

# BayStater

Winter 2005 Volume 30, Number 2

# Thoughts from Patricia Patricia Ho, AAUW-MA President

#### Tell it like it is...



We're often asked "What is AAUW? What does it do?" Many times we might not feel we have responded adequately because there are so many facets to AAUW's work. Here are some points we might include.

- AAUW is a 124-year old organization with a history and tradition of promoting equity for women and girls.
- Members are 100,000 men and women who participate at local, state or national levels.
- AAUW promotes equity through advocacy, research and education.
- The Educational Foundation publishes cutting-edge research and offers grants and fellowships to help women advance through education.
- The Legal Advocacy Fund has supported plaintiffs in 100 gender discrimination cases in higher education, and is working to build harassment-free campuses. .
- AAUW staff and volunteer Lobby Corps have lobbied for legislation that impact all aspects of women's lives including civil rights, pay equity, economic security, reproductive health.
- Through a strong presence on Capitol Hill, AAUW continues to support Title IX, the Women's Educational Eguity Act, the Violence Against Women Act and many others.

Perhaps these talking points will help crystallize the significance of AAUW's work in our own minds. For more information, the national website www.aauw.org is a treasure trove of research studies and resources. The state website www.aauw-ma.org offers valuable updates from state and branches. Look for the outstanding national Outlook and the MA BayStater published regularly during the year in hard copy and online. Also online are Mission in Action, EdEqChange briefings, Washington Update legislative alerts and many other resources for members and branches.

If we believe in AAUW's value, we can all become advocates by spreading the news about its work and by letting our pride shine through!

# Our Branch Partnership Projects

# Honoring Family-Friendly Workplaces

Three north shore Massachusetts branches are working together on a project introduced successfully last year by the Attleboro, Foxboro Area, Hingham Area, Taunton Area and Worcester branches. Led by Carole Rein, Linda Britt and Pat Gorton, our current team of branches, North Shore, Danvers-Topsfield, and

continued on page 4

### My Turn to Learn A College Fair for the Non-Traditional Student

Several Massachusetts branches are teaming up to organize My Turn to Learn, a college fair to be held at Brockton's Westgate Mall on Saturday March 4, 2006. The event, titled My Turn to Learn aims to encourage women to study toward and to complete their associate's or bachelor's degrees. Representatives from the Attleboro, Foxboro Area, Hingham

continued on page 4

Page 2 Winter 2005

#### The BayStater

# Reflections from New England Regional Director

Winter greetings from your Regional Director! As a member of the Association Board of Directors, I have been attending meetings, participating in conference calls and chat rooms, and writing/responding to many emails on your behalf this fall. Our president, Ruth Sweetser, also asked me to be a member of the Association Strategic Planning Core Team. So...I have been very busy being a professional woman, a hard-working member of AAUW, and, of course, trying to have a life too!

Just a few insights about some of our strategic planning thinking: We have designed a protocol that will allow us to enter into dialogue with current members, potential members, previous members, possible donors, likeminded women and men, some critics, and many others from various strata of society. We have established a timeline and drafted some criteria for successful work. Be certain that within the next six months you will have opportunities to share with me either in person at state/branch/regional events or with me by electronic communication what it is that we value as AAUW and how we can move forward in the next decade or two as women of vision, strength, and purpose. I am looking forward to our conversations.

Many of you have begun to create, host, and participate in events based on our programmatic theme: *Education* as the Gateway to Women's Economic Security.

This is such an important facet of what it means to be a woman today who cares about equity for all women in our society. We, in AAUW, cannot rest until women can lead lives equitable to men no matter what we choose to do. We must marshal like-minded women and men of good will to join us in this fight for equity. The only comfort we have is that we are standing on the shoulders of great women in our immediate and far reaching past, who felt just as passionate as we do. Their spirit gives us strength to continue this struggle towards equity.

In closing let me exhort you to please complete the Every Member Poll which came to you in Outlook and try to return it to AAUW by Jan. 13<sup>th</sup>. This poll/survey has been significantly improved. It is also available online at www. aauw.org/poll. Your responses are critically important to the Association and in particular to the Strategic Planning Core Team as we move forward with our work.

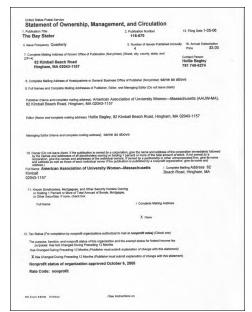
From the shores of CT, I wish you a wonderful, successful, and healthy 2006. Cheers!

