

Preparing for the Future

"How can AAUW-MA become a model 21st century women's organization?" is the central issue with which the Task Force on the Future has been grappling during the past year under Elizabeth Kenney's leadership. AAUW-MA, like its parent organization and many voluntary organizations across the country, faces the challenge of building and retaining membership. The Task Force's research indicates that organizations that have successfully met the membership challenge have adopted one or more of the following strategies: replaced hierarchical structures with teams and networks, reorganized their activities to fit members' lifestyles, focused on service and advocacy, and established a clear organizational image. During coming months the Task Force will be making proposals for all of our members to consider as we seek to further our mission of education and equity for all women and girls within the changing life contexts of 21st century American women.

As we work with long-range proposals generated by the Task Force on the Future, we will continue to work on creating equity in our changing world within AAUW-MA. As Sema Faigen reminded us at our July Leadership Training and State Board meeting, while inequities become more pronounced around the world and in our own nation, we as an organization and as individuals can become involved in addressing these issues through actively engaging in AAUW's public policy agenda and through assisting the work of our sister organizations, the International Federation of University Women (www.ifuw.org) and the Virginia Gildersleeve International Fund (www.vgif.org).

AAUW-MA will gather three times this year--in Providence at the AAUW New England Regional Meeting on October 4 and 5, in Worcester to explore various aspects of "Women's Health in 2003" on January 25, and in Boston for our annual Convention on April 26-27. At the April Convention branches will be invited to showcase successful programs and to honor outstanding branch leaders. Please mark your calendars and plan to join your AAUW-MA colleagues on these dates.

Educational Foundation - Elizabeth Kenney, EF Vice President

At the Leadership Conference in Washington this past summer, AAUW-MA received a "Top State Fundraising Increase 2001" award in recognition of the successful fundraising over the last year. Congratulations to Pat Gorton and all who contributed to this achievement.

It was exciting to attend this conference and to be reminded of the important work that the Education Foundation does to make a real and lasting contribution to the academic achievements and standing of women. The **American Fellowships**, the earliest and largest of the Foundations six awards programs, provides support for women scholars who are completing doctoral dissertations or completing research for publication; the **Career Development Grants** help women's transitions from school to work or higher education; **Community Action Grants** support community projects that advance education and equity for women and children; **Eleanor Roosevelt Teacher Fellowships** allow public school teachers to improve their effectiveness in teaching math and science to girls; the **International Fellowships** provide opportunities for women from all over the world to gain the education that will allow them to benefit women and girls in their home countries, and **Selected Professions Fellowships** provide opportunities for women to pursue graduate and professional degrees in fields in which women have been under-represented.

However, many of these programs are threatened by shortages in funding. The Community Action Grants program, for example, has been put on hold.

I would like to invite any members who are interested in working with me to strengthen the Education Foundation programs to contact me directly at elizabeth.kenney@salemstate.edu or call me at 617-497-6956. Your ideas and energy are needed! If you are committed to the Foundation programs but have no time to spare in your busy and demanding life, I encourage you to support the programs by making a much-needed financial contribution. While you are always welcome to contribute a magnificent sum all at one time, many people find it easier to contribute smaller amounts at intervals. Whichever suits you better, a contribution directly to the Education Foundation is tax-deductible as a charitable contribution. Checks should be payable to "AAUW Education Foundation" and can be mailed to Elizabeth Kenney, 33 Creighton Street, Cambridge, MA 02140. Please include a note indicating the name of the donor (you) and the name of your branch.

Task Force on the Future Update

The Task Force on the Future was convened last year with the charge to make recommendations to enable AAUW-MA to become a model 21st century women's organization. At the recent board meeting, attendees heard an update on Task Force findings and suggestions to date.

Most of us are aware that there has been a steady pattern of declining membership, but the data from the last decade dramatically underscore the urgency of our current situation. In 1990, AAUW-MA had 1,469 members; in 2001, there were 864. Some years saw declines in membership of as many as 129 members. If we continue to do what we have always done, we will continue to get what we have gotten—a steady decline in membership. Clearly change is needed.

