



# The BayStater

Summer 2008

Volume 32, Number 4

## AAUW-MA Member Leadership Focus 2008

June 21, 2008

Massasoit Community College, Brockton

Details in this issue



Pat Bologna

### Pat's Points

Patricia Bologna  
Outgoing AAUW-MA President

#### AAUW Still Matters!

In her recent book, *Rumors of Our Progress have been Greatly Exaggerated*, Congresswoman Carolyn Maloney states "for every

Hillary Clinton, Nancy Pelosi, Oprah Winfrey, or Meg Whitman, who have broken through the glass or marble ceiling, millions of women are held back by gender bias that permeates virtually every realm of American society and global affairs."

AAUW is very relevant to our lives because eliminating discrimination, developing opportunities for leadership and empowering women are still key matters.

Consider, if you will, the following facts:

- Men in Congress outnumber women by more than 5 to 1.
- The US is tied last with Lesotho and Papua, New Guinea for paid leave policies.
- Retirement and social security pensions for women still need much work.
- Fortune 500 companies with a higher percentage of women senior managers outperform those with a lower number.
- Canada, France, Germany, Great Britain and Israel have already had women leaders.

Women in the US still desire and deserve parity... the work of AAUW still matters!

Thank you for the opportunity you gave me to lead AAUW-MA.

### A Message from Beryl

Beryl Domingo  
Incoming AAUW-MA President



Beryl Domingo

Over 125 years ago, women of that time had very little going for them. A small percentage of women attended school, fewer completed high school and a fraction of that group was able to attend college. As we now know, the first meeting of what was to become AAUW was held in Boston in 1881, when some of these college educated women came together to declare that "college training is a necessity and not a luxury for the average woman as well as for the average man" (*AAUW Historic Principles 2005*). It was this meeting that gave rise to the organization that is now considered as one of the most important voices speaking on behalf of women and girls nationally and internationally – AAUW.

Over the years, AAUW has been on the forefront of advocating for women's rights, reproductive rights, and the Equal Rights Amendment. AAUW has ceaselessly promoted education for women and girls, academic freedom and fairness in hiring practices; has done research to show inequalities in educational systems, in employment and in healthcare for women. It has studied and reported on discrimination in the workplace, sexual harassment on campuses and bullying in schools. AAUW has consistently lobbied for quality education, health, housing and childcare. The organization has consistently supported progressive government agendas to improve the quality of life for all.

We should be proud of the achievements of AAUW.

However, despite the gains we've made in civil rights, economic security and education, we still have unfinished business in 2008. We need to remain steadfast in the commitment to create a level playing field for women and girls.

## A Job Well Done

Thank you to **Pat Bologna, Barbara Burgo** and **Liz Fragola** as they step down from their board positions. In an age where finding volunteers does not come easily, all three graciously accepted the challenge of leadership and fulfilled the role admirably.



We salute you!

AAUW-MA Board  
on behalf of our  
members

## AAUW-MA Presents Progress in Equity Award

AAUW Massachusetts presented its 2008 Progress in Equity Award to the Program and Center for Women in Politics and Public Policy at the University of Massachusetts – Boston, McCormack Graduate School of Public Studies at the annual convention April 6 at the Cape Codder Resort in Hyannis. Dr. Carol Hardy-Fanta, Program director, accepted the award on behalf of the program and center and spoke about the program.



Carol Hardy-Fanta accepts PIE Award from LAF VP Sharon Lemoff

The program combines two components. The first is the 18-credit, one-year Graduate Certificate Program for Women in Politics and Public Policy -- an education program

developed to create access and opportunities for a diverse group of women to become leaders in the non-traditional world of politics, government and policymaking. The second is the university-based center that grew out of the formal education program; the Center for Women in Politics and Public Policy was developed to mentor women students and faculty and to undertake special initiatives with the intersection of gender, race/ethnicity, and class at the forefront of its work.

Beryl's message continued

If we care about AAUW, we will do whatever it takes to see that the organization not only survives, but grows. Because equity is still an issue!

We have work to do!!

