



The BayStater

Fall 2007
Volume 32, Number 1

Summer Leadership Training September 8, Hingham, MA

An open invitation to all!



Beryl Domingo

With four simple words – “The proposal is adopted!” – AAUW President Ruth Sweetser heralded the start of a new era for this historic 125-year-old organization. The vote on July 1, 2007 gave the Boards a green light to move forward with strategic initiatives that will help create a viable and sustainable 21st century organization!

(AAUW Convention Today, July 2, 2007).

On that day, at the 2007 AAUW Convention in Phoenix, AZ, delegates voted unanimously to approve sweeping changes to AAUW's organizational structures. It is largely believed among those who voted that if we did not approve the proposed changes, AAUW as an organization would cease to exist in as little as 3 -5 years. This is not an exaggeration! It became clear to all who attended the convention that major changes in the way we operate and govern are imperative to our survival. Each voting member had the responsibility to assess her or h commitment to AAUW, and decide whether it was deep enough, strong enough and important enough, to take the leap into the unknown and to do what needed to be done to begin the journey

Continued on page 2, column 2

New England Regional Conference October 12-13, Brattleboro, VT

Finding and Using Our Public Voices

Speakers: **Dr. Karen Houseknecht**, Vice President of
Biology, ASDI, Inc.
Association for Women in Science Board

Madeleine Kunin, Former Governor of Vermont
Former Ambassador to Switzerland

As our keynote speakers share their stories, we are invited to interact with them. Through their role-modeling, we will reach new understandings, form connections and create new insights toward individual and organizational empowerment.

In the afternoon, we will translate these understandings into AAUW action. New England leaders will facilitate frank discussion on program planning, membership recruitment and alternative state and branch structures. We will share experiences and learn from each other as we adapt to changes within AAUW.

This will be a relevant conference for all of us, with many 'take-

Continued on page 4, column 1

Pat's Points



Pat Bologna

both!”

This brief conversation reminded me of a video by DeWitt Jones shown at the opening ceremony of the 2007 AAUW National Convention. A National Geographic photographer, Jones stressed the importance of the following: the need for perspective, the need to be creative in situations, the need to be unafraid of making mistakes, and the need to acknowledge more than one right answer to a question.

While in Eastham recently, I experienced a charming exchange at The Red Barn Mini-golf course. A small child had extracted a prize from a toy machine and was so excited by his treasure. “Hey lady, I got a watch! It says it works to fifty feet....does that mean down or up?” “Gosh,” I said, “I hope it means

Within the past two years, AAUW members took the first steps toward change by becoming involved in Membership surveys. These results as well as further data analysis were shared on the Association website as well as at state conventions. While in Phoenix, Sherry Schiller, an organizational systems consultant, detailed the compelling evidence for change; and AAUW leaders facilitated on-going membership discussions about change. The vote to accept was unanimous.

We are so grateful for this disciplined and thoughtful analysis of the AAUW organizational structure; and, like DeWitt Jones has suggested, we saw the need for everyday creativity. Through whole system planning, we were inspired to accept the redesign for AAUW. Just like the young boy with his new watch, AAUW members will now experience a renewed focus. “For all that has been, thanks. For all that will be, yes.” (Hammarskjöld)

Continued on page 2, column 1

Pat's Points continued

Throughout this next year, AAUW-Massachusetts will continue to bring Association themes on action for equity, economic empowerment and global perspectives to state sponsored programs. Our mission to advance equity for women and girls through advocacy, education and research commands ongoing emphasis.

Your Massachusetts theme team has been working to present opportunities for further education and leadership training. The need for persistent and open information, dialogue, mentoring and encouragement was a common discussion thread in the "Dare to Lead: a Women to Women Dialogue" in Phoenix. As AAUW members, we are compelled to carry on this work!

Plan to come to all of the state (and regional) meetings throughout the 2007-2008 year, and hear more about the effective, energetic and successful actions of AAUW. Your active involvement and participation is desired and encouraged!

Patricia Bologna
President, AAUW-MA
8 Patriots Way
Hingham, MA 02043
781-749-1726

PatriciaBolognaAAUW-MA@comcast.net

WANTED--CALLING ALL MEMBERS!

Wanted are your ideas, collaboration, and active participation in designing and implementing future state meetings! No prior experience necessary--just lots of good ideas and willingness to work!