AAUW-MA is not alone in this predicament. Most other volunteer and women's organizations have experienced similar declines in membership in the last twenty years. Some have survived, and others have disbanded. The organizations that have survived share one important characteristic—they have been willing to change and to change in four main ways. They have 1) replaced hierarchies with teams and networks; 2) reorganized to fit into members' lifestyles instead of vice versa; 3) increased emphasis on service and advocacy, and 4) communicated a clear, unified "brand image."

Workshops at the meeting worked on developing different models for achieving these kinds of changes in AAUW-MA. The Task Force will present its proposals at the October meeting. If you have comments about strategies that would enable AAUW-MA to implement the four strategies for positive change listed above, please feel free to email the Task Force chair, Elizabeth Kenney, at elizabeth.kenney@salemstate.edu.

List of AAUW Brochures

Do you want to know what brochures AAUW has published, what they contain, and how to obtain them? Check out AAUW North Carolina's website: <http://rtpnet.org/aauwnc/01-02/Convention/whathappened/list/index.htm>

AAUW Membership Nationwide - Hollie Bagley, Membership VP

During the past year, the national AAUW Membership Committee sponsored five working groups to brainstorm for ideas to recruit younger women, assist struggling branches, discover alternative ways to affiliate with AAUW, develop a membership workshop, and to find out what's working. Many states have already taken advantage of the new workshop, "**Shaping Our Future: A Workshop for Everyone Who Cares About AAUW.**" Massachusetts was represented on the workshop committee by Hollie Bagley. "**Tips for Membership Recruitment and Retention,**" a new tip sheet which was developed from several of the working groups, was mailed to all state and branch membership VPs.

For the first time AAUW sponsored the National Conference for College Women Student Leaders (NCCWSL) on June 6 - 8, 2002 at American University in Washington, DC with the focus on "Women in Charge." A special effort to recruit student affiliates succeeded with 60 new student affiliates and 3 new members joining AAUW.

National Membership Programs

Give a Grad a Gift program. Do you know of any recent graduates who would love to become part of AAUW? Please take advantage of this perfect opportunity to give a free one-year Association membership to a daughter, granddaughter, niece, co-worker, friend or associate. From October 16, 1999 to January 30, 2002, a total of 1,933 graduates have been given free Association memberships. In addition, 393 recent graduates have been recruited thus far between April 15 and June 13, 2002. Moreover, new graduates will receive an acknowledgment card informing them of their gift benefactor. For more information, please visit <http://www.aauw.org/6000/gradgift.html>.

Emerging Leaders Internship (ELIP) program. This program for FY 2003 is up and running. Remember, each branch or state can appoint up to three undergraduate student interns to work on AAUW programs, public policy issues, and/or membership issues, for one year, under the guidance of a branch or state leader. For more information, contact Helpline.

AAUW-Massachusetts 2002-2003 Directory Changes

State Historian: Patricia D. Doane, PO Box 1300, Duxbury 02331; 781-585-1587;
PatriciaDDoane@Juno.com

- Marion D. de B. Kilson: marion.kilson@salemstate.edu (p.8)
- Carol Carbaugh: zip code 02562 (p.8)
- Elizabeth T. Kenney: elizabeth.kenney@salemstate.edu (p.8)
- Linda Britt: 16 Ellsworth Rd, Peabody 01960 (p.8)
- Nancy Pollock: email: Jimandnancy@attbi.com (p.9)
- Trudi Feinstein: new email address: trudi@bu.edu (p.9)
- Phyllis Richter: new email address: prichte1@mindspring.com (p.9)
- Traude Stroheschneider: email address: TraudeS@aol.com (p. 9)
- Barbara Hyle: new email address and business phone: W: 781-891-2107;
bhyle@bentley.edu (p.10)
- Barbara Greene: address: 49 Summer Street, #3A, Arlington 02474 (p. 10)

- Carole Myles: address: 42 Medbury Road, North Attleboro, MA 02760 (p. 15)
- Brenda LaRouche: email address: Bmalarouche@attbi.com (p.15)
- Suzanne Aupperle: email address: Saupperle@attbi.com (p.15)
- Maureen Ciomber: delete email address (p.15)
- Arline Broberg: use telephone numbers and email address on p. 10, not p. 20
- Robin Leal: address: West Main Street, Georgetown, MA 01833 (p. 23)
- Sue Pokress: street address: 33 Cherrywood Circle, Andover, MA 01810 (p.27)
- Marilee Hunt: name should be Marilee Kenney Hunt (p. 33)

