



The BayStater

Winter 2004
Volume 29, Number 2

Massachusetts -- A Platinum State With Golden Branches

Introducing the Branch Pride Recognition Program

Through the hard work of members and strong leadership, AAUW-MA has received Association's highest accolade for several years -- designation as a Platinum State. Criteria have included strategic planning, goal setting, identification of resources and implementation of mission-based programs. Branches had also been recognized in this manner by Association.

This year, Association has asked state organizations to adapt 21st Century Recognition criteria to administer their own programs for branches. Massachusetts is proud and pleased to unveil the new AAUW-MA Branch Pride Recognition Program, which is based on our Strategic Plans for Branch Support.

All branches are heartily encouraged to participate in this non-competitive recognition, designed to honor them for their outstanding efforts. As in the past, branches are also invited to recognize outstanding leaders who have advanced AAUW's work and who have made significant contributions to the branch.



See page 3 for further details



Patricia Ho

Thoughts from Patricia

Patricia Ho, AAUW-MA President

Celebrate the Branches!

While visiting our branches around the state, I have been totally impressed by the good work that they do. Each branch has a distinctive personality, shaped by its regional culture, branch resources, members' interests and perspectives -- so that from Merrimack Valley to Cape Cod, Worcester to Hingham, each has its own style, yet maintains its focus, in some way, on the AAUW mission.

Across our state, stellar branch activities have included establishment and support of the Women at Work Museum in Attleboro; ongoing representation on the Lexington Housing Partnership, working toward increasing affordable housing units; support of the Bedford Public Schools for their sponsorship of AAUW's Tech Savvy Girls Program; collaboration with Girls Inc of Lynn in presenting the SMART Girls Conference; initiation of a mentor program to assist women with career support; recognition of outstanding high school students at the annual Remarkable Young Women's Tea.

There have also been some innovative EF/LAF fundraisers such as a Talents Auction, Theatre Benefit and Dessert, Book and Author Luncheon and Thai Dinner/Travelogue -- all highlighting opportunities for enrichment, camaraderie, and support for outstanding goals.

During the summer branch training, branches enthusiastically embraced the idea of working together as neighboring partners to plan and implement community projects. **These collaborative projects are featured in this issue on page five. We invite members from other branches to participate in these mission-driven events.**

Because branches are the heart of our organization and because they provide the momentum for community action, we celebrate with pride their efforts and work -- ***because equity is still an issue!***

Support education
for women and girls.



Association Updates

W. Patrick (Pat) Nichols has been appointed **Interim Executive Director** following the summer resignation of Jacqueline Woods. Pat is President of Transition Leadership International which specializes in organizational assessment and long term planning. This appointment will be in effect until a permanent CEO can be identified, prior to the June 2005 Convention.

EF President Mary Ellen Smyth and LAF President Michele Wetherald have reported that both Boards have unanimously agreed to a full **merger between Educational Foundation and Legal Advocacy Fund**. At this stage, legal filings and documents must be prepared and approved by both Boards to complete this transaction within the next few months.

When this merger is complete, LAF will cease to exist as a separate corporate entity with an independent Board, and the EF will be the surviving corporate entity with IRS 501(c)(3) status. The LAF will become a fund of the Foundation, operating under the current EF Program Committee and will retain its same name. Contributions will continue to be made payable to the Legal Advocacy Fund.

The three AAUW Boards of Directors (Association, EF and LAF) have committed themselves to an agenda of **"Radical Change"** -- the commitment to re-envision and revitalize the American Women's movement.

In maintaining open, frank communications, a weekly memo entitled **EdEqChange** will refine strategic dialogue and communicate to leaders and members the specific changes AAUW is undertaking.

Guidelines have been set for governance and management roles among Board and Staff, in defining areas of accountability within Association. A Communications Task Force will address ways of assessing and improving communication, external and internal, print and electronic, among AAUW leaders and between Board and Staff.

If you wish to be included in the **EdEqChange** mailings, please contact Patricia Ho at PatriciaHoAAUWMA@aol.com.

Mission in Action is the new bimonthly AAUW member news and action bulletin. If you don't already receive it, submit your e-mail address to records@aauw.org or visit www.aauw.org for updates.

News capsules from Mission in Action are summarized, with links for further information. Recent topics are included below:

Tenure Denied: Cases of Sex Discrimination in Academia was released by EF and LAF on October 19. Drawing on 19 sex discrimination cases supported by LAF, the report details the struggles that female faculty face in academia.