Marcelline A. Barron
AAUW New England Regional Director
mbarron@fairfield.k12.ct.us
PO Box 320307
Fairfield, CT 06825-0307
203-255-8395 (work)
203-255-8273 (fax)
203-259-5919 (home)

# Welcome C/U Partner

Thanks to the initiative and leadership of Taunton Area Branch member, Dr. Anna Bradfield, Dean of the School of Education, **Bridgewater State College** has become our newest College/University partner.

Statement of Ownership, Management, and Circulation



15. Extent and Nature of Circulation		Extent and Nature of Circulation	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Dat		
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# AAUW-MA Branch Pride Recognition Program

**ACKNOWLEDGEMENT:** Branches differ in resources, geographic community, and interests, and vary in strategies toward achieving AAUW's mission.

**PURPOSE:** To recognize in a non-competitive way, through the **AAUW-MA 21<sup>st</sup> Century Branch Pride Recognition Program**, the outstanding achievements and efforts of Massachusetts branches between April 1, 2005 – March 30, 2006.

#### PROCESS:

Branch leaders and members should consider these questions:

- Are there **innovative ways** in which you are working toward equity for women and girls, or are promoting lifelong education or positive societal change?
- Have you implemented an activity, project or community service which you considered successful?
- Have you reached out to the community or formed collaborative efforts with other branches or organizations?
- Do you have viable objectives for maintaining your **membership** and attracting new members, and how are you implementing these plans?
- Have you made significant attempts to include or reach out to diverse individuals or groups?
- How are you reinvigorating your leadership and developing new leaders?
- Have you improved your network of communication through e-mail, newsletters or development of a web page on AAUW-MA's website?
- How have you enhanced the visibility of your branch and AAUW through the media, relationships with community members and groups, publications, or events?
- Have you raised funds for Educational Foundation or Legal Advocacy Fund in creative or noteworthy ways, while continuing to inform members and the community about EF and LAF goals?

**Decide which endeavor(s)** has been successful and which you would be proud to share with others. Describe in two ways: in a one-paragraph **summary** and in a more complete, detailed **narrative**. You are encouraged to include photos, news clippings, flyers, programs, etc. which highlight your endeavor.

E-mail the summary and narrative by <u>March 15, 2006</u> to Patricia Ho at PatriciaHoAAUWMA@aol.com and to Hollie Bagley at hollie@gallivan.org

Or you can mail everything to Patricia Ho, 14 Tall Tree Drive, Beverly MA 01915, 978-921-6658.

If your activity will take place near the end of March 2006, you may describe your plans and expectations for success, but do so by the deadline of March 15. Branches will be recognized at MA State Convention April 8 – 9, in the BayStater and on the MA website. Thank you for your participation, Patricia Ho and AAUW-MA Board

AAUW-	MA OUTSTANDING BRANCH LEAD	DER RECOGNITION
Branch	Date	
Contact Person, E-mail Add	lress, Phone	
r Branch Member Being Nom	inated	
Address, E-mail, Phone		
r r r Describe in 100 words or le	ss how this individual has contributed to AAUW's	mission in your branch.
Mail to Patricia Ho, 14 Tall <sup>-</sup>	Tree Drive, Beverly MA 01915 by March 15, 20	06.

Page 4 Winter 2005

#### The BayStater

### Family-Friendly Workplaces

continued from page 1

Newburyport is collaborating to solicit nominations of area workplaces that have demonstrated family friendly practices, such as child- and elder-care facilities, health-care insurance availability, and/or practical family leave policies. An evaluation committee will review nominations. We will recognize the winners at a public awards ceremony in March.

Besides serving the primary goal of publicly recognizing practices promoted by AAUW, this project serves other purposes, too, including branch collaboration and the re-use of successful materials and techniques. The branches involved in last year's project provided us with well-developed and tested materials, requiring minor modifications for our own use. We have added a local cable TV interview, in spite of our camera-shyness!

If your branch is considering a project with a visible public outreach that is strongly in line with the AAUW mission, consider tackling this project.

