the Association College/University Relations Committee and is AAUW-MA's co-liaison for College/University relations. She served both as AAUW-MA LAF VP and as AAUW-MA EF VP during which time the Sema Faigen International Fellowship was completed. Liz is currently heading the leadership

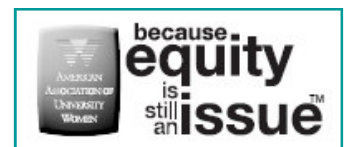
team of the newly formed North Shore Area branch after serving as a past president and co-president of the Danvers-Topsfield Branch.

Holding a BA degree from Fordham University and a MSW from Boston University, Liz is a clinical social worker working part time at Salem State College School for Social Work as an adjunct faculty member in the Field Education Department. Liz has worked in the past as a supervisor in a private child welfare agency. In addition to her part-time private practice, Liz found time to volunteer for the Boxford Town Library, the Boxford Cultural Arts Council, and the Parents Advisory Council. She is also a mentor for Wellspring House in Gloucester. Liz enjoys reading, gardening, travel, and yoga. As we go to press, Liz and husband, Nick, are meeting son, Peter, who has been doing a semester in Copenhagen, in Prague, then going on to meet friends in Rome for a week. Liz and Nick are also the proud parents of daughter, Kate, and have recently moved from Boxford to Rockport.

## AAUW, the WAGE Project Join Forces to Address Equal Pay

AAUW and The WAGE Project announced the formation of a partnership to ensure that women graduating from college start their careers knowing how to negotiate for fair and equal pay. This partnership will offer \$start \$mart Campus Negotiation Workshops to 500 college campuses over the next three years.

"\$start \$mart Campus Negotiation Workshops combine the vast membership of AAUW with the innovation of WAGE workshops to advance pay equity for working women," said AAUW Executive Director Linda D. Hallman, CAE. "AAUW is well known for fighting to close the wage gap through our efforts on Capitol Hill and our other advocacy work. With these workshops, we will be on the front lines, mentoring young women to become their own best advocates."





## Convention Speakers



**Susannah Howe** is the Design Clinic Director in the Picker Engineering Program at Smith College where she coordinates and teaches the capstone engineering design course, mentors student teams on externally sponsored projects, and secures future design

project opportunities. A graduate from Princeton University ( B.S.E. in civil engineering, 1996), she received a M.Eng. (1998) and a Ph.D. (2000) in civil engineering from Cornell University. Prior to joining the faculty at Smith, Howe taught civil engineering at the University of Massachusetts at Amherst and Cornell University. Her current research focuses on innovations in engineering design education. She also regularly participates in engineering outreach activities and is currently working with middle school teachers and students to pursue engineering projects in after school clubs. She is also involved in an effort to develop and disseminate assessment tools for use in engineering design courses. A woman for all seasons, she is interested in entrepreneurship education across disciplines at the undergraduate level. In this role, she has contributed to a multi-institutional, cross-disciplinary effort to promote entrepreneurship and innovation in Nicaragua, and she serves as a co-faculty advisor for entrepreneurial activity at Smith.

**Kimberly S. Edgar**, MBA, Laboratory Manager, Dartmouth College has over 20 years of experience managing operations at research animal facilities. Ms. Edgar received her High Technology MBA from Northeastern University, her Masters in Laboratory Animal Science from Hahnemann University and has a Bachelor of Science Degree in Animal Physiology and Neurobiology from Purdue University. Ms. Edgar holds certifications from PRIM&R Certified Professional IACUC Administrator, AALAS/LAMA/ICPM Certified Manager Animal Resources (CMAR) and AALAS Registered Laboratory Animal Technologist (RLATG). Ms. Edgar has been a member of AAUW (American Association of University Women) since 1990 and has held positions with branch leadership, finance committee member, Technology Users Advisory Group and serving on a selected professions panel for awarding MBA scholarships.

**Asha Singh**, an EF Fellow from Nepal, will be graduating this May from Clark University with a major in Environmental Science and Policy. Her previous academic degrees were in Environmental Management and Science from Nepal. Ms. Singh's professional interest ranges from energy and resource management, climate change, food security, microfinance, gender and energy to disaster management. Her courses offered at Clark with a focus on environmental policies complement her interests gender theory classes and GIS skill courses will be useful in her long term professional career Given her interest in energy and gender, she is writing her Master's paper with a focus on mainstreaming gender issues in alternative energy promotion. For the analysis of gender issues Ms. Singh has taken the biogas sector program in Nepal.