Public Policy

Arline Broberg, Public Policy Chair

Threats to Title IX: AAUW strongly supports Title IX and opposes any efforts to weaken its effectiveness, including undermining the test used to determine athletic compliance. AAUW believes that this test is reasonable and fair. In fact, it has been upheld as constitutional by eight federal circuit courts. AAUW does not advocate single-sex education but believes that if it exists within public education, single-sex classes and schools must comply with civil rights laws and the Constitution, be initiated in response to demonstrated need, and be designed to inform and improve the co-educational school system. Title IX has broken down barriers to educational opportunity, but full equity has not yet been achieved. AAUW will continue to lead the National Coalition for Women and Girls in Education, which includes the National Women’s Law Center, Women’s Sports Foundation, and nearly 50 other groups, to protect and advance the progress Title IX has made over the last 30 years. **Urge members of Congress to oppose ALL efforts to weaken Title IX.**

Welfare Reauthorization: AAUW supported the Snowe/Bingaman amendment and believes that to end the cycle of poverty and welfare dependence, education and training must complement work to best serve the needs of individuals with varying levels of work experience and the needs of the local job market. AAUW opposes S2648 because it seeks only to reduce the numbers of people on welfare and does not promote economic self-sufficiency. Further, the Bush proposal increases the work requirements for all families, including single parents with young children, without adequate access to child-care and education or training programs. Alternatively, AAUW believes that women could attain jobs that pay a livable wage and stay off public assistance permanently by improving their employability through education and job training. **Urge members of Congress to support only welfare reauthorization bills that increase access to education and training programs and protect civil and reproductive rights.**

So-Called “Partial Birth” Abortion: AAUW opposes a partial birth abortion ban because it endangers a woman’s health, is extreme, and violates the constitutional underpinnings of Roe v. Wade. AAUW believes that instead of making abortion more difficult and dangerous for women to obtain, lawmakers should promote policies that prevent unintended pregnancy and reduce the need for abortion. Private medical decisions belong with women, their families, and their physicians and should not be dictated by physicians. **Urge members of Congress to oppose HR 4965.**

Victory on Department of Defense (DOD) Bill: AAUW opposes the ban because it discriminates against women who have volunteered to serve their country, as well as military dependents, by prohibiting them from exercising a legally protected right simply because they are stationed overseas. **Urge members of Congress to support inclusion of the Murray/Snowe amendment in the final DOD authorization bill.**

Hate Crimes Prevention: AAUW believes that hate crimes remain a serious threat to civil rights and public safety. S625 would strengthen the federal response to hate crimes motivated by a

person's race, color, religion, or national origin; expand the current law to include crimes that target victims based on their sexual orientation, gender, and disability; and grant federal jurisdiction to cover the most violent of these crimes. AAUW supports S625 because it would increase the government's ability to combat hate crime violence. **Urge senators to support enactment of S625.**

Charitable Choice: AAUW opposes the House version of the bill because it would allow religious organizations to receive federal funds and still discriminate in hiring for federally funded social service programs. **Urge senators to work with Senators Lieberman and Santorum to ensure that faith-based and community organizations cannot discriminate in the provision of social services.**

Federal Judicial Nominations: AAUW believes the Senate should closely examine the background of all federal judicial nominees, including unpublished opinions and other information that has not yet been made public. Because of the significance of these lifetime positions, senators must confirm only those nominees who are pledged to uphold and guarantee equal rights for all Americans. **Urge senators to vote only for judicial nominees who promise to uphold civil and constitutional rights for all Americans.**

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): To guarantee equality and individual rights for a diverse society, AAUW advocates support for U.N. programs that address human rights and the concerns of women and girls. AAUW has endorsed the ratification of CEDAW since 1981.

Urge senators to press for consideration of CEDAW by the full Senate and to support ratification.