With your support, commitment and energy, we will work together to:

- Increase membership and diversity of members
- Retain and nurture current members
- Implement an action plan for voter registration and voter education
- Implement an action plan for fundraising to benefit EF and LAF
- Plan mission based programs at state level
- Promote mission based programs at the branch level
- Encourage collaborative branch programs.

**A great start is for you to attend the AAUW-MA Member Leadership Focus Event on June 21, 2008 at Massasoit Community College, Brockton. I hope to see you there!!**

"Women, if the soul of the nation is to be saved, I believe that you must become its soul." *Coretta Scott King.*

**Mind the Gap: Women, Wages & Work Conference  
June 9, UMass Boston Campus Center  
8:00 am—5:00 pm**

### Featured Speakers (*partial list*):

- Lilly Ledbetter.** *Plaintiff in Supreme Court gender wage discrimination case: Ledbetter v. Goodyear Tire & Rubber Co.*
- Evelyn Murphy.** *Former Lt. Governor & Author of Getting Even: Why Women Don't Get Paid as Much as Men and What to Do About It*
- Teresa Heinz Kerry.** *Philanthropist and Trailblazer in Women's Retirement Security*
- Suzanne Bump.** *Secretary, Executive Office of Labor and Workforce Development*
- Rocio Sáenz.** *President, SEIU Local 615*
- Ann Bookman.** *Executive Director, MIT Workplace Center*
- Ellen Bruce.** *Director, Pension Action Center, UMass Boston*

Sponsored by The Center for Women in Politics & Public Policy at UMass Boston's McCormack Graduate School of Policy Studies (winner of the 2008 AAUW-MA PIE Award).

AAUW-MA is a supporting organization.

Register online at <http://www.mccormack.umb.edu/centers/cwppp/womenwages&work.php>

# Massachusetts AAUW Member Leader Focus 2008

To promote shared leadership and member engagement

June 21, 2008

The Louison Board Room, Massasoit Community College, One Massasoit Blvd., Brockton

On June 21st all members of AAUW-MA are urged to attend a program based on a new series of leadership-focused DVDs created for the 2008 state convention season and other leadership events. As we work to strengthen and revitalize AAUW, all members must connect together as a community of active and effective participants.

To fulfill our mission of advancing equity for women and girls, AAUW continues to need strong leaders and engaged members who will ensure that the AAUW legacy continues. In the past, only two members per state participated in national level leadership training. This new series of DVDs will provide leadership skills and strategies for *all* members.

This interactive experience will help our collective communities work toward our mission through shared goals and shared leadership. Woven throughout is our new **Value Promise: By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.**

Based on the premise that members want to understand and to be engaged in the many aspects of AAUW's equity work, this training involves the presentation of DVD video modules, with many opportunities for participant interaction. New England Regional Director Patricia Ho and other state leaders will facilitate lively discussion and offer valuable resources as tools. Module topics include –

*AAUW and the Future*, featuring Linda Hallman, AAUW Executive Director

*AAUW and Leadership*, with Kate Farrar, LTI Director

*Advancing Equity through Advocacy*, with Lisa Maatz, Public Policy Director, and Jill Birdwhistell, Chief of Strategic Advancement

*Advancing Equity through Education and Research*, Gloria Blackwell, Grants and Fellowships Director

*Advancing the Mission through Membership, Communications and Marketing*, with Christy Jones, Membership Director and Ashley Carr, Communications Director

*Advancing the Mission through Philanthropy*, with Laura Stepp, Development Director

*Financial Accountability*, with Jean Gilbert, Interim CFO

At this critical stage in our history, AAUW needs the active engagement of all members delivering the mission to advance equity for women. With leadership training through the DVD series, all AAUW members will be better prepared to focus their mission-based efforts, recruit new members, and further develop their leadership potential ..... *because equity is still an issue!*

**June 21 Agenda can be found on page 4 and directions are on page 8.  
Registration form is on page 4**

Information is also posted on the AAUW-MA website.  
Visit [www.aauw-ma.org](http://www.aauw-ma.org).