## Message From Your Regional Director

**Patricia Ho**



### HOW RELEVANT ARE WE?

Lilly Ledbetter's victory was a significant win for all of us! Not only did passage of the Fair Pay Act reverse a regressive Supreme Court decision, but it highlighted AAUW's advocacy power in leading the fight for pay equity. AAUW staff provided ongoing support to Lilly, accompanied her

to hearings, and were seated in the front row as President Obama signed the bill into law. Next step -- leading a coalition for passage of the Paycheck Fairness Act, which addresses wage discrimination and empowers women to negotiate for equal pay.

As the recession has deepened, Linda Hallman and staff have increased efforts on behalf of working women and their families. AAUW lobbied members of Congress regarding our priorities for the stimulus package, and most of our key issues were included -- extension of unemployment benefits, tax credits for families especially those in real need, appropriations for food stamps, aid to schools to maintain their budgets and undertake critical construction projects, tax credit for college tuition, increase of \$500 to the maximum Pell grant, COBRA subsidies allowing families to maintain health insurance after being laid off.

Why is AAUW so involved in economic recovery efforts? Women have lost 495,000 jobs since the beginning of the recession in December 2007, and yet, more families than ever are relying upon women as family breadwinners. Earning only 78 cents compared to a man's dollar, women need equal access to employment and equal pay, especially during painful economic times, to keep their families afloat. Find out more about AAUW's *Keep the Change* campaign at [www.aauw.org](http://www.aauw.org) and how you can spread the message.

Linda Hallman states that "AAUW's mission-related work is ongoing and widespread, that AAUW must do everything we can to help get the American people back to work and to ensure that the unique concerns of women and girls are factored into policy solutions." Recognized for our effective representation of women, AAUW has been invited to the White House Task Force on Middle Class Working Families. In this forum, AAUW has advocated for opening up nontraditional STEM fields to women, apprenticeships for women on construction projects funded through the recovery plan, and work/life balance for women in the workplace. We can be proud of AAUW's presence and work on behalf of women and families. Relevant? We are indeed!

# Membership Matters

Betty Orsi, Membership VP



Betty Orsi

## Small but Mighty!!

In this day and age we're always rushing here and there and can't wait to get results ASAP! Sometimes we just have to slow up to rebuild our groups. "One member at a time." Some members seem to be stuck back in the "remember when" stage and fail or

refuse to move into the present times. Having just retired from working in the field of medical technology I know that I wouldn't have lasted the 40years I did at the same hospital if I didn't evolve. To refuse to adapt to any change would have meant "instant job death" and dismissal. No one likes change but sometimes we have to in order to survive. Change doesn't need to be "big" or all at once. It can be small.....one step at a time.

In the ideal world of membership, we would all like to have a large membership base to draw on for involvement and meeting support. As we all know in this imperfect world, things don't always work out the way we would like. As I see it, we have two options. One could take the easy way out to quit and "throw in the towel" .....or two, with a little work we can survive by seeking out organizations within our community that have the same mission and or purpose as AAUW. Whether or not you believe it.....AAUW does command the respect of several organizations.

Three years ago AAUW's Sister to Sister Summit was what first propelled Worcester -AAUW into its' first community involvement! One small step at a time developed into a partnership to promote not only AAUW's presence within the Worcester community but also its mission of breaking through educational and economic barriers so all women and girls have a fair chance.

Each branch has to look within itself to see what will work to keep it going ..."like the energizing bunny" but there's no magic "one shoe fits all!" At this time and place, community interaction is what seems to be working for the Worcester branch.

## Recruit, recruit, recruit

Now is the time to recruit new members. Members joining after March 15 receive the rest of this year free by paying next year's dues ( same as 2008). Membership will expire June 30, 2010. **Give-a-Grad-a-Gift** offers **free** Association membership to all upcoming two and four year college graduates.

## FY10 Membership Dues

AAUW National dues for both branch members and members-at-large (MALs) for FY 2010 **will remain at \$49**. This was approved by the AAUW Board of Directors at their October 2008 meeting. (See note below.\*)

**Beginning April 1, 2009, of the \$49 AAUW national individual member dues, \$46 is tax deductible**, payable to "AAUW," our 501(c)(3) charitable organization; \$3 goes to support your AAUW Lobby Corps and election-related activities and are not tax deductible. However, you should still pay the dues in one payment, to "AAUW," for the full \$49 amount. Student Affiliate dues will continue to be \$17, \$16 of which will be tax deductible for the same reason.