Former Secretary of State **Madeleine Albright** will receive AAUW's Achievement Award at the EF Banquet during **AAUW Convention, June 24 - 27, 2005** at the Omni Shoreham Hotel, Washington D.C. Save these dates so that you can participate with other AAUW members in this inspiring, dynamic event.

The **One in a Million Campaign**, launched at National Leadership Conference, is a year-long effort ending June 30, 2005 to raise \$1million in unrestricted support for the Association.

Honorary and paid life members and all other members are invited to contribute \$120 to receive the 1881 Fund pin, which recognizes commitment to mission and program.

Contributions can be sent to AAUW Development Office, One in a Million Campaign, 111 Sixteenth St NW, Washington DC 20036 or online at www.aauw.org. AAUW is a 501(c)(4) tax-exempt corporation. Contributions are *not* tax deductible.

United States Postal Service Statement of Ownership, Management, and Circulation		
1. Publication Title <i>The BayStater</i>	2. Publication Number 1118-8770	3. Filing Date
4. Issue Frequency <i>Quarterly</i>	5. Number of Issues Published Annually 4	6. Annual Subscription Price \$3.00
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4) 82 Kimball Beach Road Hingham, MA 02043		Contact Person Hollie Bagley Telephone 781 749-6274
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) Same		
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank) Publisher (Name and complete mailing address) <i>American Association of University Women - Massachusetts</i> Editor (Name and complete mailing address) <i>Hollie Bagley 82 Kimball Beach Road, Hingham, MA 02043</i> Managing Editor (Name and complete mailing address) <i>Same as above</i>		
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.) Full Name Complete Mailing Address <i>American Association of University Women - Massachusetts (AAUW-MA) 82 KIMBALL BEACH ROAD HINGHAM, MA 02043</i>		
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box <input checked="" type="checkbox"/> None Full Name Complete Mailing Address		
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one) The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: <input type="checkbox"/> Has Not Changed During Preceding 12 Months <input checked="" type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement) PS Form 3526, October 1999 (See Instructions on Reverse)		
13. Publication Title <i>The BayStater</i>	14. Issue Date for Circulation Data Below <i>Summer 2004</i>	
15. Extent and Nature of Circulation		
a. Total Number of Copies (Net press run)	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
(1) Paid and/or Requested Circulation	750	750
(2) Paid in-County Subscriptions Stated on Form 3541 (Include advertiser's proof and exchange copies)	737	737
(3) Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Non-USPS Paid Distribution		
(4) Other Classes Mailed Through the USPS		
c. Total Paid and/or Requested Circulation (Sum of 15b (1), (2), (3) and (4))	750	737
d. Free Distribution by Mail (Samples, complimentary, and other free)		
(1) Outside-County as Stated on Form 3541		
(2) In-County as Stated on Form 3541		
(3) Other Classes Mailed Through the USPS		
e. Free Distribution Outside the Mail (Carriers or other means)		
f. Total Free Distribution (Sum of 15d and 15e)		
g. Total Distribution (Sum of 15c and 15f)	737	737
h. Copies not Distributed	13	13
i. Total (Sum of 15g and h.)	750	750
j. Percent Paid and/or Requested Circulation (15c divided by 15g times 100)	100%	100%
16. Publication of Statement of Ownership <input type="checkbox"/> Publication required. Will be printed in the _____ issue of this publication. <input checked="" type="checkbox"/> Publication not required.		
17. Signature and Title of Editor, Publisher, Business Manager, or Owner <i>Hollie Bagley Editor</i>		Date <i>8/24/04</i>
I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).		

The BayStater
USPS 118-870

Winter 2004 Volume 29, Number 2
Published Quarterly by the American Association
of University Women—Massachusetts
82 Kimball Beach Road, Hingham, MA 02043
Editor: Hollie Bagley E-mail: hollie@gallivan.org
Annual State Dues: \$11, includes \$3 subscription
POSTMASTER: Send change of address to:
The BayStater 82 Kimball Beach Road, Hingham, MA 02043
Periodical Postage Paid at Hingham, MA 02043

Legal Advocacy Report: Tenure Denied

Liz Fragola, Vice President, LAF

Tenured Denied: Cases of Sex Discrimination in Academia has just been published by the AAUW Educational Foundation and the Legal Advocacy Fund. It is compelling reading, well worth your perusal. To summarize the report does it a vast disservice, since each section is already a distillation of years of data gleaned from the LAF records. The impact of the data is sobering, considering the strides women have made in so many aspects of our society. It is particularly disheartening to think our most prestigious institutions of learning are often the most entrenched bastions of sex discrimination and bias.