# Massachusetts AAUW Member Leader Focus 2008

June 21, 2008, Agenda

The Louison Board Room, Massasoit Community College, One Massasoit Blvd., Brockton

All members in Massachusetts, Rhode Island and other New England states are warmly invited to share in this interactive experience.

## Agenda

9:00 am:	Coffee and pastries
9:00 – 9:30 am:	Registration
9:30 – 10:50 am:	AAUW and the Future, featuring Linda Hallman AAUW and Leadership
10:50 – 11:00 am:	Break
11:00 – 12:00:	Advancing Equity through Advocacy
12:00 – 12:45	Lunch (provided)
12:45 – 1:45:	Advancing Equity through Education, Membership
1:45 – 2:00 pm:	Wrap up
2:00 – 3:00 pm:	AAUW-MA Board Meeting

### AAUW-MA SUMMER TRAINING (June 21) 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, June 14, 2008.**

**Continental breakfast and lunch will be provided.**

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

Office (if any) \_\_\_\_\_

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

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

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

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

Directions to the Massasoit Community Campus and to the Louison Board Room are found on page 8.



Save the date: LAF fundraising cruise to **Bermuda**—July 17—July 24, 2009 sails from Boston on NCL Spirit. Group pricing. All AAUW members and guests are invited to join us. For more details or to express your interest, email Sharon Lemoff at [slemoff@msn.com](mailto:slemoff@msn.com).

## AAUW Releases New Research: Where the Girls Are

Linda D. Hallman, CAE, Executive Director, AAUW announced the completion of AAUW's long awaited report on trends in gender equity in education. *Where the Girls Are: the Facts About Gender Equity in Education* was released at the National Press Club on Tuesday, May 20, 2008 at 10:00 am. On Wednesday May 21, AAUW held a breakfast briefing for Hill staffers and coalition partners. This briefing provided AAUW with a critical opportunity to share the research with the education policy community, and to make some key policy recommendations.

*Where the Girls Are: the Facts About Gender Equity in Education* puts to rest the myth of a boys' crisis, and proves once and for all that AAUW's efforts to help girls don't come at boys' expense. Indeed, by most indicators of educational achievement, both boys and girls have made solid gains in recent decades. Nevertheless, our work is far from complete, as many girls and boys are emerging from our educational system without the skills that they need to succeed in the 21st century workplace. Members can download a free copy of *Where the Girls Are: The Facts About Gender Equity in Education* at [www.aauw.org](http://www.aauw.org), or purchase copies of the report through ShopAAUW (800/225-9998).

AAUW member leaders at the state and branch level can play a key role in raising awareness about AAUW's latest report and its implications for educational equity. To assist you in these efforts, AAUW has developed a useful Programming Guide as a companion to the report, which can be found at [http://www.aauw.org/research/upload/whereGirlsAre\\_ppguide.pdf](http://www.aauw.org/research/upload/whereGirlsAre_ppguide.pdf). This useful guide includes practical ideas and tips for sharing the research and amplifying AAUW's message, including talking points and a press release template for your use.

This report was made possible by generous contributions from Lilo and Gerard Leeds, and the Mooneen Lecce Giving Circle, and AAUW greatly appreciates their wonderful support. It is hoped that you find *Where the Girls Are* and the Programming Guide informative and useful as you plan for fall 2008 and spring 2009 activities.

## AAUW-MA Elects New Officers at Annual Meeting

On April 6th at the annual meeting of AAUW-MA, New England Regional Director, Patricia Ho, installed the newly elected 2008-2010 officers:

- President, **Beryl Domingo** (berylomingo@hotmail.com, 508 697-0602),
- Vice President for Membership, **Betty Orsi** (eorsi@charter.net, 508 865-9432),
- Vice President for LAF, **Sharon Lemoff** (slemoff@msn.com, 781 749-3734), and
- Secretary, **Sandra Sousa** (ss58@aol.com, 508 823-5240).
- Vice President for Programming, **Liz Markson** (hezikih@bu.edu, 617 353-5045) and
- Treasurer, **Ginny Giordano** (ggio@verizon.net, 781 264-7297) are continuing.
- **Ruth Ladd** (wetlandmom@aol.com, 871 862-6575 ) accepted the Vice President for EF

position. A full list of the AAUW-MA board will be posted on the state website at [www.aauw-ma.org](http://www.aauw-ma.org) and published in the upcoming Annual Report. Outgoing president, Patricia Bologna recognized Liz Fragola and Barbara Burgo for their outstanding service as they leave the board. Beryl presented Pat Bologna with a gift as a small token of appreciation for her expert leadership over the past two years.