Find out more by coming to the Leadership Training Meeting on September 8 or by contacting Liz Markson at hezikih@bu.edu if you can't make it to the meeting.

Thanks,
Liz Markson
AAUW-MA Program VP

Congratulations to **Elizabeth Fragola** on her appointment to the Association College/University Relations Committee.

"Beyond the horizon of time a changed world, very different from today's world. Some people see beyond the horizon into the future. They believe that dreams can become reality. They open our eyes and lift our spirits. They build trust and strengthen our relationships. They stand firm against the winds of resistance and give us courage to continue the quest. We call these people leaders."

Liz, we are thrilled that you have accepted this new challenge of leadership.

Summer Leadership Training continued

to survive, to grow and eventually to flourish.

The Board of AAUW-MA invites you and your branch members to come to the AAUW-MA Leadership Meeting on September 8, 2007 at the Notre Dame Academy, Hingham, MA to hear about these sweeping changes and how it will impact our branches, our state board, our regional boards and the organization at the national level. We believe you will be inspired, your faith renewed and your confidence restored in the relevance of AAUW in this century. Our work is not done.

Since 1881, AAUW has advocated and promoted education and equity for girls and women. We have been part of and have led national and international movements to bring about positive changes in society and we have made it our mission to pursue life-long education. Some of us may feel that we have reached our goals and need only to bask in the glow of achievement. However, we have seen that just creating change does not sustain it. To sustain change we need to maintain a commitment to the mission and vision of AAUW, not just in theory, but in practice.

This is not the time to sit back, relax and enjoy the many accomplishments of AAUW of which we are rightly proud. No, this is the time to roll up our sleeves, to stand together and to continue the work started by our mothers, grandmothers and great grandmothers so many years ago. We must do it for ourselves, for our daughters and sons and for our grand-children. Come and be part of this wonderful and **very relevant** organization in a very real way. We hope to see you in September and at every state and branch event you are able to attend.

Sincerely,
Beryl Domingo
President-Elect, AAUW-MA

**Directions to Notre Dame Academy
1073 Main Street, Hingham**

F r o m t h e N o r t h
Take Route 3 South to Exit 14 (Route 228). Turn left off the exit ramp, following signs for Hingham/Cohasset. Approximately 1.5 miles from the exit, NDA is set back off the road on the left side. The driveway is adjacent to Resurrection Church parking lot.

F r o m t h e S o u t h
Take Route 3 North to Exit 14 (Route 228). Turn right off the exit ramp, following signs for Hingham/Cohasset. Approximately 1.5 miles from the exit, NDA is set back off the road on the left side. The driveway is adjacent to Resurrection Church parking lot.

September 8th parking: Large lots to the left and right of the main driveway will be available. Parking in front of the school in the circular driveway will not be allowed. A school soccer tournament has been scheduled for the same day. Early arrival will guarantee parking spaces.



AAUW-MA Summer Training

Saturday, September 8, 2007
Notre Dame Academy, Hingham

AGENDA

GOAL: Tech Savvy AAUW-MA leaders using and utilizing resources on the Association and State websites for: advocacy, membership enhancement, College/University partnerships and collaborative activities.

Questions to be addressed: What are my leadership responsibilities? How does my branch seek new members, advertise our strengths and activities and partner for greater visibility? What are the goals for AAUW-Massachusetts?

- 8:30-9:00** **Registration**, Hingham Area Branch
- 9:00-9:45** Video-"Equity is still an issue"
- Welcome and announcements:**
 What happened at the Phoenix convention?
 What will be the impact on branches?
 What are my leadership responsibilities?
- 10:00-10:45** **Program themes, Public Policy and the AAUW website**
 Successful program ideas
 Global connections
- 11:00-11:45** **Strategic Process Task Force Findings**
 Member Services Database Online: orientation and participation
 Brainstorming ways to attract new members
 Locating and involving College/University relationships
- 12:00-12:45** **Finance:** Treasurers and time
 Non dues revenue and fund raising ideas
- 12:45-1:30** **Lunch, networking** for possible branch collaborative projects
- 1:30- 2:15** **Communicating the AAUW mission**
 Action based collaborative activities:
 National Girls Collaborative Project
 Credibility and equity- MCSW
- 2:15- 3:00** **Board meeting:** updates from Association,
 Jane Addams Day, Sister to Sister summit news,
 Dates to remember

AAUW-MA SUMMER TRAINING REGISTRATION (Please Print)

Please return form and check for **\$12**, payable to **AAUW-MA**, for conference registration to Hollie Bagley,
82 Kimball Beach Road, Hingham, MA 02043. **Registration deadline is Saturday, September 1, 2007.**
Please provide your own lunch. Continental breakfast and lunch drinks will be provided.