\*Delegates at the 2003 AAUW Convention gave approval to raise dues by \$2/year for FY05-10, and directed the FY09 AAUW Executive Committee to review whether or not the annual fixed amount increase concept shall be continued, consider other options, and make a recommendation to the AAUW Board of Directors. The AAUW Board is very sensitive to the impact raising dues has on membership recruitment and retention, along with the financial impact of the current economy. Due to the operational streamlining that has occurred since 2003 Convention and the additional streamlining with the reorganization, effective July 1, 2009 (FY10), a further dues increase is not needed at this time.

## AAUW MPP 2010

This program has been developed in response to members' expressed desire for more online financial management options, and it provides a mechanism to resolve discrepancies between branch, state, and national membership records.

Thirty-five states including Massachusetts have opted-in to enable their branches to have the option to decide whether to participate in the MPP.

The MPP is a new, **VOLUNTARY**, pilot program that offers electronic options to simplify and provide convenience, efficiency, and cost savings to our dues payment and processing.

Participating branches will provide the national office with dues payments for all three levels — national, state, and branch. Individual members of participating branches who choose to pay online will be required to pay all dues appropriate to their membership status.

As soon as the payment is processed and data entered into the AAUW membership database a confirmation e-mail will be sent to the branch and state president and finance officer.

Individual members who pay with a personal credit card will also receive an immediate confirmation e-mail. The national office will process all payments and remit the proper dues amounts to branches and states monthly within a month of the electronic transaction..

Branches may continue to collect and pay dues in the traditional way, or they may participate in the MPP; either way, transactions may be conducted by mail or electronically.

In summary, there are two payment options:

1. Individuals who are members of a participating branch may go to the MSD & directly pay their own national, state, and branch dues online with their personal credit card .....or
2. participating branch treasurer collects national, state, and branch dues as usual & then transmits the lump dues payments to the national office by a credit card, single branch business check or a collection of member's dues payment checks to be sent altogether in one envelope.

## Educational Foundation

Ruth Ladd, EF VP

Congratulations to us! From January 1 to December 31, 2008, AAUW-MA branches and the state raised a total of \$13,170! Those contributions are critical to the ongoing success of the Educational Foundation.

Did you know that ...

...AAUW-EF has given fellowships or grants to over 10,000 women?

...AAUW-EF has provided fellowships to women from over 130 countries?

...AAUW-EF started in 1888 when Vassar graduate Ida Street, a pioneer in the field of early American Indian history, received \$350 to pursue a graduate degree in education at the University of Michigan?

...the Selected Professions Fellowships was started in 1970 with a grant from the Max C. Fleischmann Foundation? It was originally to help women get into law and medicine but has been shifted towards math and technology.

...there were 29 Selected Professions Fellowships granted for 2008-09 and that 50% of the \$380,200 went to women of color?

...Community Action Grants provide seed money to women, AAUW branches, AAUW state organizations, and local community-based nonprofit organizations for innovative programs or nondegree research projects that promote education and equity for women and girls?

...35 Community Action Grants totaling \$259,000 were awarded for 2008-09?

...American Fellowships were granted to 97 women for a total of \$1,997,000?

...75 International Fellowships were granted that totaled \$1,486,000?

...\$350,000 was awarded for 35 Career Development Grants?

...Career Development Grants support women who hold a bachelor's degree and are preparing to advance or change careers or re-enter the work force? Special consideration is given to AAUW members, women of color, and women pursuing their first advanced degree or credentials in non-traditional fields. Funds are available for tuition, fees, books, supplies, local transportation, and dependent care and for distance learning.

In case you didn't add up all those grants for a single year in your head, the total is an impressive \$4,472,200. Wow! That is something to be very proud of as a member and supporter of AAUW. When someone asks you what AAUW is about, you can proudly point this out in one sentence of your "elevator speech."

Before you get too carried away, remember that grants are given to only a small fraction of applicants because there are limited funds. As we are now in the 2009 EF giving year, **let's make this year the best ever** for AAUW-MA's support of this cornerstone program of the organization. You can send donations to your branch EF Chair or send it to me at 15 Pine Knoll Road, Lexington, MA 02420-1206. I encourage the former but like to give folks options.

## Legal Advocacy Fund

Sharon Lemoff, LAF VP

After a year-long hiatus, the AAUW Legal Advocacy Fund's electronic newsletter, *LAF Express*, is back to keep our states and branches informed on all the latest LAF activities, deadlines, and programming resources. If your branch has LAF news you would like to share, please e-mail me and Holly Kearl at [kearlh@aauw.org](mailto:kearlh@aauw.org).