Carole Rein, North Shore Branch Pat Gorton, Newburyport Branch

# Honoring Christa McAuliffe and the Challenger Seven

In honor of the 20<sup>th</sup> anniversary of the loss of the Challenger, the Women at Work Museum will preview the film *Christa McAuliffe: Reach for the Stars.* Narrated by Susan Sarandon with original songs by Carly Simon, the film was voted "Best Documentary" during the annual High Falls Film Festival in Rochester, NY. As one of the Challenger Seven, Christa McAuliffe's elegant statement about her mission in life, "I touch the future. I teach," and her participation in the space program initiated a new era of respect for women, teachers, and education.

Join us at the museum for a preview of the film at 1:00PM on January 28, 2006. Together we can share the legendary accomplishments of Christa and find out why Ken Burns in his comments about the film says, "This is a riveting and unusually moving story..."

For more information, contact Katherine Honey at 508-222-4430 or at khoney@comcast.net.

#### **Directions to the Museum:**

<u>From Providence</u>: I-95 N to exit 3. Follow Rt. 123 East into downtown Attleboro. Look for Attleboro Jewelry Makers on the left.

<u>From Boston</u>: I-95 S to exit 5. Bear left off the exit. Go right onto Rt. 152 South to downtown Attleboro. Bear right onto Rt. 123. Look for Attleboro Jewelry Makers on the right.

### My Turn to Learn

continued from page 1

Area, Taunton Area and Worcester Area branches are involved in the project, which is closely aligned with the Association's program theme of "Education: Gateway to Women's Economic Security".

"We are holding My Turn to Learn in a public place where prospective non-traditional women students will be shopping with their families," Taunton Branch President Beryl Domingo explained. "We'll invite them to stop by and talk to representatives from local colleges. We want them to believe it's possible to go back and finish that degree, or to start down the road toward that goal. We also want to make sure they know that their efforts will make a big difference in their lives, financially as well as personally. Finally, we hope to help them learn that financing their higher education is within their reach."

More than 30 colleges have been invited to take part. As of year-end, Eastern Nazarene College, Quincy College and Roxbury Community College had expressed interest in the fair. The *My Turn To Learn* Team is also looking for financial institutions and financial aid agencies to take part in the event.

Part of the program will be a special "need help getting started" feature in which students choose to sign-up for assistance from AAUW branch members with completing the admission application or financial aid process. To volunteer to be a "mentor" contact Hollie Bagley.

If you are interested in learning more about the college fair, or if you have a suggestion about a financial institution to participate, please visit our website at www.myturntolearn. net.

Kay Campbell, Hingham Area Branch Beryl Domingo, Taunton Area Branch

Support the Sema Faigen International Fellowship A Special Matching Gift Program!

For every \$2 donated, Sema & Ivan Faigen will donate \$1. Your \$100 donation is now worth \$150! As of October 31, 2005 the fund totaled \$61,186.71, less than \$40,000 to go. Now your dollars go farther. See contribution form on aauw-ma.org and send it in today!

#### In Memoriam

The Bedford-Lexington Branch has honored the passing of their member, Alice Keljikian, with a \$100 donation to the Sema Faigen International Fellowship.

# Educational Foundation

Liz Fragola, EF Vice President

#### Educational Foundation: A Living Legacy

Some things are so basic we take them for granted. Foundation is a word that inspires such an attitude. Defined as the establishment of an institution with provision for its upkeep, a fund invested for a charitable purpose, the supporting part of a wall, house, etc., the fundamental principle on which something is founded, a foundation garment, it is not a word or concept that sparks the imagination, but without it, we sink, or at least sag.

The Educational Foundation has always been the stalwart of AAUW, the foundation garment, so to speak, of the body of our organization. Without it the outer garment can look pretty shabby. For our organization to be a vital part of the twenty-first century, as we have been in the nineteenth and twentieth, we'll need to shore up our foundation. Here are six good reasons to keep that foundation solid:

**Sarah Boyer**, a fellow at Harvard studying biogeography and the DNA sequencing of tiny arachnids.

**Celeste Donovan,** a fellow at CUNY researching the Mexican artist, Maria Izquierdo and her use of religious iconography.

**Aviva Liebert**, a fellow at Tufts studying paper wasps and how their behavior is modified by their invasion into new environments.

**Seana Moran**, a fellow at Harvard researching writers' commitments to their profession and what helps or hinders that commitment.

**Phillipa Murphy,** an international fellow from Australia at Harvard, studying micro finance and how commercial banks can incorporate it into their business policy.

**Yanyan Su,** an international fellow from China at Brandeis, studying sustainable development and how this can benefit rural Chinese women.

