



The BayStater

Winter 2007

Volume 32, Number 2

Pat's Points

Patricia Bologna, AAUW-MA President



Pat Bologna

Welcome to the year 2008: the year of *Voices* and *Choices* for AAUW and for the world of women. "It's all about the *choices* that you make.

At the Association level, AAUW has *chosen* a new director, Ms. Linda Hallman. Her vita is most impressive and we wish her well as she guides AAUW in its organizational change process. You, as members, can add your *voice* to this effort by completing and forwarding the recent Every

Member Poll located in the Fall/Winter 2007 issue of Outlook. There's never a better time to re-examine and re-affirm the reasons that you maintain your membership in AAUW. You know the mission statement; can you *voice* it?

"For what will we be remembered?" This tag line for a Boston area television station begs the question for AAUW. Who will advance the causes for which women are so concerned, so passionate? J. William Fulbright once said, "we must dare to think 'unthinkable' thoughts. We must learn to explore all the options and possibilities that confront us in a complex and rapidly changing world." What *choices* are you making within your AAUW branch activities to make the world a better place for women and girls? What are your contributions to this process? What *voice* are you using to further the mission of AAUW? Do you subscribe to Mission in Action?

At the Fall New England Conference, Madeleine Kunin spoke so eloquently about women using their public *voices* to want to make a difference. What *voice* and *choice* will you use? Consider becoming involved in the current political process. Have you and your branch consulted the Woman to Woman Voter manual; or, do you receive information from Washington Update, a free subscription from VoterEd@aauw.org? Clare Booth Luce said "there's nothing harder than the softness of indifference." What woman can afford to be apathetic? The penalties for equality and equity are too severe to be

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Challenges in a New Land: Immigration, Women and Families Alumni Hall, UMass, Lowell February 2, 2008



Liz Markson

We are all excited about our inspiring Winter Conference to be held on Saturday, February 2, 2008 in Alumni Lounge at University of Massachusetts, Lowell (UML). AAUW-MA is especially delighted to have the Center for Women and Work at UML and the Lowell YWCA as co-sponsors for this vital topic. Lowell, with its large and vibrant immigrant community and rich history of 'mill girls', provides the ideal site for us to find out more about women and

their families from all over the world and their 'coming to America' lives and experiences.

Building on the national interest and controversy surrounding immigration law and immigration policies, our Winter Conference takes a close look at immigration, women, and their families in the United States. We will hear about current immigration law, and discuss the complexities and challenges faced by women from the many nations that are coming to the United States. Education, jobs, work and family, health--these are just a few of the topics. We shall also examine what we can discover about the immigrant experience from literature.

The day will be topped off by opportunities to explore the many ethnic restaurants in Lowell and to tour the numerous historical sites of this lively and stimulating city. Your program materials will give you a list of options for the afternoon!

Liz Markson
AAUW-MA Program VP

See page 3 for the Conference agenda and directions.

Conference registration form on page 2.

Message From Your Regional Director on Association Board

Patricia Ho



Patricia Ho

Moving AAUW Forward

Our New England Regional Conference in October was a tremendous success with over seventy members and community guests in attendance. Thank you to Pat Bologna and Hollie Bagley for their invaluable assistance and to MA members who participated so enthusiastically.

At the conference, we proudly welcomed former Governor Madeleine Kunin and Dr. Karen Houseknecht, who described how they used their public voices in speaking for equity. Each referred to her unique preparation and experiences – Governor Kunin in the political sphere and Dr. Karen Houseknecht in her corporate work as scientist encountering gender barriers. We strengthened our New England collegiality and highlighted the value of AAUW's work in advancing equity for women and girls through advocacy, education and research.

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Moving forward to implement our mission, Association asks that states and branches focus on three goals: engaging in mission-based, collaborative programs related to AAUW issues; encouraging and financially supporting student participation in the National Conference of College Women Student Leaders (June 5 – 7, 2008); and supporting regional efforts with the National Girls Collaborative Project in science, technology, engineering and math (STEM).