### **LAF Case Support**

Information about LAF's expanded case support program is available on the [AAUW website](http://aauw.org). If you would like to make a case recommendation, please contact [laf@aauw.org](mailto:laf@aauw.org) to receive a Case Recommendation form. Forms are accepted on a rolling basis. If the case meets the initial criteria, applicants will receive a more thorough application to complete and submit. The LAF review process will determine the case's suitability for support.

### **Amicus Brief Victories**

In 2008, AAUW signed amicus curiae, or "friend of the court", briefs in support of Vicky Crawford in her sexual harassment case, *Crawford v. Metropolitan Government of Nashville and Davidson County*, and in support of the Fitzgerald family in their Title IX case, *Fitzgerald v. Barnstable School Committee*. Both cases were heard before the U.S. Supreme Court in fall 2008. In January 2009, the court ruled in favor of the plaintiffs in both cases. To learn more, read the blog entry "[Two Good Rulings from the Court](#)" co-written by LAF and public policy staff. These are major victories in the fight against sex discrimination, and AAUW's involvement shows the respect the organization receives by decision makers.

### **Campus Outreach**

If you are interested in receiving funding for a campus outreach program in your community, please fill out the form found in the second paragraph on the [Campus Outreach page](#) and send it to [laf@aauw.org](mailto:laf@aauw.org). California and New York have funds available specifically for campus outreach in their respective states. If you need ideas for programming, contact [laf@aauw.org](mailto:laf@aauw.org).

### **LAF Online**

For the latest LAF news, visit the website. The [LAF landing page](#) is updated several times a week to include links to news articles on relevant LAF issues, like sexual harassment, pregnancy discrimination, and Title IX. The LAF staff also regularly contributes to the blog, [AAUW Dialog](#).

### **LAF Pins**

2009 LAF Pins are available for those who donate \$100 or more to LAF. The development staff sends the pins after the donations are received.

### **LAF Brochure**

A new LAF brochure is currently in production and will be available in late March. LAF liaisons will receive several copies so please make sure your contact information is up to date with the Membership Department. .

### **LAF Update**

*LAF Update* Winter 2009 was mailed in early February and is [accessible online](#). Highlights include articles about the latest pregnancy discrimination research, the impact of the economy on women, and case updates



# Public Policy Update

Arline Broberg, Chair

## Ensure America's Workers Can Care for Their Children:

As the nation's largest single employer with over 2.7 million employees nationwide, the U. S. government should be leading the way in family friendly workplace policies.

Instead, it lags far behind. Urge your senators to take an important step toward changing this by supporting the Federal Employees Paid Parental Leave Act (S. 354). This important legislation will provide federal workers up to four weeks of paid leave for the birth or adoption of a child and will be a significant step towards paid parental leave for all Americans. While the House passed this measure in the last Congress, the bill never got a vote in the Senate. With your senators' support, that could change this time around.

## Help Rescind Harmful Reproductive Health Regulations:

The Obama administration has proposed a rule that would rescind a harmful regulation targeting reproductive health and family planning services published in the final hours of President George W. Bush's term of office. This Obama administration action is a critical first step, a response influenced by the vocal opposition of AAUW Action Network members and others, but now we must take the next step by responding to the administration's call for public comments.

**Paycheck Fairness Act:** Urge your senators to co-sponsor and quickly pass the Paycheck Fairness Act. A much-needed update of the 45-year-old Equal Pay Act, it is a comprehensive bill that would create stronger incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach, education, and enforcement efforts. The bill would also deter wage discrimination by strengthening penalties for equal-pay violations and prohibiting retaliation against workers who ask about employers' wage practices or disclose their own wages. In short, the bill updates the law to reflect the practices and processes under more recent civil rights laws.

**Support Paid Sick Days to Keep Families Healthy:** Urge your members of Congress to support paid sick days for hard-working Americans. According to the U. S. Bureau of Labor Statistics, nearly half of American private-sector workers, including 21 million women, have no paid sick days. Only one in three has paid sick days for doctors' appointments or to care for a child. Low-wage workers are especially hard hit, with three in four workers without any paid sick days. A study published by the Kaiser Family Foundation found that 27 percent of low-income workers put off getting health care because they cannot take time off from work and that 18 percent of women at all income levels face this situation. Half of working mothers, who most often provide the lion's share of family caregiving, report that they must miss work and often go without pay when caring for a sick child. With more than a third of Americans already experiencing significant elder care responsibilities, coupled with the aging of the baby boomers, the problem is likely to

worsen in the years ahead. For these reasons, AAUW strongly supports family friendly workplaces, in hopes of providing full-time employees with seven paid sick days a year to be used for their own medical needs or to tend to the medical needs of a child, spouse, or parent. Part-time employees should also receive a pro-rated share of paid sick days.