Name _____ Branch _____ Position (if any) _____

Address _____ Town _____ Zip _____

Phone _____ Email _____

Questions, contact Hollie at hollie@gallivan.org or 781 749-6274

Total Amount Enclosed \$ _____

New England Regional Conference continued

aways'. Any interested individuals are welcome to attend; however, the afternoon session would be more meaningful to AAUW members.

Hospitality and Accommodations in Vermont



Host branches Brattleboro VT and Keene NH extend a warm welcome and know you will enjoy the area.

They remind us that peak fall season brings glorious foliage and many visitors. Reserve your hotel accommodations now, so you won't be disappointed. AAUW Vermont members are also extending their gracious hospitality by offering lodging in their homes for a \$25 fee, with proceeds going to Educational Foundation. To arrange to stay in a member's home contact Louise Luring at luring@vermontel.com.

Brattleboro member Louise Luring has researched an extensive list of area accommodations which are posted on the AAUW-MA website. From the landing page choose the link for the New England Regional Conference.



Directions to World Learning School for International Training 1 Kipling Road, Brattleboro, VT

Coming from the west of Brattleboro

Take I-91 North to Exit 3. Stay to the right coming into the rotary, and take the first right out of the rotary onto Putney Road (Route 5) south. Now follow the instructions beginning with "Proceed Southbound" below.

Proceed southbound on Putney Road (Route 5) one quarter mile to the first traffic light, which is at Black Mountain Road. Turn right onto Black Mountain Road and follow the road over I-91, past a residential area and through two very sharp curves. After the curves, Black Mountain Road bears left. Do not turn left but bear right on Kipling Road to the top of the hill. As you go up the hill you will pass an open field on your left and you will see several large white buildings in the distance to the left. Turn left on Dickinson Road at the crest of the hill where you see the World Learning and School for International Training signs and a circle of flags.

Editor's note: According to MSN.com Maps and Directions Brattleboro is 110.4 miles from Boston with an estimated driving time of 2 hours and 6 minutes. It appears that many of us coming from Massachusetts should take MA route 2 to Interstate 91 north and follow directions to the school.

The conference takes place in two different buildings. The reception on Friday is in the International Center. The conference on Saturday is in the Rotch Learning Center which houses the library. Both buildings are shown on the map under the agenda on page 5.

NEW ENGLAND REGIONAL CONFERENCE REGISTRATION

(Please print)

Registration deadline is: September 25, 2007.

Name _____

Name for badge _____

Your Mailing _____

Address _____

Street _____

City/State/Zip _____

Telephone _____

Email _____

Please note: your registration will be confirmed via email!

Branch/State Leadership Position _____

Registration and
Meals

Friday Night
Reception

\$10.00

Saturday
Registration
Includes continental
breakfast, lunch and
materials.

\$40.00

Total Enclosed _____

Please return conference registration with check, payable to AAUW/NE Regional, to:
Maggie Ford, 23 County Road, New London, NH 03257.

AAUW New England Regional Conference

Friday, October 12 - Saturday, October 13, 2007

World Learning, School for International Training

Host Branches: Brattleboro VT and Keene NH

Theme: *Finding and Using Our Public Voices*

Friday, October 12 7:00 - 9:00 pm **Welcome Reception**, light refreshments
SIT, International Center

Saturday, October 13 9:00 - 3:00 **Conference**
SIT, Rotch Rooms

8:00 **Registration**, continental breakfast, AAUW shopping

9:00 **Welcome and Introductions** -- Patricia Ho, Andrea Weisberg
Facilitators: Gail Smith and Carol Virostek

9:15 **Conversations with Keynote Speakers**
Ambassador Madeleine Kunin
Former U.S. Ambassador to Switzerland and Governor of Vermont

Dr. Karen Houseknecht
Vice President of Biology, ASDI, Inc.
Association for Women in Science Board