AAUW-MA Board members (rear, left to right) Sandra Sousa, Ginny Giordano, Hollie Bagley, Beryl Domingo, Liz Markson, Betty Orsi, Cris Ajemian, (front) Sharon Lemoff, Alice Hooper

By joining AAUW, you belong to a community that breaks through educational and economic barriers so all women have a fair chance. —AAUW value statement

## Educational Foundation

Liz Fragola and Ruth Ladd, EF VP

### Endings and Beginnings

#### Endings:



Liz Fragola

It's hard to believe three years have passed since I assumed the position of Educational Foundation chair for AAUW-MA. I had the good fortune to attend a leadership training program run by association which gave me a solid orientation to the Educational Foundation and the leadership structure of AAUW. Unfortunately, this training program is no longer being offered. AAUW relies heavily on its members to perform the kinds of tasks usually performed by paid staff; it's a big undertaking, but one that offers a sense of accomplishment. With the support of the state board and the generous members of AAUW-MA, our goal of the completion of the Sema Faigen International Fellowship was attained and we await the first recipient of the fellowship this fall.

I am happy to be handing over the reins of EF chair to Ruth Ladd. She has held several branch leadership positions in the Bedford-Lexington Area Branch and is well acquainted with the Educational Foundation. I know our members will continue to support EF as they have done in the past and will benefit from Ruth's expertise and outgoing manner. Once again, I thank you all for the wonderful opportunity I was given to serve our state and the AAUW mission. Active involvement in AAUW demands a lot of us, but gives personal fulfillment as well. I hope many more of our members, like Ruth, will take the plunge. I know she'll find the water to be just fine.

#### Beginnings:



Ruth Ladd

Somehow I went to the State Convention as just a Bedford-Lexington Area branch member and came out as EF Chair! Actually, Beryl's very moving speech about the importance of everyone stepping up to help out when help is needed was the reason.

For those who don't know me, a life membership in AAUW was my graduation present from my parents way back in 1972. It was the best gift ever! Talk about a gift that keeps on giving.... I have served in a variety of functions in the Bedford-Lexington Area Branch including several years as Educational Foundation Chair and currently as co-President with Robin DeMott. Outside of AAUW I am a wetland scientist with the U.S. Army Corps of Engineers; have been married to my husband, Larry, for 35 years; have four children; and have one wonderful new granddaughter.

The Educational Foundation has long been a key part of AAUW and one that I feel is critical to the mission and vision of the organization. I hope every member feels the same. Although we always strive to raise as much money as possible in support of EF, I feel it is equally as important that each and every member support it, to the extent she (or he) can. Broad membership support is as important as the dollars because it enhances AAUW's credibility.

Liz has done a remarkable job as EF Chair. I consider her my role model but she leaves large shoes (figuratively!) to fill. I challenge you to help me fill them, just as Beryl challenged me.

## Membership Matters

Barbara Burgo and Betty Orsi, Membership VP



Barbara Burgo

### Keys to the Future: A Member-Get-a Member Campaign

The second phase of this year's *Keys to the Future* campaign ends on June 15, 2008. Recognition and awards will be given for the individual who has recruited the most new members, the branch with the highest number of new members, the branch with the greatest percentage increase in new members, as well as the state with the highest number of new members and the highest percent increase in new members.