**Support the National Women's History Museum:** Urge your representative to co-sponsor and support H. R. 6548, which would allow the National Women's History Museum to purchase land across from the National Mall at fair market value for the purchase of building a museum. Although women constitute a majority of the population, their lives, achievements, and contributions are often underrepresented in museums in the U. S. Recognition of the achievements made by American women will promote a better understanding of our history and culture for all.

## Equal Pay Day 2009

The Massachusetts Commission on the Status of Women is in the process of researching Equal Pay Day 2009 events in Massachusetts and other national events that may be taking place surrounding the issue of Equal Pay Day. If you or anyone you know will be holding an event this year, please contact me.

Thank you.

Arline Broberg, Chair  
AAUW - MA Public Policy Committee  
Phone: 781-665-8108  
E-mail: [arlinebroberg@comcast.net](mailto:arlinebroberg@comcast.net)

### College/University

Continued from page 9, column 1

extra cost. This enhances the quality of the assessment process and bestows a more professional approach on the management of these scholarships. Again, this is a purely voluntary program. Deadline for this year was March 30<sup>th</sup>. It is something to consider and seems a positive move to build more coherence to our organization and to consolidate all the wonderful efforts we are making on behalf of young women today. Please read more about it on the website, briefing #21, as I have only given a brief overview.

### Bedford-Lexington

Continued from page 10, column 2

affected them and their families.

If anyone would like more information on any of our speakers, feel free to contact Ruth Ladd at [wetland-mom@aol.com](mailto:wetland-mom@aol.com) or [rkdemott@comcast.net](mailto:rkdemott@comcast.net).

### NGCP References

Continued from page 9, column 2

Smith-Doerr, Laurel and Andrea Stith. *A Case-Study Method for Investigating Barriers at Key Stages in Educational Systems. Working WISE: Intergenerational Voices Advancing Research and Policy for Women in Science, Technology, Engineering and Mathematics.* Center for Women and Work, University of Massachusetts Lowell. 2009.



## College/University

Liz Fragola, Co-Chair

The College/University Relations Committee, both on the state and national levels, has had vague goals and has suffered from a lack of direction. To improve this situation, association has recently assigned paid staff to assess the committee and attempt to revitalize it. The national committee has undertaken a major survey of all the C/U partners across the nation to update contact information and educate C/U partners about the advantages of their AAUW affiliation. It appears that once this task is complete the functions of the C/U committee may be either assumed by staff or subsumed into another committee. Its fate is uncertain.

The new offering to C/U partners is the e-student affiliate program. All students attending partnership schools may join as e-student affiliates free of charge. This entitles them to all AAUW publications, and other material that members can access via the website. All C/U partners have been informed of this new program and part of the current survey is ensuring they have received the information and reinforcing the benefits to their students. If you work at a school that is a partner or know of students attending a partner school, please encourage them to take advantage of this free opportunity. Of course, attendance of their students at NCCWSL is also being strongly encouraged.

The other item I want to address is the new Branch and State Local Scholarship Clearinghouse Pilot Program. This is a voluntary program whereby branches post their scholarships on the national website, applicants fill out a standard application, their information is verified through the program, and then branches make the final selection of awardees. Through this program, branches and states retained autonomy in selecting their awardees, but there is more standardization through a national approach.

The rationale for this program is to give some coherence to the many scholarships provided on the local level and for national office to actually know how many and what types of scholarships are being awarded. Once national has this data it can be used to demonstrate just how many young women are being assisted by AAUW branches across the country. The Educational Foundation contracts with ACT, Inc., a nationally recognized organization to assess applications for the EF fellowships. They will do the same for the local scholarship programs at minimal

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## National Girls Collaborative Project

Kim Edgar, NE Regional Liaison

### Four Barriers to Science, Technology, Engineering and Mathematics (STEM) Education and Careers

STEM education and professional careers are intellectually challenging, require large amounts of time and resource commitments, are constantly evolving and often provide professional and social networks. Four barriers or stages in a woman's life have been identified that are critical decision points where women either decide to stay in STEM education and careers or they decide to pursue other opportunities.