12:00 **Lunch and Town Hall** -- Patricia Ho, Gail Nordmoe

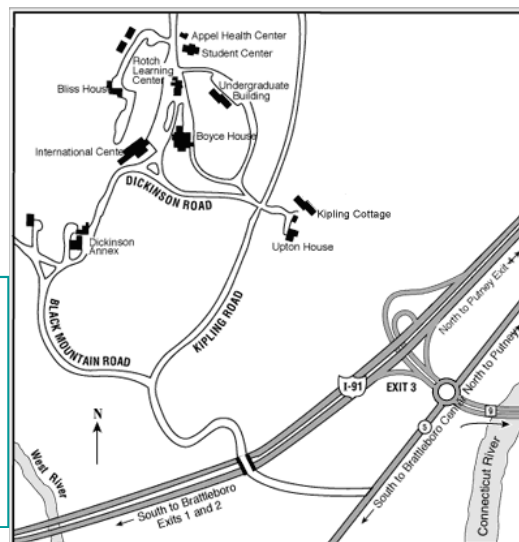
1:00 **AAUW member action and interaction**
Finding and using our public voices, as we address mission-focused programming, membership outreach, alternative state and branch structures, and other issues important to you.

Facilitator Maggie Ford with Hollie Bagley, Pat Bologna, Betsy Eggleston, Charlene Goehring-Fox, Pat Rathbun



Map courtesy of
**MSN.com Maps and
Directions**

See enlarged
campus map on the
School for Interna-
tional Training web-
site: [http://
www.sit.edu/
directions.html](http://www.sit.edu/directions.html)





Patricia Ho

Message from Regional Director and Association Board Member

IT'S A BRAVE NEW WORLD

The moment was filled with tense anticipation as Association President Ruth Sweetser posed the question: "Those in favor of proposal 1, please rise." And it was unanimous! With no nays, and with four subsequent words, "The proposal is adopted", Ruth signaled the start of an historic change in direction for AAUW. Our New England delegates leapt to our feet along with the entire assembly and burst into sustained applause. We cannot forget the emotion and the power of this unprecedented, collective act.

With a mandate for changing AAUW's structure to create a sustainable organization, the Association and Educational Foundation boards will move toward combining many assets and activities into a single entity, governed by a single board. To implement this new direction, delegates approved a transitional board of directors for 2007-2009, and new composition for the 2009-2011 board.

To increase AAUW's responsiveness and flexibility, the "one member, one vote" amendment adoption allows for voting between conventions by mail or electronic balloting. With these and other by-laws changes, AAUW's strategic initiatives have strengthened the proactive ability of the organization to meet the demands of the 21st century.

During Convention, New England delegates met in regional caucus to consider the status of our states and our responses to much-needed structural change. We are strongly encouraging our members to participate in the October 12 - 13 Regional Conference in Brattleboro VT. The theme and format of *Finding and Using Public Our Voices* will help attendees create new knowledge, and discover or validate the power of speaking up and taking action. With leaders from each state planning conference activities, we guarantee thought-provoking, stimulating interaction where each of us can create and embrace change for ourselves and AAUW. We also promise "take-away" strategies and tips for aligning program with mission, inclusive membership outreach, and creating alternative, flexible branch structures.

In other Convention news, congratulations to New Hampshire for receiving an AAUW Public Policy Impact Grant, to Gail Nordmoe (CT) for her election as Association Executive Vice President/Secretary, and to Dorothy Rand (VT) and Bets Brown (ME) for their selection as our regional representatives to the national Nominating Committee 2007-2009.

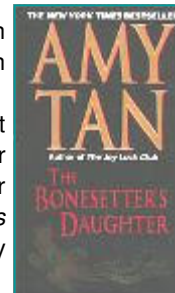
I was also very proud to be elected as one of the two regional directors to serve on Association Board for this biennium. Please don't hesitate to contact me if you have any questions or concerns at PatriciaHoAAUWMA@aol.com. I look forward very much to meeting you.

Patricia

Diversity

STATE DIVERSITY BOOK PROJECT: ONE BOOK/MANY BRANCHES

Mothers and daughters. Every woman has been a daughter, and many women have been both. Massachusetts branch members are invited to participate in an exploration of that mother-daughter relationship from the particular standpoint of a Chinese-American woman and her mother in Amy Tan's book, *The Bonesetter's Daughter*, chosen for the AAUW-MA Diversity Book Project.