There are many program resources available at www.aauw.org and from your Program VP. Instead of planning a monthly activity that is interesting but unrelated to AAUW's work, please consider the many possibilities related to women's economic security, pay equity and WAGE initiatives, access to education, and global issues. Consider also reaching out to other community organizations with similar goals.

In supporting our young women leaders, investigate how your branch might publicize NCCWSL attendance among area colleges/universities, and how you might be able to offer a scholarship for a student to attend this leadership conference in Washington DC. A number of states and many branches are already doing this, with great returns. By being a part of AAUW, we belong to a community which breaks through educational and economic barriers so that all women have a fair chance. Thank you for being such a vital part of this movement!

Patricia
PatriciaHoAAUWMA@aol.com
978-921-6658

AAUW-MA Winter Conference, February 2, 2008 Registration
\$20.00 fee includes continental breakfast and conference materials.
Make check payable to AAUW-MA.

Name _____
Name for badge if different _____
Branch (members) _____
Street Address _____
City _____ State _____ Zip code _____
Phone number _____
Email _____

Mail to Hollie Bagley, Registrar, 82 Kimball Beach Road, Hingham, MA 02043
by Wednesday, January 23, 2008.

Students may register at the discounted fee of \$15.00.

Students: College _____ YOG _____

Directions to the Conference are on page 3. In case of inclement weather on the day of the conference, call 781 749-6274 or check the Winter Conference page on the AAUW-MA website (www.aauw-ma.org) after 6:30 am.

AAUW Leadership Development Program

AAUW Announces New Leadership Development DVD Series — For All Members

AAUW is pleased to announce a new series of leadership-focused DVDs created for distribution during 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 who will make sure 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.

Each state's leadership exercised their scheduling option to present the DVDs. States will make the DVD series available to branches after their state event. A representative of the national leadership, including AAUW or Educational Foundation board members and regional directors, will attend one event for each state to listen and hear from members across the country.

The DVDs are divided into modules which focus on leadership development as it relates to particular aspects of AAUW's mission. Each module includes a discussion guide for participants. It's vital that all of us can easily discuss AAUW's mission... with a consistent message which will enable us to retain our current members and recruit the new and diverse membership of tomorrow.

The **leaders' introduction** module features a conversation with AAUW President Ruth Sweetser, AAUW Educational Foundation President Barbara O'Connor, and new AAUW Executive Director Linda Hallman. They chart an inspiring course for AAUW's future, with a mission-focused message that members will share with their local branches. Together, these three leaders

- provide a "state of AAUW" message;
- summarize the strategic process journey for AAUW's future;
- explain AAUW's mission and how it relate to members, branches, the future of our organization; and discuss the impact of AAUW mission-focused branch activities on their communities.

The remainder of the DVD modules focus on specific areas of AAUW programming and business, as well as other topics. These modules describe how you can become involved in—or strengthen your current involvement with—vital areas of AAUW's mission.

To advance equity through **advocacy**, AAUW staff leaders describe

- how you can become an effective advocate for AAUW priority issues;
- how you can help mobilize women voters at the grassroots level in the upcoming elections;
- how you can stay current with issues that impact the higher education of women, and the subtleties of the politics involved, through AAUW public policy resources and updates; and how you can help eliminate sex discrimination on campus through the AAUW Legal Advocacy Fund.

To advance equity through **education** and **research**, AAUW staff leaders

- introduce AAUW's latest research report—its findings and recommendations, media and promotional outreach tools, and how you can share this information with your branch;
- provide an overview on the National Girls Collaborative Project and how you can promote STEM (Science, Technology, Engineering, and Mathematics) initiatives in your community;
- describe how you can encourage women's leadership development through AAUW's National Conference for College Women Student Leaders and Campus Action Projects; and report on AAUW's fellowships and grants, tell how you can meet local recipients, and hear their stories to motivate involvement and investment in AAUW **philanthropy**.

To build a stronger community, AAUW staff leaders in the **membership, fundraising, communications, and marketing**

Continued on top of page 5

Leadership Development *continued*

DVD modules discuss

- why it is so important to **tell** the AAUW story and marketing (it's not a bad word!) is every member's responsibility;
- why effective communication and information sharing are important to building a community as AAUW moves into the future;
- how branch and individual contributions make a difference;
- how you can use AAUW's website, videos, DVDs, and other materials to advance our mission in your branch.