Did you know that:

1. In 2000-2001 women were 44% of doctoral recipients, but are only one third of associate professors and one-fifth of full professors?
2. Tenure is a promise of lifetime employment. It is granted for excellence in scholarship and teaching, endowing its recipient with prestige and security.
3. Tenure review takes place about 5-7 years after a candidate is hired. Being rejected for tenure is not just the loss of a promotion; it usually results in the loss of job and difficulty being hired elsewhere.
4. Proving discrimination in a court of law based on Title VII of the Civil Rights Act, is very difficult. The plaintiff must prove "disparate treatment"; that she belongs to a protected class, is qualified for the job, suffered adverse employment, and was replaced by someone outside the protected class.
5. The plaintiff must then go on to prove intent, lying on behalf of the employer to cover discrimination, and discrimination as the motivating force behind the decision.
6. Legal expenses can run between \$50,000 - \$100,000 and more and take years to resolve. Universities have deep pockets; plaintiffs do not. By the time *Zahorik v. Cornell* was settled in 1984, the university had spent 2.5 million dollars. The plaintiffs raised \$100,000.

The report concludes with a set of recommendations for correcting inequities in the tenure process. These recommendations include:

1. Clear policies that comply with anti-discrimination laws and ensuring that faculty and administrators comply with them
2. Recognizing the imbalance of power between tenured professors and junior faculty
3. Serious attention to conflicts of interest
4. Policies allowing "time off the tenure clock" for childbirth and parenting
5. Respectful treatment of rejected candidates
6. Support staff when they seek new positions
7. Provide written tenure policies to prospective employees

This review simply highlights this important report. The impact on the lives of the plaintiffs in these cases is astounding. Some, as we know, have been ruined by the process. The report finds, however, that most felt the effort was worthwhile, that they were doing something of importance for future generations. Their energy and personal sacrifice is remarkable. LAF, and all of us who support them in any way we can, should be proud as well.

Information paraphrased and quoted from: *Tenure Denied: Cases of Sex Discrimination in Academia*



Public Policy in Action

These have been extremely busy months in Public Policy as AAUW keeps up the push to legislate for equity. From *Mission in Action*: "The November 2 election results will mean a tough four years for AAUW's federal priorities. We lost some congressional allies, making it more likely we will spend our time protecting rights we've already won -- rather than advancing our issues. AAUW members worked hard to inform and turn out women voters, strengthening our advocacy efforts and increasing our visibility and impact. And we'll work hard to maintain that level of interest and action."

Join the AAUW Action Network and receive e-mailed updates. Subscribe online at www.aauw.org/issue_advocacy/actionnetwork/join.cfm

To evaluate the work of the 108th Congress, view AAUW's Congressional Report Card at www.aauw.org/issue_advocacy/reportcard2004/index.cfm.

In recent action, AAUW continues to support full implementation of Title IX, and funding for family planning, basic reproductive health care and services for low income women. AAUW opposes any inclusion of the federal refusal clause; opposes the nomination of Thomas Griffin to the D.C. Circuit Court of Appeals on the basis of his attempts to undermine the effectiveness of Title IX.



Reminders

January 10	Deadline for submitting Family-Friendly workplace nominations. See Women at Work Project article on page 5
January 17	Martin Luther King Day Breakfast , 6th year for AAUW-MA table. Call Nancy Moore for a place (\$30), 781-275-1018
January 22	It's Your Health! Conference 9:00-1:00, Perkins Conference Room Melrose-Wakefield Hospital, Melrose
January 22	AAUW-MA Board Meeting 1:15-2:30, Perkins Conference Room Melrose-Wakefield Hospital, Melrose
February 27	Title IX-It Took an Act of Congress 11:00-2:00, Women at Work Museum Attleboro
March 5	Women At Work Program , 10:00-12:00 Silver City Galleria Mall Community Room Taunton
March 15	Deadline for Branch Pride Recognition and Outstanding Branch Leader applications
April 9-10	AAUW-MA Conference and Annual Meeting Cape Cod
June 24-27	AAUW National Conference Washington, D.C.