VOLUNTEER NEEDED! Volunteer still needed to serve as Communications Coordinator for AAUW-MA. Principal duties are to prepare and distribute media releases for AAUW-MA; to maintain media clippings for AAUW-MA; and to advise branches on media issues. If you are interested in filling this valuable and valued position, please contact Marion Kilson (781-862-0760 or marionkilson@worldnet.att.net)

**New England Regional Conference
Friday, October 4 - Saturday, October 5, 2002
Courtyard Marriott
32 Exchange Terrace
Providence, RI
(401) 272-1191**

Friday Evening, October 4, 2002

6:00 - 8:00 p.m.	Registration	Room	A
6:30 - 8:00 p.m.	Connecticut Board Meeting	Room	C
	Massachusetts Board Meeting	Room	B
8:00 - 10:00 p.m.	Educational Foundation Program/Reception	Room	A
	Bets Brown - Educational Foundation Director		
	Gail Nordmoe - EF Program Vice President		

Saturday, October 5, 2002

7:00 a.m.	Eleanor Roosevelt Walk		
8:30 a.m.	Registration/Continental Breakfast	Room	A/B
9:00 a.m.	Convention Opening		
	Lillian Colavecchio - NE Regional Director	Room	A/B
9:15 a.m.	Leadership Development		
	Facilitators: Pam Collins - AAUW Program V.P.	Room	A/B

Barbara Hyle - AAUW Trainer

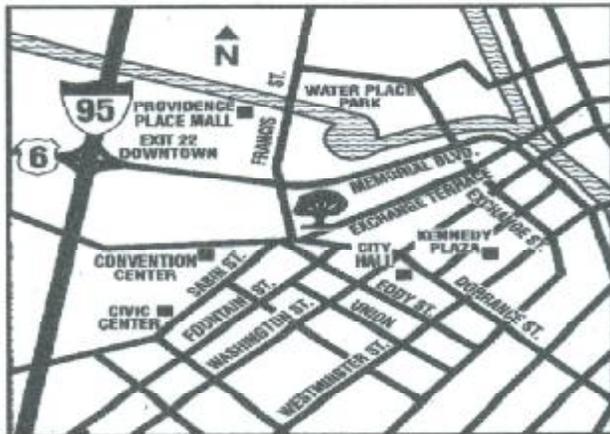
10:30 a.m.	Break		
10:45 a.m.	Leadership in Action	Room	A/B
	The Women's Campaign School, Yale University		
12:00 noon	LAF Plaintiff	Room	A/B
12:30 p.m.	Lunch Riverwalk Café		
1:30 p.m.	Convention 2003 Steering Committee	Room	C
	Judy Terry and Cathy Speer, Co-chairs		
	Local Arrangements Committee		
1:30 p.m.	Team Building Across State Borders	Room	A/B
	Barbara Hyle		
2:30 p.m.	Convention 2003 Planning/Site Tour	Room	A/B
	Judy Terry and Cathy Speer		
4:30 p.m.	Adjournment		

Housing: Mention AAUW when you call the Providence Courtyard Marriott, (888) 887-7955. A limited number of rooms will be held until September 11, 2002 at \$139.00 rate plus tax. Parking is available to hotel guests at a rate of \$15.00 per day for overnight parking.

DIRECTIONS TO COURTYARD MARRIOTT

From the south: 1-95 North to Exit 22. Bear right to 22A-Downtown/Memorial Blvd. At end of ramp go straight to Memorial Blvd. Hotel parking entrance is on the right. To hotel's main entrance, continue down Memorial Blvd. to next intersection. Make right onto Exchange Street. At next intersection, make right onto Exchange Terrace. Main entrance is on the right at 32 Exchange Terrace.

From the north: 1-95 South to Exit 22. Bear left to 22A Downtown/Memorial Blvd. (Follow same directions as noted from the south.)



Registration Information for New England Regional Conference (PLEASE PRINT)

Name: _____ Email - _____

Address: _____ City _____ Zip _____

Telephone: Day - _____ Evening - _____

State or Branch Position _____ Branch _____

Registration Fees:

Postmarked by September 20, 2002	\$65.00
Includes Friday reception, Saturday breakfast and lunch	
Postmarked after September 20,2002	\$80.00

Make checks payable: AAUW-New England Region.

Send money with registration form to: Arline Broberg, 38 Converse Lane, Melrose, MA 02176.

Legal Advocacy Fund Goals and Activities

Florence Baturin, LAF Vice President

Congratulations, AAUW-MA, for a 14% increase over last year's contributions to our Legal Advocacy Fund! Branches and individuals contributed \$9,543 during the 2001-02 year. We did well last year-- but cannot rest on our laurels.