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!*

Michele Wetherald

Leadership Training Sessions Scheduled

Massachusetts	Date, Time and Contact
The Louison Board Room Massasoit Community College One Massasoit Blvd. Brockton, MA 02302	June 21, 2008 8:30AM—2:00PM Beryl Domingo Beryldomingo@hotmail.com
Connecticut	
Eastern CT State University Willimantic, CT	July 19, 2008 8:30AM—3:30PM Carol Virostek Cvirostek@aol.com
Maine	
University of Maine Orono, Maine	September 27, 2008 8:30AM—12:45PM Elizabeth Eggleston etevolunteer@prexar.com

AAUW Names New Executive Director: Linda Hallman



Linda Hallman

After completing a national search with the assistance of the search consulting firm Association Strategies, Inc., AAUW's Search Committee is excited to announce **Linda D. Hallman** will be appointed AAUW Executive Director, effective January 7, 2008.

Linda Hallman joins AAUW after a long history of Washington DC area association and foundation executive

level leadership experience. She is currently serving as Vice President of Policy and Government Strategy, External and Member Relations, with National Alliance for Health Information Technology (NAHIT), from their Washington, DC office. Highlights of Linda's extensive prior nonprofit experience include service as Executive Director of the American Medical Women's Association (AMWA) and AMWA Foundation, as well as President and Chief Executive Officer of American Horticultural Society. Further, she served in the United States Army and U.S. Army Band and Chorus, receiving an honorable discharge. Linda earned her master's degree (M.A.) in Organizational Management from George Washington University and bachelor's degree (B.A.) in Music Education from Indiana University. She has has acquired extensive continuing professional development and is affiliated with relevant organizations for professionals in the field. In addition, Linda has been an AAUW member.

On behalf of both the Association and Educational boards of directors, we are most appreciative of the efforts and commitment of the Search Committee members representing both boards and the general membership -- Kathleen Cha, Carolyn Garfein, Patricia Ho, David Kirkwood, Ronni Nivala, and Linda Silakoski. In addition, we thank Association Strategies – Pamela Kaul and Jim Zaniello – for their recruitment efforts to achieve a successful conclusion to the search. We are confident you will share our excitement about Linda joining AAUW's leadership team.

Ruth Z. Sweetser
President, AAUW
Barbara L. O'Connor
President, AAUW Educational Foundation

LAF Update

Sharon Lemoff, LAF VP



Sharon Lemoff

LAF Celebrates Women in Transition Program and 20 Years of PIE!

On November 19, LAF Director Lauren Kamnik was in New Britain, Connecticut, to present the Women in Transition (WIT) program of Charter Oak State College with the 2007 Progress in Equity Award. Charter Oak President Merle Harris says, "The college is proud to have been selected for the AAUW Legal Advocacy Fund PIE Award. We are pleased that a unique program that has helped low income, single mothers earn a college degree and achieve self-sufficiency has received this recognition." Visit LAF on the web for more details.

LAF also recognizes the Leaders in Residence program at the University of Toledo in Ohio as our 2007 honorable mention, where AAUW members of the local branch work hand in hand with the university on equity issues important to the community.

LAF began the PIE Award in 1987. Stay tuned for updates and features on the historic legacy of the PIE Award and the journey it has taken over the past 20 years. LAF has awarded as much as \$111,700 to 30 institutions across the United States to illustrate the ways programs that promote equity can make a difference.

LAF Continues Campus Outreach Effort

On November 19, LAF Director Lauren Kamnik met with students, faculty, and staff on the campus of Central Connecticut State University (CCSU) to discuss sexual harassment, sexual assault, and sex discrimination. Kamnik and the CCSU Women's Center used these discussions to determine the types of programs that the university can implement to improve the campus climate and increase awareness of and sensitivity to these concerns.