Our Branch Partnership Projects

IT'S YOUR HEALTH!

Save the date! "It's **Your** Health!," a conference sponsored by the Bedford-Lexington Area, Boston, and Melrose-Wakefield branches, will be held on January 22, 2005 from 9 am-1 pm in the Perkins Conference Room at the Melrose-Wakefield Hospital, 585 Lebanon Street, Melrose, MA. **All AAUW members and their friends are invited to attend.** It is \$10 (\$15 at the door). Please pre-register! Further information will be sent to branch presidents and posted on the Special Interest Programs page of the AAUW-MA website (www.aauw-ma.org).

It has been well established that gender matters in health—women can expect to live longer but are likely to have more disabilities than men. What are some of the reasons and what can we do about it? Presentations will include an update on women's health based on findings from the Framingham Heart Study, a landmark research undertaken in 1984 in which participants have been reexamined every two years, and a variety of other gender-related health issues such as health care communication, elder care, and legal issues.

For further information about the conference or to volunteer to help out, contact Bedford-Lexington member Elizabeth Markson at hezikih@bu.edu or 781-899-1834.

Submitted by Ruth Ladd

Moving Along

This is a story of problems and "possibles". There is one definite. Our "Branch Partners" meeting will encompass the entire North Shore and inland: Danvers-Topsfield, North Shore, Merrimack Valley and Newburyport.

The committee has been investigating a project with Salem Mission, a church-run shelter that also serves meals to the larger community, and has clothing distribution, counseling and job-transition programs. The shelter and outreach include women with children. However, Salem Mission is in a big transition of its own. This has created problems with developing a program with them (originally, we were thinking on the lines of job-transition help). They are moving. The financial and staffing problems in selling their Crombie Street location and buying St. Mary's and making renovations have torn up their timetable over and over again.

So we moved away from our original ideas to focus on something more immediately necessary. It gets its food from the Boston Food Bank whose resources are terribly stressed (Salem Mission is getting about 60% of its requests). We could do a food drive in the month of January (organized largely through e-mails). We can have the food gathered at the meeting, and have arrangements to transport it to Crombie Street. Andrew Oliver, president of Salem Mission Board, and Linda Reilly, minister of the sponsoring church—Open Door UCC, could receive the food and talk to us about the extensive work of the Mission (they reach at least 20% of the entire population of Salem), their needs and their ambitious plans for the future (which we may participate in the long-term). There is hope of involving Girl Scout troops in the drive and the meeting.

Submitted by Pat Gorton

Women at Work Project

The Attleboro, Foxboro Area, Hingham Area, Taunton Area and Worcester branches are partnering to recognize Massachusetts businesses with family-friendly workplaces. The project will culminate in a family-friendly recognition ceremony following a short program highlighting the findings of the Educational Foundation's research study, **Women at Work**. Pam Collins, Association Director-at-Large, will be the guest speaker for the program which will take place on Saturday, March 5, 2005 in the community room of the Silver City Galleria Mall in Taunton.

The Women at Work committee have been collaborating via email since the inception of the project at the summer training meeting on August 7th. So far, in addition to getting a speaker and a location, we have researched and become familiar with the family-friendly workplace benefits described in the **Women at Work** study. Authoring a press release and a nomination form which consists of a survey of family-friendly benefits was no small task. It involved many rounds of email, but all will agree partnering with other branches is a very positive experience. At times, it is even fun! We have a long way to go before this event comes to fruition. We are about to launch our local press releases as well as letters to the local Chambers of Commerce. It is our hope that the publicity will serve several purposes: (1) it will help the public become more aware of the workplace benefits that contribute to healthy families, (2) it will bring AAUW, the Educational Foundation and the **Women at Work** research visibility, and (3) it will solicit nominations of family-friendly workplaces to be recognized by our AAUW-MA branches.

We have many details left to cover. We are working on a rubric for evaluation. We must select the family-friendly workplaces, notify both the employee who made the nomination as well as the business "winners" and invite all to our ceremony.