When the September 8th state board meeting takes place, branches will receive a guide to involving branch members in the state diversity book project, the reading of *The Bonesetter's Daughter*. This is an excellent program to implement in your branch 2007-2008 program line-up if you want to consider including it as one of your regular programs, the culmination of a broad number of branch members having read the book; or to use as an extra, enjoyable branch project by a smaller group of members. Pointers will be included in the guide that will help implement this into your program year, regardless of the status of your branch program planning at that time.

In the book, Ruth, a Chinese-American woman, busy with her own life of being a partner to a man and his two teenage daughters from a previous marriage, worries about the gradually oncoming state of dementia in her mother. Then the story switches to the second major narration, that of LuLing her mother who describes LuLing's early life in a small Chinese village called Immortal Heart, where her father, the local bonesetter, was the only person who knew the location of a hidden cave where many ancient "dragon bones" could be found. The discovery of the Peking Man made the fossilized bones and their location extremely valuable.

I found that Precious Auntie, one of the memorable characters in the second major part of the narration, lent an element of the spirit world to the story, bringing to it a rich extra dimension often found in Tan's writing. The New York Times Book Review comments, "splendid...what marvelous characters she gives us...reading Amy Tan is like peering into a carved ivory ball that contains numerous smaller balls, each revealing a different design but all worked from a single source." ...so true, especially if you've ever had the opportunity to see one of those carvings in a museum or specialty shop.

This book offers an opportunity to read about the experience of a mother and daughter greatly influenced by their own culture as they live within the society of the United States. Books are available to readers through the public library or online for second-hand prices at Amazon.com. Be sure to access Amazon through the icon on the AAUW website since AAUW get a portion of all sales transacted this way.

Nancy Moore
AAUW-MA Diversity Chair
781-275-1018
garvinancy@verizon.net

AAUW-MA 2007-2008 BOARD

Please do not hesitate to contact any board member for any reason.

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because
equity
is
still
an **issue™**

EDUCATIONAL FOUNDATION ANNUAL REPORT

2006–2007

Liz Fragola, EF VP

Congratulations and thank you for your generous support of the Educational Foundation. All donations were designated for the **Sema Faigen International Fellowship**. The fellowship is now complete and it was announced as so at the Phoenix Convention!

HONORS FOR INDIVIDUAL DONORS

Diamond Plus Donors, \$2,000 and over

Ivan Faigen, Bedford-Lexington

Diamond Donors, \$1,000-\$1,999

Florence Baturin, Bedford-Lexington

Sema Faigen, Bedford-Lexington

Elizabeth Fragola, Danvers-Topsfield

Ruby Donors, \$500-\$999

Enid Wilson, Boston, Inc.

Emerald Donors, \$200-\$500

Sue Giurleo, Bedford-Lexington

Jane Haven, Cape Cod

Patricia Ho, North Shore

Marion Kilson, Bedford-Lexington

Sally Matson, Danvers-Topsfield

Karen Moran, Worcester

Diane Morash, Hingham Area

Rosemarie Rodie, Newburyport

Sapphire Donors, \$100-\$199

Hollie Bagley, Hingham Area

Dawn Bennet, Newburyport

Patricia Bologna, Hingham Area

Carol Carbaugh, Cape Cod

Sapphire Donors, \$100-\$199 (continued)

Phyllis Doherty, Bedford-Lexington

Patricia Gorton, Danvers-Topsfield & Newburyport

Marilee Kenney Hunt, Taunton

Ruth Ladd, Bedford-Lexington

Nancy Luther, Danvers-Topsfield

Midge Nealon Siebert, Bedford-Lexington

Victoria Palmer-Erbs, Bedford-Lexington

Lois Pulliam, Bedford-Lexington

Miriam Richmond, Bedford-Lexington

Merion Ritter, Bedford-Lexington

Luverne Smith, Bedford-Lexington

HONORS FOR DONOR BRANCHES

Marion Kilson Donor Branch, \$10,000 and more Bedford-Lexington Area

Pamela Collins Donor Branch, \$5,000-\$9,000

Sema M. Faigen Donor Branch, \$3,000-\$4,999 Cape Cod

Kathleen Magill Donor Branches: \$2,000-\$2,999 Danvers-Topsfield Hingham Area

Linda Britt Donor Branches, \$1,000-\$1,999

Karen Moran Donor Branches, \$500-\$999 Boston Inc. Foxboro Area Taunton Area

Editor's note: This information and the LAF donors are published in the Annual Report which is posted on the AAUW-MA website (www.aauw-ma.org).