LAF Program Manager Sarah Warbelow also visited the University of Missouri St. Louis to work with students and AAUW members on a social action theater project aimed at educating the campus community about sexual harassment on campus. The project involves an examination of Educational Foundation and LAF research on sexual harassment, a talk by a former LAF plaintiff on the impact of sexual harassment, a student led performance on the forms sexual harassment can take, and a discussion with the audience about alternative actions to stop or mitigate sexual harassment. Warbelow also traveled to Baltimore, Maryland, to visit the Society for Music Theory's Committee on the Status of Women and to participate in a panel discussion on sexual harassment on campus. The society is an organization for professors and graduate students in music theory, a field in which women are underrepresented.

LAF Adopts Two Plaintiffs

Melissa Jennings, a former member of the women's soccer team and a former student at the University of North Carolina at Chapel Hill from August 1996 until May 1998 sued the University alleging that the head coach of the soccer team, Anson Dorrance, sexually harassed her. She seeks to hold the University liable for his actions. The U.S. Supreme Court denied the University's Petition for a Writ of Certiorari. The University of North Carolina at Chapel Hill's women's soccer coach, Anson Dorrance, will stand trial on April 7, 2008.

LAF Update continued

Sherry Towers, a post doctoral research scientist, sued the State University of New York at Stony Brook for sex and pregnancy discrimination under Title VII and Title IX, unequal pay, and denial of pregnancy leave. In May 2007, the Court granted the university's motions to dismiss Dr. Towers' Title VII claims with respect to disparate treatment claims involving the issuance of her poor recommendation and the denial of her maternity leave, but denied it in all other respects. Dr. Towers may pursue disparate treatment claims involving her pay-cut and the denial of her contract renewal, as well as a hostile-environment claim involving the unreasonable workload she was assigned and accompanying threats of adverse consequences. In addition, the Court granted the university's motion to dismiss the Title IX claims.

Thirteen Plaintiff Travel Grants Received

On October 15, LAF closed the books on application submissions for the 2008 Plaintiff Travel Grants. This year, LAF received 13 applications—a record number of submissions. The applications came from across the country, from Massachusetts to Florida, Alabama to Washington, and even Hawaii. AAUW-Massachusetts was fortunate to be awarded one of the Travel Grants and will have a plaintiff participate in our Spring Convention in April.

AAUW-MA LAF Fundraising

We would like to thank all of you who have contributed to LAF during 2007. There have been many individual contributions as well as some great branch fundraising efforts. We are looking forward to an equally great 2008 campaign. The full list of branches and individuals who met the gift club requirements will be listed in a future **BayStater**.

In addition to the continuation of individual and branch efforts there will be a dinner at the April convention. The LAF Plaintiff will speak and we hope to receive contributions as well. The state is looking to sell items, such as mugs, shirts, bibs, hats, with various AAUW-MA logos on the following website: <http://www.cafepress.com/aauwma>. All profits will go toward LAF. We are also looking into sponsoring a cruise to Bermuda during the summer of 2009. We are looking for a sense of interest in this. If you have an interest, (no commitment now), please email me at slemoff@msn.com. More information will follow as the time gets closer.

AAUW-MA LAF Opens Shop on Web

AAUW-MA has opened a shop on the web, at <http://www.cafepress.com/aauwma>, to support the Legal Advocacy Fund. The profit from the sale of each item benefits LAF. The AAUW-MA collection is shown below. Help this cause by shopping today.



Golf shirt



Tee shirt



Sweatshirt



Mouse pad



Tote bag



Mug



Baby bib



Pins

Membership Matters

Barbara Burgo, MVP



Barbara Burgo

Have you seen the new AAUW web site yet? It is a great source of information, quite user-friendly and has more helpful hints and discounts than I ever remembered. I'm sure our Spotlight honoree, Ashley Occhino has been on that site. I know that she is great at computer research as evidenced by her success with the "scavenger hunt" during last fall's Leadership Conference in Hingham.