There is one more very important step to make this project a success. **We need an audience of AAUW-MA members!** What if you threw a party and no one came? Mark your calendar now for March 5, 2005. We plan to kick off our program with a continental breakfast beginning at 10:00 am. What will you get for sacrificing a few hours of your precious Saturday morning? (1) You will have the satisfaction of participating in an AAUW-MA action project. (2) You will learn more about an important EF research study. (3) You will show your support for employers in Massachusetts who are trying to make life a little better for families, especially women. (4) You can join some of your AAUW fellow members for lunch. (5) You can spend some free time shopping at the Silver City Galleria Mall. Please plan to come.

And yes, AAUW members can nominate family-friendly workplaces. We are counting on your help in identifying businesses. According to the report, **Women at Work**, some of the best benefits, including flexible work arrangements and other family-friendly policies, do not appear to reach the women most in need, especially women working in low-status service positions. Workplaces that provide family health insurance, quality family care (child care and elder care) options, alternative sick leave options, and job training and education opportunities not only help support individual women workers but also contribute to healthier families and communities. AAUW-MA needs to recognize these family-friendly workplaces. Self-nominations are perfectly acceptable. Request a nomination form from Hollie Bagley at hollie@gallivan.org or 781 749-6274 or download the form from the AAUW-MA website (www.aauw-ma.org). It will be found on the Special Interests Programs page.

Submitted by Hollie Bagley

Living the Mission

AAUW-MA Branches in Action



For many years, the **Taunton Area Branch** of AAUW has given Book Awards to graduating seniors from 6 local area high schools in the traditional way – during the school award ceremonies. However we felt that the students did not truly understand what AAUW was and we rarely if ever heard from any of the recipients.

For the past 5 years, the Branch has held a **Remarkable Young Women's Tea**, a ceremony during which we give a Book Award to 6 graduating seniors and a certificate of recognition to 6 remarkable young women at the end of their junior year. The young women are selected and recognized for their leadership and academic achievement during the past school year. At the same Tea ceremony, we also award the Mary Anderson Memorial scholarship to a local student who is entering her junior or senior year in college. The awardees are invited to bring along their families and friends to help us celebrate their achievement.

The Remarkable Young Women who are selected for Branch recognition at the end of their junior year are given a free one year membership in our Branch, are listed in our Year Book and invited to all our meetings and activities. Branch members are able to provide mentoring and assistance regarding college and financial aid processes throughout the student's senior year. During the mentoring year, we promote the mission, goals and standards of AAUW and support these young women in their academic pursuits.

Submitted by Beryl Domingo

Cape Cod Branch is launching a new group for members who are interested in career support for other women. This initiative follows the findings of the AAUW study, *Women at Work*. The study suggests that AAUW Members and branches support local efforts to improve work conditions, opportunities, and options for women through job training and education of girls.

As a first step, the interest group will build on an existing relationship with **WE CAN**, an agency to empower women through Cape-wide networking. WE CAN serves women who are looking for career growth by educational development so that they can find better-paying jobs available here on the Cape. Many of the women involved are going through transitional stages such as divorce, or job loss due to illness. They are often single mothers, unemployed or underemployed. WE CAN programs provide career guidance, re-entry mentoring and coaching, information and referrals to Cape Cod Services, life skills and financial literacy education, support groups, advocacy and legal services.

WE CAN was a past recipient of an AAUW Community Action Grant and its executive director, Jacquie Scarbrough, conducted a very well received workshop at the Association convention in Providence.

We believe our AAUW members are uniquely qualified by their own experiences to support the work of this agency. We hope to mentor, research and provide career information, share experiences and knowledge about life skills, networking, time management, budgeting, and strategizing as well as learning ourselves from younger women.

Submitted by Joanna Schurmann

Membership Matters

Rosemarie Buote, Membership VP

What do you say?...

When you are asked about AAUW, what do you say? Do you say that you are proud to be a member of a national organization that values education and equal rights? Do you say that AAUW is a powerful voice for women and girls? Do you say that, as a member, you can receive tangible benefits? Do you say that, as a branch member one has an opportunity to make new friends and meet professional colleagues?

AAUW is a powerful voice on issues involving civil rights and women's issues. Take advantage of the new AAUW Action Network and the "Two Minute Activist" to let your voice be heard. Visit the aauw.org website to review briefings and fact sheets. Subscribe to "Action Alert" on line.

AAUW Outlook highlights critical issues affecting women today. I hope you are taking the time to read it.

AAUW offers fellowships and grants to graduate women through the Educational Foundation. The Legal Advocacy Fund supports plaintiffs challenging sex and wage discrimination in colleges and universities.