Legal Advocacy Fund Gift Clubs

January 1, 2006—December 31, 2006

With grateful appreciation and sincere thanks to all branches and individuals who have contributed to the Legal Advocacy Fund.

Your support and generosity enables AAUW to continue to assist litigants in their pursuit of justice in higher education

LITIGANTS \$50-\$99

Missy Barhite, Danvers-Topsfield

Robin DeMott, Bedford-Lexington

Sue Giurleo, Bedford-Lexington

Elizabeth Hudson, North Shore

AMICUS \$100-\$249

Carol Carbaugh, Cape Cod

Pat Gorton, Danvers-Topsfield,
Merrimack Valley, Newburyport

Patricia Ho, North Shore

Ruth Ladd, Bedford-Lexington

Lois Pulliam, Bedford-Lexington

Carlene B. Veara, Cape Cod

BRANCHES PER CAPITA AWARDS Danvers-Topsfield

\$37.50

North Shore

\$16.11

Bedford-Lexington Area

\$11.34

Cape Cod Community College Program Recipient of AAUW-MA 2007 Progress in Equity Award

Below is Michael Gross' press release and photo shipped to the media. This release was carried in its entirety in the regional section of all Cape Enterprise Newspapers, and without the photo in the editions of the Community Newspapers on Cape (Cape Codder, Upper Cape Codder, Chronicle, Oracle,) and in the Barnstable Patriot.....reaching (conservatively) 75,000+ readers. This was after the Cape Cod Times had done a HUGE Education Page feature on the program.

CCCC's Efforts Encouraging Nontraditional-by-Gender Career Exploration Earns State-wide Award



President Kathleen Schatzberg, Maria Sastre, and Carol Dubay, Director of the College's Coaches and Mentors program with PIE Award

Cape Cod Community College's Nontraditional-by-Gender Initiative is the American Association of University Women(AAUW)-Massachusetts Progress in Equity Award Winner for 2007. The program and its director Maria A. Sastre received statewide honors during the AAUW's recent annual convention in Marlborough, MA.

President Schatzberg praised the program's success in making the entire community much more aware that career paths should never be defined by a person's gender, but rather simply by an individual's goals and willingness to work to achieve them.

"Cape Cod Community College embraces diversity in all aspects that define us as human beings, including race, ethnicity, language, disabilities, and income, as well as gender. This program strives to ensure that gender is observed, considered, and monitored, as an equal facet of diversity, and we celebrate proudly this AAUW honor," she noted.

According to Program Coordinator Maria A. Sastre, Ph.D., this initiative was brought to campus to increase awareness and understanding of gender as a facet of diversity, as well as to inspire

interests and support career choices that are nontraditional by gender. It encourages career exploration based on each individual's personal vision and aptitudes.

Sastre adds, " When we are aware of and go beyond stereotypical notions and biases based on traditional gender expectations, we hear loud and clear the message that choosing a Nontraditional-by-Gender occupation usually brings personal gratification, first and foremost, plus sustainable wages, financial security, benefits packages, and possibly the bonus of flexible hours, and opportunity for advancement".

Partnering with community volunteers who are following careers in roles atypical for their gender, Sastre has hosted seminars and workshops showing highly successful individuals in non-traditional roles such as a female in the construction trades, and a male in nursing.

Funded through a federal Carl D. Perkins Career & Education grant, the Cape Cod Community College Nontraditional-by-Gender Initiative offers education, professional development training, and support for students pursuing educational and career choices that are non-traditional for their gender. Also, it assists in exploring interests in Science, Technology, Engineering, and Math (STEM) career pathways, especially those underrepresented in these fields according to their gender and/or cultural background.

More information on Cape Cod Community College's Nontraditional-by-Gender Initiative is available by calling Maria A. Sastre at 1 508 420 7131, ext. 4775, or visiting the Cape Cod Community College Nontraditional by Gender Careers webpage at <http://w3.capecod.edu/web/guest/resources/support/ntradcareers>

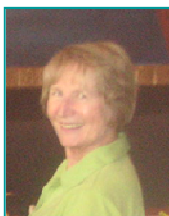


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AAUW-MA website: <http://www.aauw-ma.org>



MVP – Spotlight : Pat Gorton



This month's **Most Valuable Person** Spotlight shines brightly on Pat Gorton. Pat is the President of the Newburyport Branch which she started 25 years ago and a past president of the Danvers-Topsfield branch, which she also started 24 years ago! These two branches partnered with the North Shore this year and shared meetings, the yearbook and newsletters.