Thus, I'm sure she's seen the words below and if not, this is a prime example of how *truer words could not have been spoken*, given how passionately she speaks about what AAUW means to her in this issue. The Membership page opens with:

Share your passion: Call someone you know or tell someone you may have just met and tell them about AAUW; tell them about the parts of the organization that make you so passionate. Tell them about the mission, the research, the advocacy, the philanthropy and why you are a member.

THEN — ask them to become a part of this organization that means so much to you. Invite them to join, either as a branch member or as a Member-at-Large.

EVEN BETTER — give the gift of membership. What better way to show your passion about AAUW than to share membership in the organization with someone you care about.

YOU are the KEY.

As we know, AAUW is not just an Association, it is a legacy...one that must continue and needs your constant support to do so. Please think of membership when making those New Year's Resolutions. Why not resolve to add at least one member to our AAUW family? The Member-Get-a-Member campaign continues until June 15, 2008 and January brings a couple of other incentives to mind. Remember that between now and March 15th new members can join for half price. Also, through the Shape-the-Future campaign, anyone who signs up on the spot at a meeting will receive a 50% discount on their national dues.

I wish you all a happy and healthy 2008...and remember...
Equity is Still an Issue!



MVP Spotlight— Ashley Occhino



Ashley Occhino

Ashley Occhino is President-Elect and Newsletter Editor of the Attleboro Branch. She states that she is proud to be the daughter and granddaughter of AAUW members. Her mother, Kristina Occhino, is the current President of the Attleboro Branch and her grandmother, Winifred Nelson, was a founding member of that branch. Ashley recently completed her Masters of Fine Arts from Savannah

College of Art and Design in Savannah, Georgia. She is currently an intern with The Society of Arts and Crafts on Newbury Street in Boston and will begin as an Artist in Residence with VSA Arts of Massachusetts after the New Year. She teaches art classes and workshops at the Fuller Craft Museum, Artworks! and the Attleboro Arts Museum. Ashley states:

"As a child I remember my mother being a very busy woman, always working and always involved and giving to local organizations. She and a group of women would sometimes use our home for AAUW meetings. It was not until the end of my undergraduate studies did I realize what AAUW actually stood for and represented. I felt a sense of pride that my mother belonged to such a group, and even more so that my grandmother was a charter member of the American Association of University Women Attleboro Branch Inc.

My mother has been more than pleased to teach me the ropes of AAUW. Like many of the branches the different officer positions have been rotated through the list of members several times. As President-Elect, I am gaining invaluable experience in organizing and planning events, public speaking and communication skills.

Growing up I played with cars and dolls alike and was taught that my gender did not matter and I could achieve anything I could dream up. When I moved back to Massachusetts after graduate school, I asked my mother how to join. I feel that AAUW is a part of my family legacy; we are strong smart women who have always found a way to help the community. I am saddened by the unfair pay scale that still exists in the working world (and) by my peers that are naïve to the injustice and lack of equity in the 21st century. If we do not take charge of our future who will?"

Ashley is one of our youngest AAUW members and a woman who I am proud to say will inherit the AAUW legacy. With members like her, our future will be in good hands! Hopefully, Ashley's passionate words will encourage many more of her peers to join the AAUW family. "Hat's off" to Ashley Occhino, this month's **Most Valuable Person**.

Happy New Year and may all of you have a great 2008 working toward the goal of equity no longer being an issue!

Barbara Burgo

Educational Foundation

Liz Fragola, EF VP

Educational Foundation: Going Beyond the Donation



Liz Fragola

The Educational Foundation and fundraising are practically synonymous. Any state EF chair or EF branch liaison would probably groan in agreement with this statement. Many would likely eschew the EF chair position for exactly that reason: "I hate asking people for money!" Granted, fundraising is a big part of the job and an important one, but it's not the whole picture. Let's move beyond the branch fundraiser and take some creative action to make EF the vital part of AAUW that it is.

The fellows are the heart and soul of the Educational Foundation. If you don't connect with them, you don't really get what it's all about. We need to do more to incorporate the fellows into our branch and state activities. They want to participate and they have a lot to give. Who better to speak about the AAUW mission than those whose lives have so directly benefitted from it? When they speak to our branches we find ourselves enthralled by their intelligence, perseverance, and goal-focused intensity. We learn a lot, feel reinforced about our charitable giving, and give them a chance to express their gratitude to AAUW. How about going beyond the bounds of branches and letting the fellows help us to spread the word, to preach the mission of AAUW beyond the confines of the "choir"?