*P.S. It has been a pleasure and an honor to serve in my role as Membership Vice President for AAUW-MA over the past two and a half years. I am confident that the tide is turning and we will see membership grow in all branches this year. Betty Orsi has already begun generating exciting ideas and positive momentum as incoming MVP and will continue to be a valuable asset to AAUW in her new role. However, given the continued challenges to membership organizations such as ours, not only in gaining new members but in retaining current members, please continue to give Betty the support you have given me – and more! Because as we know all too well... **Equity is Still an Issue!** RECRUIT RECRUIT RECRUIT!!*

*Yours in AAUW Spirit, Barbara Burgo*



Betty Orsi

### The Gift of Membership

Attention all AAUW members! Looking for that special college graduation gift for a relative or friend?! As we all know, May and June are the seasons for graduations and AAUW has the perfect suggestion for you. It's their **Give-A-Grad-A-Gift**

**Program** which offers recent college graduates a **free** one-year membership to Association-AAUW. That's a \$49 saving! It's truly a nice way to introduce someone to AAUW. For more information and on-line application see: [www.aauw.org](http://www.aauw.org)

Always remember:

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

Your AAUW membership connector, Betty O

## Legal Advocacy Fund

Sharon Lemoff, LAF VP



Sharon Lemoff

*The following is an excerpt from a LAF briefing sent by AAUW on May 16, 2008:*

### Purpose:

AAUW's Legal Advocacy Fund was conceived and implemented as a fund that aggregates member contributions for investment in activities that prevent and combat sex discrimination and promote gender equity.

### Concept:

The establishment and implementation of LAF reflects AAUW's philosophical commitment to advancing gender equity that is well captured in our new Value Promise:

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

### Programmatic elements:

#### *Current and past plaintiffs:*

LAF will continue funding current LAF plaintiffs under established distribution procedures. We currently have funds available for the remaining ten of the 14 plaintiffs funded in 2007-8, though that number will continue to dwindle as cases terminate over the calendar year 2008.

LAF will continue to provide travel grants and stipends to LAF speakers this year and into the future as requested by branches, and will work proactively with potential speakers to encourage their participation, including those whom we support as amicus curiae.

#### *Plans going forward:*

AAUW will expand our LAF focus beyond the academic sphere to the wider workplace in concert with our Value Promise that we will *break down educational and economic barriers so that ALL women will have a fair chance.*

AAUW will continue, and expand, our long-term support as amicus curiae in gender discrimination and other civil rights cases, seeking, in particular, workplace-based cases.

AAUW will work closely with other respected organizations that are active in the gender equity arena to identify key cases with significant issues that align with our mission and would benefit by our expertise and

plan to focus our direct case support strategically, seeking cases that address *significant issues* that will clearly will impact our fight for pay equity and workplaces free of sex discrimination.

AAUW will look to organizational partners and collaborators to help us target cases in which AAUW's voice will make a difference.

AAUW has been in the fight to combat sex discrimination from the first; but with the Supreme Court narrowing our rights, and pushing hard to rescind the gains we've made, we really are going to have to fight to defend that legacy -- **strategic litigation** will be critical weapon for us over the next few years.

This will be a shift for LAF, which has focused more on deserving individuals than on landmark cases with precedent-setting potential to make a difference for all women.

AAUW has always had a powerful voice in the sex discrimination arena, and we need to use it to reinforce cases that will hold our ground and lead us forward.

Our model for this strategy is the NAACP Legal Defense and Educational Fund in the fifties that carefully selected the cases to ensure maximum impact. They knew exactly what they were doing when they chose to champion Brown v. Board of Education. That model for deliberate case selection based on critical issues that predict precedent-setting change will help guide us as we select strong cases for our support.

### Summary

Our members' support is critical! If we are to broaden our focus beyond the academic arena and target our resources to cases that establish significant legal precedents, we must create a fund that will support a significant attack when the "big case" comes along. We will still need to support LAF travel grants and program management, but the real need will be for a "war chest" that we can call upon for strategic litigation.

There is a misperception among some about the staff and overhead costs of LAF currently and in the future. Actually, these expenses are – and will remain -- a very small portion of the LAF budget. The lion's share of our budget has always been programmatic, and that will continue to be the case as we move toward more strategic litigation.