These young women **ARE** the living legacy of the Educational Foundation. They are what can grow and flourish if there is a foundation to support them. They understand the importance of *an institution with provision for its upkeep*, because without it, they would be unable to conduct the research, the experiments, and the implementation of their findings.

Together we can reinforce our foundation so future generations will benefit from its support. David Sadker, author of *Failing at Fairness: How Our Schools Cheat Girls*, often said the "cure for cancer could be in the mind of a girl".

That girl could well be one of our future fellows. Let's be sure EF will be there for her, and the living legacy will continue.



# AFTER ALL, IT'S ABOUT TIME!

"About the time we think we can make ends meet, somebody moves the ends."

Herbert Hoover

As you celebrate the New Year, consider the following from the *Fact Sheet* on the *Status of Women in Massachusetts*: "they by no means enjoy equality with men."

#### That's today! Where will we be tomorrow?

AAUW-MA has always addressed the fundamental issues facing women: academic freedom, societal reform, equitable employment and constitutional rights.

It's time to become more active and to get others to help!

Please share your resources in this New Year. Your contribution will support AAUW-MA in this critical time. Because, now more than ever, it's about time!

Maureen Dowd has said, "the minute you settle for less than you deserve, you get even less than you settled for."

Let's not settle! Your generous contribution will go to the following mission:

- To increase awareness of AAUW-MA programs
- To increase media exposure for AAUW-MA policies
- To strengthen partnership networks!

I would like to make a donation to support AAUW-MA in the amount of:

□ \$25	□ \$50	□ \$100 \$	Other
Name			
Address			
City		Zip code	
	a a man lata di Caman ta		

Kindly mail completed form to:

Ms. Sue Giurleo 11 Glenridge Road Bedford, MA 01730

The Women of Massachusetts Thank You!

## International Relations

#### Bonnie Howard, International Relations Chair

#### **OUR INTERNATIONAL SISTERS**

Did you know that as a member of AAUW, you are also a member of the International Federation of University Women? Our relationship to the international organization has been very much on the front burner over the past months, as budgetary constraints have called into question our ability to meet our dues to IFUW. Nevertheless, the delegates to the 2005 Convention in Washington endorsed our continued participation in and support of our international obligations.

IFUW represents 150,000 women graduates in 77 countries. It works largely through the triennial conference, which serves to set goals for the Federation, educate participants on women's issues, and provide opportunities for networking among members of the national federations and associations (NFAs) which make up IFUW. The next triennial conference is scheduled for 2007 in Manchester, England. Although the number of members on AAUW's voting delegation is limited, you need not be a voting member to attend, to present a paper to the interdisciplinary seminars, to conduct a workshop on a topic related to the theme of the conference, or to participate in the meetings and social activities. IFUW's current Action Programme is Women: Agents of change.

IFUW is in consultative status with the United Nations Economic and Social Council, and works closely with UNESCO, Unicef, and UNIFEM to achieve its goals. Through its programs of advocacy, development of new national organizations, and support for women in developing countries, IFUW plays an important role in improving the lives of women throughout the world. A major focus of IFUW from its beginning in the aftermath of World War I has been on improved international understanding and world peace.

Since its birth, IFUW has relied heavily on the support of AAUW, both in terms of leadership and financially. We make up the lion's share of the 150,000 members, yet too many of our members are only dimly aware of the impact we have on the world through IFUW. If you would like to know more about what IFUW is doing, please go to its web site, www.ifuw.org.

Here is a little history of our association with other women graduates in the wider world:

IFUW was formed in the aftermath of World War I by Virginia Gildersleeve, Dean of Barnard College in New York, and Caroline Spurgeon, the first woman professor in an English University (Bedford College, London), who met while the latter was on a visit to the United States in 1918. In the summer of 1919, the British Federation invited their American colleagues and a group of university women forming in Canada to work together to create IFUW. A year later the first Conference was held at Bedford College in London—Caroline Spurgeon's college. Representatives of 16 countries were present.

While the first IFUW Conference was held in 1920, it was the Third Conference in Oslo in 1924 when IFUW really "took off". The four Nordic countries came together to run the conference jointly. It was at this Conference that the Fellowships Fund was launched with a donation of money which had earlier been raised in Norway for a research fellowship for a woman, but had not been used due to the intervention of World War I. This was matched by other donations.

Continued in next column

#### IFUW continued

The IFUW badge with the lamp was also created for that Third Conference. The antique lamp represents the light of learning; it is surrounded by an interlinked chain symbolizing the bonds of friendship which the Federation exists to create and strengthen.