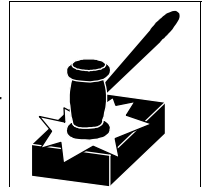
There is much you can say about AAUW. Encourage your colleagues and friends to join!

AAUW Member benefits

- Automobile insurance**
- Health care**
- Life Insurance**
- Education loans**
- Books and Music (link to Amazon.com)**
- Publications**
- Leadership development**
- Personal and professional growth**
- Conferences and Workshops**
- Lifelong learning**
- Research reports**

Nominations Wanted

Do you know a few good women? AAUW-MA needs to fill the positions of president-elect, program vice president, LAF vice president, and treasurer for the upcoming biennium. Laurel McGregor, Nominating Chair, is awaiting your suggestions. Self-nominations are graciously accepted. Job descriptions are available. Give Laurel a call at 508 824-9635 or email Patricia Ho at PatriciaHoaauwma@aol.com.



INTERNATIONAL RELATIONS

Bonnie Howard, International Relations Chair

The eighty-five year history of AAUW's membership in the International Federation of University Women (IFUW) is about to be interrupted. AAUW President, Nancy Rustad, in an open letter to AAUW members has alerted us to the fact the AAUW dues to IFUW have been eliminated from the 2004-2005 budget although dues of \$200,000 for the current year have been paid through December 2004. During its conference this August, IFUW passed a dues increase that would increase AAUW's annual dues to \$300,000. The AAUW board decided to eliminate IFUW dues from its next budget because AAUW cannot afford the original amount, much less the increase, and continue to support the AAUW mission and provide member services.

This is a painful moment indeed. AAUW was one of the co-founders of IFUW and has a long and proud history of promoting equity worldwide. It is also a time when international connections for women are more important than ever. Critical issues call for our involvement. UNICEF's annual *State of the World's Children* warns that none of world's development goals can be achieved without significant progress in girls' education. AAUW recognizes that the Bush administration's "global gag rule" prohibiting overseas organizations that receive U.S. international family planning monies from providing abortion services or exercising free speech about abortion, even with their own private funds, jeopardizes women's health worldwide by reducing access to family planning. Networking is still needed to ensure the ratification of the U.N. Convention on the Elimination of Discrimination against Women (CEDAW).

IFUW's response has been heartening. An international task force was created to look at the federations' governance, management and finances. The seven-member task force will meet in Geneva from 1-5 December 2004. National affiliates like AAUW have been sent a questionnaire asking for their input. Any individual member wishing to share her views is welcome to download the same questionnaire from www.ifuw.org/circulars/circular-2004-13.doc or .pdf. Responses should be returned to Marcia Penn, the Task Force's organizational management consultant at the address given on the form or send input to Griselda Kenyon, President IFUW, at IFUWinput@aauw.org. Four members of AAUW's International Affairs Committee will attend the next IFUW Conference August 2005 in Perth, Australia. A new AAUW website at www.ifuwsupport.org is being opened to provide free-flowing information to all members and branches so that all are informed and better prepared from the June Convention in Washington DC. AAUW members should expect a resolution that proposes alternative way to support IFUW.

COALITION FOR CHOICE

Lois Pulliam, AAUW representative

November's election was a vote against women's rights, against equitable health care, and against the welfare of American families. That statement assumes, of course, that you have been watching the news unfold, reading between the lines, and agreeing with the long-time stand of AAUW at the association level in terms of reproductive rights.

As we begin another four years of this administration, we must be mindful of President Bush's past actions that indicate opposition to the Roe v. Wade decision and support for any legislation that will weaken it. Our response needs to be aggressive and frequent, whenever eroding measures are proposed.

As the new cabinet members are appointed, it is unsettling to learn that the nominee for the Education post is a woman whose Texas background in education includes a belief that abstinence-only sex education is the answer to teen pregnancy. This does not bode well both for halting teen pregnancy nor for slowing down the AIDS epidemic.

The looming spectre of an anti-choice Supreme Court justice is also a clear possibility, in the light of Justice Rehnquist's recent illness and surgery. Here, too, we can let the President and our elected officials know how we feel about a successor.

Finally, AAUW members should take note of the fact that over 5,000 scientists (including 48 Nobel Laureates) have signed a statement against "the politicization of science" by this administration. Such topics as "creation science", stem cell research, and so-called "partial birth abortion" are only a few of their concerns--but some of these directly relate to matters of reproductive choice. These scientists are reminding us that science is neither liberal nor conservative.