1. **Eighth Grade:** Why do middle-school aged girls disengage from STEM? Does family involvement, most specifically the mother, increase the interest of girls in science and engineering, as well as, boost their confidence in their abilities? Would female role models and mentors assist girls through these barriers?
2. **Undergraduate Education:** How do we support the ambitions of young women to pursue science and engineering? How can we reduce the "weeding out" mentality present in many academic institutions? Would allowing students to have opportunities to customize their curriculum across multiple disciplines retain more women students to complete their degrees?
3. **Graduate Education and Postdoctoral Training:** What are the most influential factors that convince women to pursue graduate education and how are they supported? How can effective support programs be developed, propagated and sustained to assist women through their education?
4. **Faculty Recruitment:** How can we change the traditional university system to be more welcoming to women? Would a shift away from individual curriculum vitae accomplishments towards rewarding faculty members for their ability to cooperate within groups of colleagues become valued in tenure and compensation decisions? To increase the numbers of women and girls in STEM fields, we need to look for both formal and informal ways to reduce the barriers that are present and allow for more movement across STEM fields and other non-STEM disciplines.

The National Girls Collaborative Project (NGCP, <http://www.ngcproject.org>) is a 5-year National Science Foundation (NSF) whose goal is to strengthen the capacity, impact and sustainability of existing and evolving girl-serving STEM Projects. AAUW is a leading partner on the project, along with Puget Sound Center for Teaching, Learning and Technology (PSCTLT) and Assessing Women in Engineering (AWE). The Northeastern Girls Collaborative covers program and organizations located in states of Rhode Island, Massachusetts, Vermont and New Hampshire. If you would like to receive more information about the Northeastern Girls Collaborative (<http://www.ngcproject.org/northeastern>), including volunteer opportunities and/or receiving project promotional materials, please feel free to contact me at [KimberlyEdgar@aol.com](mailto:KimberlyEdgar@aol.com) or #603-448-3708.

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## Branch Happenings

### Newburyport Area Branch

An Author's Brunch will be held on Saturday, April 4 10:30 AM sponsored by the Newburyport and North Shore Area Branches and the Friends of the Georgetown Public Library.

Rowley's Holly Robinson will talk about her forthcoming memoir, "The Gerbil Farmer's Daughter," following a brunch at the Georgetown Library on April 4 beginning at 10:30 a.m. She will be joined by Katherine Howe, author of a new historical thriller, "The Physick Book of Deliverance Dane." The event is co-sponsored by the American Association of University Women and the Friends of the Georgetown Library.

Robinson's warm and tender book seeks to answer the question, "What kind of man goes to Annapolis, becomes a naval officer, and sits on his ship in the middle of the Mediterranean dreaming of gerbils?" Her recollections of the gerbil farm in the garage and growing up with her father's odd but endearing obsession have been turned into a work which has garnered praise from readers of advance copies.

Holly Robinson is an award-winning writer and was a contributing editor to The Ladies Home Journal and Parents magazines, among other publications.

Howe, descendent of two women accused of witchcraft in 17th century Salem, explores the turbulent era from a new angle: what if the women really were witches? Graduate student Connie Goodwin is asked this question in her oral exam and thinks she's being mocked until a chance discovery leads to a search which turns her ideas of the Salem witch trials upside down.

Reviewers refer to the novel as a "page turner" which is "impossible to put down."

The brunch will include breakfast casseroles, muffins, fruit, Caesar salad, juice, coffee and tea.

AAUW's share of the proceeds will be used to pay for a local college student to attend the Leadership Conference in Washington DC. in June.

### Boston Branch

**Saturday, April 25, 12:00 n – 1:30 p.m.**

***Educational Foundation Luncheon***

**University Lutheran Church, 66 Winthrop St.  
Cambridge (Harvard Square)**

Please come and meet the EF Fellows in the Boston-Cambridge area. A light lunch will be served – please rsvp to Helen Schwickrath, (617) 625-3066 or Schwicky [@hotmail.com](mailto:Schwicky@hotmail.com).

University Lutheran is easily accessible by T -- red line to Harvard Square and a short walk down JFK St. Cross Mount Auburn St. and take the next left onto Winthrop St.

### Bedford –Lexington Area Branch

The Bedford-Lexington Branch has had a variety of excellent programs and all related to AAUW in some way. We started off in September with Meg Bond, PhD and professor at UMass-Lowell, speaking on "Workplace Diversity: Promoting Diversity Through Organizational Change." She talked about the subtle discrimination that can happen in workplaces, often unknowingly. She also talked about what she sees as two different models for equality: 1) fair play and 2) fair share. In the former fairness means equal access and then treat everyone the same; it is unfair to pay attention to differences. In the latter, fairness means people having similar outcomes and opportunities; treating everyone the same is discriminatory.