When Pat was AAUW-MA Educational Fellowship VP seven years ago, she and then President Marion Kilson started the fellowship to honor Sema Faigen's numerous contributions to AAUW. The first fundraiser was a dinner and testimonial to Sema, at which all of her children were present. Pat states: "Our annual fundraiser netted over a thousand dollars this year for the Sema Faigen International Fellowship." Liz Fragola, present MA EF VP recently announced that the Sema M. Faigen International Fellowship is now complete. Contributions have reached the one hundred thousand dollar goal. The official announcement was made at the Association Convention in Phoenix at the EF banquet, to the cheers of the Massachusetts delegation. It is expected that the first SFIF grant will be awarded to a scholar studying in one of the Massachusetts colleges or universities this fall. "I would like to be present when Sema meets the first fellow receiving the grant named in her honor," says Pat.

Last summer Pat received an e-mail from the new coach of the Merrimack College Women's Basketball Team and was asked that the branch partner with her and the team. Helen Williams wanted her team members to be more than just good basketball players. Per Pat, "Because of the connection between the two groups, State Representative Barbara L'Italien gave a presentation to the girls on the importance of voting and I became a regular attendee at the games. Several of us AAUW members had attended a brunch fundraiser and had gotten to know team members. At the event, we met members of Business and Professional Women, who are also partnering with Helen and the team. At one of the games, we set up a table with AAUW materials and had a free raffle for a student membership in AAUW. Helen joined the Danvers-Topsfield Branch."

In addition to her exceptional service to AAUW, Pat works three days a week as a Microbiologist at Caritas Holy Family Hospital in Methuen. She and her husband Bob have four children and eight grandchildren, all of whom live in Massachusetts. In addition to her involvement in AAUW, Pat



enjoys ice dancing, gourmet cooking, and taking her grandchildren to special events, such as an upcoming circus, plays and museums.



Congratulations and THANK YOU to **Pat**, another AAUW MVP!!

Membership Matters

Barbara Burgo, Membership VP

Although I was unable to attend this year's National Convention in Phoenix, Arizona last June, I hear it was quite an exciting experience. I am pleased to report that per former MVP Hollie Bagley, "we're already doing many of the initiatives they spoke of" regarding ways to increase and retain members. Bravo, AAUW-MA. Let's keep up the good work!

Here are a few updates and reminders sent via e-mail from the Association Membership Department to help with this year's recruitment efforts:

June 16, 2007 marked the beginning of the second year of **AAUW Keys to the Future: A Member-Get-a-Member campaign**. The campaign will continue through June 15, 2008. Visit aauw.org and go into the **Member Center** to read all about the campaign.

Year two changes:

- ☐ Change the sub-theme from 125th anniversary to "Honoring Our Legacy, Embracing Our Future"
- ☐ Reduce the number of phases from three to two, Phase One covers June 16, 2007, to December 31, 2007, and Phase Two from January 1, 2008, to June 15, 2008
- ☐ Members recruited in Year Two will be counted with members recruited in Year One toward earning the Keys to the Future lapel pin

Important Reminders:

You **must** submit the member recruiter's name and member ID number with each new paid member if you want to receive credit when determining the phase and grand prize winners. Incentives for phase winners and grand prize winners will remain the same.

National Association dues for fiscal year 2007-2008 are \$47.

Because Equity is Still An Issue!

Barbara Burgo
Membership VP



Membership Task Force Releases Final Report

The Task Force developed five statements concerning membership within AAUW which reflect needs that must be addressed in order to assure a viable organization in the future. Along with each statement is the rationale for the conclusions that were included in the statement. The rationale was then followed by a recommendation for action to meet the identified need.

STATEMENT #1: The demographic composition of AAUW's membership must change to include individuals who are representative of all generations, as well as reflect cultural, economic, and gender diversity.

RATIONALE: Current data regarding the current AAUW membership indicate 72% are 60 years of age or older and only 3% are under the age of 40. In addition, there is anecdotal information that current AAUW members are not always welcoming to diverse members of the population, nor are they welcoming in terms of offering flexible opportunities for involvement.