Goals for the current year include:

- ° To raise \$10,000 in contributions from individual members and branches. Representing a 5% increase over last year, this goal is very reachable. Please contact your Branch LAF Chair, visit the AAUW website (www.AAUW.org/7000laf/cases) or contact me (Lawrence.Baturin@prodigy.net or 781-862-5811) for educational materials about the LAF Programs or updates on current cases.
- ° To expand LAF Community Objectives for reaching this goal include identifying and reaching out to a target community. Initial contact has been made with a women's attorney group and preliminary discussion have started. We are seeking additional attorneys who are interested in helping with this outreach. Please contact me if you are able to assist or know someone who would like to get involved.
- ° To support Cheryl Vuolo during her trial, now scheduled for October 7, 2002. Vuolo v .U/Mass will be held in Suffolk County Superior Court on Devonshire Street in Boston. Our plan is to have AAUW members in attendance every day of the trial. Please contact Annalise Conti (telephone 781-979-0732 or e-mail Aconti5479@aol.com), coordinator of this effort if you are able to sit in solidarity with Cheryl for a day or more.

With your help, we will have another successful year of support, educational and fundraising activities.

Coalition For Choice

Lois Pulliam, AAUW representative to Massachusetts Coalition for Choice

AAUW, and other steering committee members that make up the Coalition for Choice, are looking toward an assessment of sex education in Massachusetts schools for our 2002-2003 activity. This is an area that has been neglected for too long and it is clear that great variation exists around the commonwealth as far as such education is concerned.

We are also looking with disfavor on the so-called "Woman's Right to Know" bill, a thinly-disguised attempt to delay any women who might be seeking an abortion. The coalition is printing up a fact sheet about this bill (which we refer to as the "mandated misinformation bill") and branches will receive copies of this to pass along to members and friends. Meanwhile, if you see a copy of the proposed bill, be sure to read between the lines!

State Board Meeting Agenda
Friday, October 4, 2002
6:30—8:00 PM
Providence, RI

Tentative Agenda

Minutes 2002-2003 Budget Plan for Branch Support Task Force on the Future

2002—2003 AAUW-MA CALENDAR

2002

Tues., September 17	Executive Committee Meeting
Fri./Sat., October 4/5	Regional Meeting and Board Meeting Providence, RI
Sun., November 24	Winter BayStater Deadline
Tues., December 3	Executive Committee Meeting

2003

Sat., January 25	Winter Conference and Board Meeting — Worcester, MA
Sun., February 23	Spring BayStater Deadline
Tues., March 18	Executive Committee Meeting
Sat./Sun., April 26/27	Spring Conference and Annual Meeting — Boston, MA
Tues., June 3	Executive Committee Meeting
Fri.-Mon., June 20-23	AAUW Convention in Providence, RI
Sat., July 26	Summer Board Meeting and Training

CREATING EQUITY - CHANGING THE WORLD

Sema Faigen, International Relations Chair

Equity doesn't just happen. It requires attention, information and participation.

To begin with the obvious, everything that the Association engages in is based on equity and education. The Mission Statements and the Public Policy Program put this in specific terms. Therefore, what members do to support AAUW programs advances the cause of equity.

What about the international scene? Many issues supported by AAUW advance the cause of equity in the wider world. Case in point is the long delayed ratification of the CEDAW Treaty (Convention to Eliminate all forms of Discrimination Against Women). People who are on email "alert" lists received news recently that the Senate Foreign Relations Committee had supported ratification, but as of July 30, it had not yet gone to the floor. Proponents are pushing for ratification by the full Senate before Congress ends this year.

The treaty urges nations to remove barriers to equality for women in education, employment, marriage and divorce, health care, and other areas. This treaty has been languishing in committee for 22 years. So far, 170 nations have ratified this treaty; the United States is not one of them.

We often hear about the "power of one." When the "one" joins the "many" there is no limit to the possibilities. Believe that your letter to your senator and congressman about this issue - as well

as many others - does make a difference. More information is available on many web sites, e.g. CEDAW; and don't overlook AAUW.org; IFUW.org; Human Rights Watch - hrw.org.

Learn more; Take action; Be part of the solution!