In October, in time for elections, Joanne Berry, state League of Women Voters staff, gave a short history of the evolution of who voters were/are. She noted that there is no right to vote included in the Constitution – a common misconception. Since voting rules are set state-by-state, they can vary considerably. Americans discovered that in the controversies over recent voting methods (remember the hanging chads?).

We took advantage of our meeting place at the Bedford Public Library in November. Just in time for holiday shopping, Sharon McDonald, Head of Children's Services, Bedford Library, spoke about the "Positive Image of Girls in Children's Literature" and she brought dozens of books appropriate for girls. Her humor, excitement, and dynamic style kept the audience enthralled.

December was our annual holiday potluck. As our speaker we had one of the 2008 recipients of the AAUW Education Fund Fellowships: Nadine Braunstein, PhD, RD, LDN, CDE. She has a private consulting practice in Brookline, MA where she specializes in diabetes, heart disease, women's health, weight management and eating disorders. She completed her PhD in May of 2008, in which her dissertation topic examined diet, food insecurity, and dental caries prevalence and severity in children ages 2-11.

We didn't have a January meeting thanks to one of our many snowstorms so used the program in February instead. Since it was run by our own Nancy Moore and Marion Kilson, it was an easy adjustment. The topic was on diversity and stereotypes. They showed the short film, "Lunch Date," and then had the group split into pairs to talk about how we felt about different aspects of the film and how it affected us. We hold most our meetings in the evening but hold them at noon in January and February because of the likely difficult underfootings and to give a different group of people the opportunity to attend. This meeting brought in several women from Hanscom AFB who were interested in the topic and the opportunity for discussion.

For March we had a panel of two immigrant women who came to this country as professionals and what that was like for them and how it

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## A Letter to AAUW-MA Members



Dear AAUW Members,

On behalf of the AAUW Association and Educational Foundation boards of directors, regional directors, committee chairs, and state presidents, we extend our best wishes for a successful, inspiring, and energizing 2009 state convention. This year in particular, your AAUW of Massachusetts convention is playing an essential role in bringing together members from various branches to discuss the future of AAUW in Massachusetts and nationwide.

We applaud your continuing efforts to **break through barriers** for women and girls in Massachusetts during these challenging times. Over the past year, we have had some enormous successes to celebrate, like our role in galvanizing support for the passage of the Lilly Ledbetter Fair Pay Act and in helping to achieve the largest voter turnout in decades. It was an election in which young people and women had a decisive say in the outcome and which resulted in the largest number of women ever in elected office. While there are many challenges ahead, victories like these demonstrate that when AAUW works collectively to tackle our challenges, educate legislators, activate voters, motivate young people, and lead by example, we can make tremendous progress toward our vision of a better world for women and girls.

Because when we work together as one AAUW we are far stronger, AAUW is also committed to breaking through organizational barriers to make our nationwide AAUW community even more powerful and effective. Over the past three years, AAUW members have been working hard to prepare for our transition to a 21st-century organizational structure. We have received more than 25,000 member comments and recommendations to help develop a streamlined new structure that accommodates wide variations in branch needs and preferences and provides flexibility for future change.

We want to highlight several key elements of this transition that will be discussed in detail at your convention by our AAUW Champions. The first is the restructure that will make our primary membership entity, AAUW, a 501(c)(3) charitable organization; our 501(c)(4) will become the small subordinate entity called the AAUW Action Fund.

Second, because this transition makes the restructured AAUW a charitable organization under IRS rules, our fiscal year 2010 dues are now tax deductible. National dues for FY10 will continue to be \$49, and as of April 1, 2009, \$46 of your \$49 dues will be tax deductible. The other \$3 will help support our Action Fund's Lobby Corps and election-related 501(c)(4) non-tax-deductible activities.

Third, to complete AAUW's restructure, we must revise our bylaws. Proposed new bylaws will be presented to be voted on by the delegates at the convention in St. Louis, June 26–28. While most of the proposed bylaws changes simplify the national organizational structure to provide more flexibility, some of them have been discussed for many years, like one member, one vote and the membership requirements. You will need to become informed on these issues and their implications for the future of our organization at your state convention so that you can help guide your delegates as they represent you and your branch at the AAUW National Convention in St. Louis.

Again, we extend our best wishes for your state convention. We look forward to seeing many of you at the AAUW convention in June in St. Louis and to your engagement in creating the "new" AAUW!

Sincerely,

Two handwritten signatures in black ink. The first signature is "Ruth Sweetser" and the second is "Barbara O'Connor".