And a parting note: Save Wednesday, January 12, 2005, at 4 p.m. for a remembrance ceremony at Planned Parenthood marking the anniversary of the clinic shootings. This will be held at the Commonwealth Avenue PPLM, easily reachable by the T, getting off at the Babcock Street stop.

Then, save Tuesday, January 25 or Wednesday, January 26 for the anniversary celebration of Roe v. Wade (day, time and place to be confirmed.)

Congratulations Rosemarie and Faith!



The Winifred Currie Alumni Award in Education was awarded to Taunton Area Branch member, **Rosemarie Buote**, on October 8th by Gordon College. The award reads..."Over many years Rosemarie Buote has brought a special brand of service to a very special type of student. Her faithful work among these students is why we honor her today.....Ms. Buote has worked in some of the hardest educational fields in secure institutional settings. The father of one grateful student compliments her by saying she was a source of comfort for students in a very hard environment and someone who cared when many did not.....In addition to her tender heart for special needs students, she also has a heart for her community and church, volunteering her time and contributing richly to both..."

The Religious Coalition for Reproductive Choice honored **Faith Adams Johnson**, a member of the Danvers-Topsfield branch, for her twenty years of service to the National Board and for her work with her denomination, the United Church of Christ. While on the Board she coordinated the Coalition's work on two Marches for Women Lives and, as chairperson of the Board, she wrote the Coalition's policy statement supporting Stem Cell Research. Her work for her denomination included the development of three resources on reproductive choice - WHO WILL DECIDE - a resource book for congregations, FAITH AND THE NEW REPRODUCTIVE TECHNOLOGIES, and LETTERS TO OUR SISTERS, Women's Stories of Decisions about Unplanned Pregnancies.

Women at Work Museum™

HONORING ACHIEVEMENT PREPARING LEADERS INSPIRING GENERATIONS

AAUW Women at Work Report Featured

How are women faring in today's economy? What are the future prospects for women in the labor market? Thanks to AAUW, those questions are being addressed in AAUW's newest publication "Women at Work," which is an informative addition to the exhibit on "Power & Influence" at the Women at Work Museum until March 2005. Along with membership brochures, the Women at Work Report provides an on-going AAUW presence at the museum.

Who was the first woman to vote in your community?

In Sutton, Massachusetts it was Lucy Waters Phelps (1876-1965). Lucy was the first woman to register to vote in her hometown. At the time women could only vote for school committee members so Phelps joined the Massachusetts Woman Suffrage Association and Worcester Equal Franchise Club to fight for full suffrage. She was a teacher, librarian and writer for the American Press Writers Association. Come to the Women at Work Museum, find out about Lucy and add new information to the exhibit and tell us who was the first woman to vote in your community. At the opening of "Power & Influence, we were joined by Lucy Waters Phelps played by AAUW member Karen Board Moran.

SAVE THE DATE

Title IX - It Took an Act of Congress

On Sunday February 27, 2005 from 11:00AM-2:00PM, come to the museum and participate in the event Title IX-It Took an Act of Congress. Mary Pratt is the keynote speaker. Laugh and be inspired by Mary's presentation as she tells her story about her life as a player for the All-American Girls Baseball League. AAUW-Attleboro is the host and is coordinating the event with the New Agenda Northeast, which is dedicated to ensuring girls have opportunities to participate in sports as all levels.

Be a Founder

On October 18, 2003, the Women at Work Museum opened in donated space supported by the efforts of hundreds of volunteers. Since opening, four major exhibits have been launched with over 1,200 children and adults attending more than 20 exhibit openings, events and educational programs. Your gift to the Women at Work Museum Annual Fund will be used to support the museum in its efforts to honor the achievements of women throughout history while presenting accessible learning opportunities for people of all ages. Individuals, families and organizations that make a contribution to the Museum by December 31, 2004, will be considered Founders and noted on a plaque, which will be a permanent part of the Museum. Mail to: Women at Work Museum, P.O. Box 355, Attleboro, MA 02703.

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

Museum Hours: Saturday 11am to 4 pm

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



AAUW promotes equity for all women and girls. life-long 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.

Send Change of Address to:
The BayStater
82 Kimball Beach Road
Hingham, MA 02043

Periodical
Postage Paid
Hingham, MA