IFUW sponsors two voluntary funds: The Hegg Hoffett Fund provides relief assistance for women graduates displaced by war, other conflicts, and natural disasters. The Bina Roy Partners in Development Programme supports projects in developing and transitional countries.

A number of NFAs have formed regional groups to work more closely together: Europe, Asia, the Pacific, Latin America, Central America, Africa, and South Asia. The European group focuses particularly on common interests within the European community. In the South Pacific group, Australia and New Zealand have been active in sponsoring new Associations in the South Pacific island nations, who have proved to be some of our most enthusiastic members.

AAUW is still a member National Federation/Association (NFA) of IFUW. Although AAUW is in arrears for 2005 dues, we remain a member without vote through 2007. This status includes the next IFUW Triennial Conference scheduled in 2007

The Association Board is committed to remaining a member of the International Federation of University Women (IFUW). The Board's IFUW Working Group is soliciting input from current and past leaders, key staff and a random selection of members on IFUW membership. Communication lines with IFUW are open. IFUW is examining their operations, and actively pursuing cost reductions and a new dues structure. The Board will continue to keep the members apprised as appropriate.

# Membership Matters

Rosemarie Buote, Membership VP

#### Half Year Membership Offer - It's a Bargain!

Beginning **January 1**, **2006** to **March 15**, **2006** new members pay only half the current national dues--\$21.50 for regular memberships and \$8.50 for student affiliates. Regular membership renewal will then be required in June 2006. Lapsed members of two years or more are eligible for this rate. This is an opportunity to recruit new members, and encourage lapsed members to join at a bargain price!

Branches are encouraged to use the "Shape the Future Membership Campaign." Conduct an open meeting relevant to the goals of AAUW. New or lapsed members joining "on the spot" would then enjoy a 50% discount on the Association membership rate which is already half price now through March 15. An incredible bargain! Branches earn free memberships from this program which can be used to build their membership.

Branch Membership Chairs: Please make sure your Branch is sending me your branch newsletter. rosemariebuote@aol. com Let us know of your success with the membership offers.

# Breaking Through the High-Tech Glass Ceiling:

Mentoring Young Women is the Key

In the AAUW Educational Foundation 2003 *Women at Work* report, Foundation President Mary Ellen Smyth claimed, "It's not that women are hitting a glass ceiling in the high-tech sector. It's that they don't have the keys to open the door."

In 2005 the YWCA Malden received a 2-year AAUW Educational Foundation Community Action Grant to help young women gain the necessary technological and leadership skills to achieve financial responsibility and academic success in the short term, and expand their long-term career options and earning capacity. One key component of the YWCA's Young Women's Technology Initiative – MENTORS!

With AAUW grant funding, the YWCA Malden has taken its traditional career exploration activities to the next level by targeting high school seniors, supporting their transition to college or directly to the workforce within a technology-related field. The Young Women's Technology Initiative, which supports AAUW recommendations outlined in its 2000 *Tech-Savvy: Educating Girls in the New Computer Age*, sets a new standard for gender equity by emphasizing girls' mastery of analytical skills, computer concepts, and the ability to imagine innovative uses for technology across a range of subjects.

The initiative includes a carefully crafted mentorship model in which young women are matched with local professionals, including AAUW members, who help guide them as they transition into their next life phase. Through this technology-related mentoring component, the YWCA provides young women – many who have demonstrated a lack of self-confidence, communications skills, and future aspirations – with a caring adult role model who guides them, motivates them, and validates their experiences and interests.

The YWCA Malden has partnered with AAUW-MA to recruit mentors for its Young Women's Technology Initiative. Mentors encourage young women to explore, plan, and prepare for productive and satisfying careers that will help them overcome wage discrimination and the lack of family supports in the workplace. "Seeing the faces of girls and young women light up when they discover they are smart, capable, and have the capacity to learn beyond their own expectations or those of others, is just one of the reasons I love mentoring." Comments one mentor on her experience. For mentors that are interested in working one-on-one or in small group mentoring with girls throughout the year, meeting periodically to discuss career and educational options, the YWCA Malden provides training through Cambridge Community Services, which has more than a decade of experience implementing the WorkWise Mentor Project and has linked hundreds of adult volunteers in one-to-one relationships with at-risk youth helping them to develop critical life skills.