Your continued help and funding support for LAF is essential if we are to leverage our strength, reputation, credibility and resources for strategic litigation that will truly help us galvanize our commitment to gender equity and fulfill our promise to break through educational and economic barriers so all women will have a fair chance.

continued



## 2008 National Conference for College Women Student Leaders

June 5–7, 2008  
Georgetown University | Washington, D.C.

### AAUW/NASPA NCCWSL Call for Help—Students Still Need You!

Please ensure that all students who want to attend the National Conference for College Women Student Leaders (NCCWSL) can do so.

We still have 35 women seeking scholarships including

- A high-school dropout who is now a graduate student majoring in conflict resolution and peacebuilding,
- A student who is the training director for a counseling and crisis intervention hotline for rape victims, and
- A mother of four who balances motherhood, part-time college, and still holds a full-time job to support her family.

You can provide direct support to deserving students through the AAUW/NASPA NCCWSL Scholarship Fund!

AAUW has already received an overwhelming number of applications for conference scholarships this year. Through generous donations of AAUW members and our corporate donations from Lifetime, Prudential Financial, ACT, and Barton Cotton, we have already provided scholarships to 28 students! There are still many more students to help.

You can give to the **AAUW/NASPA National Conference for College Women Student Leaders Scholarship Fund #2504**. To contribute, contact Laura Stepp, director of development, at 202/728-3303 or [steppi@aauw.org](mailto:steppi@aauw.org).

### Directions to Massasoit Community College and Louison Board Room

#### From Boston

Take Southeast Expressway to Rte.93 S to Rte.24 S to Exit 19A Harrison Boulevard. At third set of lights, bear right onto Rte.28 S. Go straight on Rte.28 S for 3.2 miles and take left at lights onto Crescent Street. Crescent Street becomes Rte.27 S at next light. Continue straight on Rte.27 S for 1.5 miles and take right at lights, Massasoit Community College sign.

#### From Cape Cod

Take Rte.3N to Exit 9. Bear right onto 3A N to Rte.106 to Rte.27 N. Go 11 miles on Rte. 27 N to Jct. of Rte. 14. Take left onto Rte.14 W for 4.7 miles. At the Jct. of Rte.27 take left onto Rte. 27 N. Go .3 miles and take left at lights, Massasoit Community College sign.

#### From Southern Mass

Take Rte.24 N to Exit 17A, Rte.123 E. Follow Rte.123 E for 2 1/2 miles. When the road turns into one way with 3 lanes, move into middle lane and take left at lights. Immediately move into right lane and take right at next lights. At second set of lights, the road becomes Rte.27 S. Continue straight on Rte.27 S for 1.8 miles and take right at lights, Massasoit Community College sign.

#### From Western Mass

Take either Rte.2 E or Rte.90 E (Mass Turnpike) to Rte.495 S to Rte.24 N to Exit 17A, Rte.123 E. Follow Rte.123 E for 2 1/2 miles. When the road turns into one way with 3 lanes, move into middle lane, and take left at lights. Immediately move into right lane and take right at next lights. At second set of lights, the road becomes Rte.27 S. Continue straight on Rte.27 S for 1.8 miles and take right at lights, Massasoit Community College sign.

#### From Northern Mass

Take either Rte. 95, 93, or Rte.3 S to Rte.93 S to Rte.24 S to Exit 19A Harrison Boulevard. At third set of lights, bear right onto Rte.28 S. Go straight for 3.2 miles and take left at lights onto Crescent Street. Crescent Street becomes Rte.27 S at next light. Continue straight on Rte.27 S for 1.5 miles and take right at lights, Massasoit Community College sign.

**The Louison Board Room** is in the Student Center building. Once on campus, follow the driveway all the way around to the end, to the stop sign. Turn left to go behind the Administration Building (AB) and into the parking lot behind the AB. The same parking lot serves both that building and the Student Center (SC). There are two entrances to the SC, one at ground level through which there is an elevator. The other entrance, also visible from the parking lot, is a set of cement stairs, that leads right to the exterior entrance to the LBR. There will be AAUW signs to point the way!