Ruth Sweetser,  
AAUW President

Barbara O'Connor,  
President, AAUW Educational Foundation

## Rep. Jackie Speier to Address AAUW Convention Banquet

*Biennial Meeting Set for June 26–28, 2009, in St. Louis*

WASHINGTON – AAUW is proud to announce that Rep. Jackie Speier (D-CA) will speak at AAUW's national convention banquet, which will be held in St. Louis, Saturday, June 27, 2009, during the 2009 AAUW National Convention: Breaking through Barriers.

"Congresswoman Jackie Speier is a champion of women's issues. She had a distinguished career in the California state legislature, and she continues to be a standout on Capitol Hill," said AAUW Executive Linda D. Hallman, CAE. "She is an incredible woman with an incredible story."

"I have worked closely with the American Association of University Women throughout my career in public service, and I am never more at home than when I am with my AAUW friends. I am honored to be included in this wonderful event and look forward to hearing your ideas — and sharing mine — about the future of our country," said Speier.

Speier was elected to Congress last year with 75 percent of the vote, an impressive margin for a freshman member.

During her 18 years in the California State Assembly and the California Senate, Speier authored more than 300 bills that were signed into law by both Democratic and Republican governors. Her four-year crusade to protect consumers' financial privacy from the invasive practices of banking and insurance companies led to passage of the landmark California Financial Privacy Act, which was hailed by Consumers Union as "the strongest financial privacy legislation in the nation."

Currently, Speier serves on three influential committees in the House of Representatives — the Committee on Financial Services, the Committee on Oversight and Government Reform, and the Select Committee on Energy Independence and Global Warming.

But the congresswoman is also a survivor. In 1978, when she was 28, Speier went to Jonestown, Guyana, with her boss, Rep. Leo J. Ryan (D-CA), to investigate claims that his constituents were being held against their will by the Rev. Jim Jones. Gunmen ambushed their group, killing the congressman and four others. Speier was shot five times and left for dead on the tarmac.

She shared her story as a survivor of the Jonestown Massacre in *This Is Not the Life I Ordered: 50 Ways to Keep Your Head Above Water When Life Keeps Dragging You Down*. In 2008, she told the *Washington Post* that her experience in Guyana had just made her more fearless.

"We are moved by Rep. Speier's story of survival and courage; she is an inspiration to us all," Hallman said. "We are delighted that the congresswoman has made time in her busy schedule to join us in St. Louis."

AAUW's conventions provide a forum for members to share their passion and commitment to breaking through barriers for women and girls. Lilly Ledbetter, the inspiration behind the first bill signed into law by President Obama, will attend and speak at the 2009 National Convention. Members who register for this year's convention by March 22, 2009, can take advantage of Early Bird registration rates. For more information and to register, visit [www.aauw.org/convention](http://www.aauw.org/convention).



2009 National Conference for  
College Women Student Leaders

AAUW • NASPA

For 24 years, the [National Conference for College Women Student Leaders](#) has offered students the perfect opportunity to hone their leadership skills and become empowered to implement change on campus and in their communities. During this fast-paced, energizing conference students will

- Hear exciting keynote speakers and meet inspiring Women of Distinction Award recipients. Former awardees have included playwright, performer, and activist Eve Ensler; award-winning journalist and author Kimberly Dozier; and Olympic medalist Dominique Dawes.
- Participate in workshops on advocacy, leadership, health and wellness, and "real world" issues like financial literacy and post-college life.
- Enjoy numerous opportunities to network, network, network.

Take part in optional community service projects and pre-conference activities that make the most of what Washington, D.C., has to offer.

Take this opportunity to [support the conference and send a student leader](#) to NCCWSSL!

### Conference Fee

Early-bird fee, March 9–April 17, \$395 (commuter rate \$275)  
Regular fee, April 18–May 28, \$445 (commuter rate \$325)  
Conference fee includes registration, awards ceremony, housing for two nights, and scheduled meals. Commuter rate includes all of the above except housing.

**AAUW** advances equity for women and girls through advocacy, education, and research.

**AAUW Educational Foundation** provides funds to Advance education, research and self-development for women and to foster equity and positive societal change.

**AAUW Legal Advocacy Fund** provides funding and a support system for women seeking judicial redress for sex discrimination.

**AAUW** is open to graduates holding an associate or equivalent, or a baccalaureate or higher degree from a regionally accredited college or university.

**AAUW** values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

**Vision:** AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

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

**Website:** [www.aauw.org](http://www.aauw.org), *state:* [www.aauw-ma.org](http://www.aauw-ma.org)