ACTION: There is a need to develop leadership training to overcome this hurdle. Included in such training would be a component directed at understanding various generations (Appendix 2). There must also be a strong focus on mission-based programming. In addition, it is necessary for the Value of Membership to be clearly stated, understood and conveyed by organizational leaders at all levels.

STATEMENT #2: It is incumbent that every member realizes that each member has a vital role in the future of the organization; that every member must be a membership recruiter to assure the viability of AAUW.

RATIONALE: Contact with State and Branch Presidents where there has been consistent success in membership recruitment confirmed that among the keys to their success are enthusiastic leadership and a commitment by members to be involved in the recruitment of new members.

ACTION: There needs to be a consistent message to all members regarding the importance of their active involvement and participation in the recruitment of new members. Current members should be encouraged to recruit members utilizing the broad focus of a national membership (i.e., MAL) as well as the present branch membership focus (Appendix 3). Discussion should continue on the topics of membership categories, degree requirement, and dues structures.

STATEMENT #3: One of the important concepts that needs to be advanced within the organization is the linkage between membership and programming. It is vital that membership and mission-based programming be promoted in combination rather than as separate entities.

RATIONALE: Successful branches report that membership numbers increased when programs and events were centered on the AAUW mission. Interviews with new members reinforce the concept that individuals join because of the mission of the organization.

ACTION: Encourage coordination between membership and program chairs at all levels. National leadership needs to provide models to local units that demonstrate how programming and membership recruitment can be utilized to increase membership. Those models should also include moving beyond traditional thinking so that the scheduling of events facilitates attendance and participation by a diverse and broad-based membership.

STATEMENT #4: Association leadership must devote significant effort to assist State leadership in exemplifying focus and purpose, setting goals and making plans including a quantifiable increase in membership.

RATIONALE: At every level of the current organization there is an apparent shortage of individual members willing to assume leadership responsibility. Leadership training at the upper levels of the organization is needed to assure there is modeling and mentoring available to assist in the development of volunteer leaders for the future.

ACTION: There is a need for the Association to develop and support leadership training specifically designed for State membership chairs/vice-presidents. The goal of such training would be to provide these individuals with the skills needed to work with local level membership teams to assure efforts designed to increase membership numbers and to make the best use of excellent existing resource material such as the Membership Toolkit. Leadership development must include options for all members to participate (i.e., employed vs. retired or not employed).

STATEMENT #5: It is essential for leadership to practice the art of communication and then share results and practices with the membership and leaders at all levels.

RATIONALE: Communication to members is a rapidly changing process. Technology has become widely used as a communication tool at all levels of organizations. It is crucial for AAUW leadership to become skilled in the many aspects of communicating with each other and with members.

ACTION: Leadership training at all levels including national, regional, state, and branches should include a technology component.

TASK FORCE MEMBERS: Jennifer Wilken, Co-Chair – Director, Educational Foundation Board, Ann Gustafson, Co-Chair – Chair, Association Membership Committee, Alice Bartelt – Mountain Pacific Regional Director, Seth Chase – Association Staff/Public Policy Field Director, Linda Conger – Texas State President, Christy Jones – Association Staff, Director of Membership, Lynne Roney – Missouri State President, Christine Schmitz – Towson, MD Branch President, Mardy Stevens – Oregon State President, Linda Haigh Tozier – Mid-Atlantic Regional Director, Barbara O'Connor, ex-officio – President, AAUW Educational Foundation, Ruth Sweetser, ex-officio – President, AAUW, Michelle Wetherald, ex-officio, Executive Director, AAUW

Phoenix Revisited



The Convention was off to a soaring start for Ruthanne Kennedy, Hollie Bagley and Cathy Barnes who participated in a hot air balloon ride complete with champagne breakfast before the opening ceremony.



Hollie Bagley and Beryl Domingo staff the My Turn to Learn Taste of Success exhibit. The AAUW-MA Equal Pay Day Project was also a featured exhibit.



AAUW-MA attendees Pat Gorton, Florence Baturin, Ruthanne Kennedy, Liz Markson, Liz Fragola, Sheila Doherty, Cathy Barnes, Hollie Bagley, and Beryl Domingo get together before the Legal Advocacy Fund banquet.



Three Cups of Tea author Greg Mortenson graciously poses with Kathleen Magill, AAUW-MA Past President, Hollie Bagley, Pat Bologna and Ruthanne Kennedy.

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.