Other mentoring opportunities include serving as a guest speaker, facilitating discussions among small groups of young women interested in technology-related fields. Mentors may also want to host tours at their worksites, allowing young women to "shadow" them for a day.

If you are interested in serving as a role model for a young woman by becoming a mentor, please contact Peg Crowe at 781-322-3760 or pcrowe@maldenywca.org

Peg Crowe, YWCA Malden

# Coalition for Choice Lois Pulliam, AAUW representative

RIGHT TO CHOICE STILL THREATENED

As of the BayStater deadline, we are still watching the final word on the last Supreme Court justice, after the swift departure of an earlier (woman) nominee. While John Roberts was named Chief Justice after Justice Rehnquist's death, Justice O'Connor has remained on for an unstated period during which the other justice is to be confirmed. A decision may have been reached by January, 2006, though support for Judge Alito has been eroding in both houses of Congress ever since his nomination. The future fate of Roe v. Wade is likely to be in jeopardy.

Judge Alito, also known by some as "Scalito" because of his admiration for the conservative Judge Scalia, brings some troubling opinions from his past. AAUW urges the Senate to complete a thorough review of his record before arriving at a decision on this candidate's suitability.

This past fall the U.S. Supreme Court was to be hearing arguments in Scheidler v. National Organization for Women (NOW) to decide the validity of a permanent nationwide injunction that prohibits obstructing access to certain women's health clinics, trespassing on clinic property, damaging clinic property, or using violence or threats of violence against clinics, their employees, or their patients. The parties in this case have been litigating it for nearly 20 years. In October, at the Association level, AAUW signed onto an amicus brief in the Scheidler case, our argument being that the Pro-Life Action Network's threats of violence do not constitute legitimate First Amendment protest. A decision is expected by June of 2006, by which time there should be TWO new Supreme Court justices. If you did not see the excellent PBS show in mid-November about "The Last Abortion Clinic", do watch for it as a repeat. This was an accurate, and frightening, depiction of the way legal abortion is being threatened and hassled out of some states.

On other fronts: You may have seen that in December there was notice that Massachusetts Planned Parenthood and Pro-Choice Massachusetts (formerly NARAL) are filing suit to increase the size of the buffer zone around clinics. At the national level, the Senate voted in late October to bar funds from so-called Abstinence-Only legislation, unless the programs use medically accurate and scientifically proven information. Meanwhile, back in Massachusetts AAUW has joined other organizations to provide sex education in the public schools as part of full health education. We are still waiting to testify in favor of this bill. Finally, the EC legislation (Emergency Contraception) which passed has been treated to an unseemly display of waffling by Governor Romney, first on signing the bill, then on seeing his Lt. Governor Healey supporting it, and then changing his mind again. Keep watching!



# Women with Wings

*November 5, 2005* 

On November 5, 2005, over 70 people attended "Women with Wings" The program, which was open to the general public, followed the AAUW-MA state meeting "Giving Women Wingseducation the gateway to economic security." and was hosted by the AAUW Attleboro Branch.

The program opened with Triboro Youth Theatre vocalists Lori Pasqualino and Melissa Abreu singing "Where are You Going?" from Godspell as a duet with guitar. The keynote speaker was Grace Corrigan, Christa McAuliffe's mother. In 1986, the space shuttle Challenger, carrying Christa and six other crew members, exploded over Cape Canaveral. Today, Grace keeps her daughter's dream of being the first teacher in space alive through her work at the McAuliffe Challenger Center, which is located at Framingham State College.

Following Grace, a panel of pilots described their experiences as pilots flying jets, Piper Tomahawks, and UH-1 Hueys for pleasure, business, and military intelligence. Panelists included Virginia Cote Professor of Aviation Sciences, Anne Umphrey - Helicopter Pilot and Owner Concord Copters, Lynda Meeks - Army Reserves and Fight Options pilot, and "The Flying Nonny" Kathy McDonald - Air Race Classic and member of the 99s.





Patricia Ho and Katherine Honey with Grace Corrigan, Christa McAuliffe's mother



Dr. Kathleen Schatzberg addresses the morning "Giving Women Wings" Conference as Marilee Hunt, AAUW-MA moderator and fellow panelists Constance Harris, Esq. and the Honorable Kay Kahn and the audience listen.



**AAUW** promotes equity for all women and girls. lifelong education, and positive societal change. **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 all graduates who hold the baccalaureate or higher degree from a regionally accredited college or university. In principle and practice 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.

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