Where better to use our fellows than at our local colleges and universities? Let's not just have our meetings at a college, but have a meeting geared to college students. The fellows can talk not only about what their fellowships have meant to them and how AAUW has been pivotal in their completing their studies, but they can also be role models to students who may be contemplating graduate education, or who may be anxious about the long-haul of achieving an MD or Ph.D. and want to hear how someone else has accomplished this. Some local fellows may agree to take on a mentorship of a college student even if it is just an exchange of email addresses. When faculty hear the fellows speak, they too, will have a fuller appreciation of what AAUW does and the investment AAUW has made in the educational and leadership development of women. C/U relations and EF can work hand-in-hand for mission-based activities.

The North Shore, Danvers-Topsfield, and Newburyport branches recently had the opportunity to meet Rosanna Rahman, an international fellow from New Zealand, who

Educational Foundation continued

spoke about her post-doctoral research on stroke and white matter disease. We were all so impressed with the clarity with which she presented very complex material. She told us that not only is it difficult for women to find funding for their doctoral and post-doctoral work, but that it is particularly rare to find funding that is not attached to a specific program at a university or medical center. An international student is entirely at the mercy of her funding source, which, if cut off; will compel her to leave the US immediately. Rosanna felt secure and freed up with her EF fellowship. This young woman, full of energy and devotion to her work, is an asset we can't afford to ignore. We hope to include her and several other fellows at a program for students at Merrimack College in Andover this coming April.



Rosanna Rahman

Meeting the fellows and engaging them in mission-based programs has great potential. It can be a creative activity for the EF chair in partnership with C/U chair. It's not just about getting the donations to come in, though that's always important, but it's using the assets we have to spread the word about the great things AAUW is doing.

Something to Consider

Here's an opportunity for you to use your creative energies and to do something for the organization that you believe in Consider the Educational Foundation Chair for AAUW-MA. You will meet some of the brightest, most engaging women you will ever know: the EF fellows and your AAUW-MA board members! Join the inner circle of the movers and shakers in the state, broaden your network of contacts and have fun! Put your own mark on EF in Massachusetts through your articles for the *BayStater* and your updates to EF branch liaisons. It's a bit of "work," but who thinks of that when you have the support of so many terrific women. You can do something for AAUW and it can do something for you. Don't sit back, get up, and get out there!



Worcester's Second Sister to Sister Summit Bigger and Better

On Tuesday, July 31, 2007 in collaboration with Charlotte Sudyka of Worcester's Lincoln House Girls Inc. and Judi Kirk of Worcester's Salem Square YMCA, Worcester AAUW held their second successful Sister to Sister Summit at Worcester's Winthrop House Girls Inc. Once again, the Worcester Women's Initiative provided grant monies to cover the expenses for pizza, drinks, snacks, and a canvas tote bag filled with "goodies."

Our first summit, which was held on a Saturday in April 2006 from 9am-3pm at the Worcester campus of Massachusetts College of Pharmacy and Public Health, yielded about 40 girls in attendance. This year's summit attendance more than doubled to 85 when the summit date and time were changed to accommodate girls attending the Worcester Girls' Youth Net program which met on Tuesday nights 6-9pm during the summer. Like our first summit, the girls were broken down into groups with peer leaders and they rotated into different chat rooms on relationships, school, and health.

Sister to Sister 2008 Summit plans are already in the making! With each summit, we seem to get better and better. With some "tweaking" of this year's program, next year will be even better!

Betty Orsi, President
Worcester Branch

Lowell Women's Week

On March 7th, AAUW will present a Legal Advocacy Fund program as its submission to the Lowell Women's Week schedule of events. The LAF program, "because equity is still an issue", focuses on gender discrimination in higher education and uses a Readers' Theater format and a short video to tell personal stories of several of the LAF Litigants.

AAUW-MA and the Bedford-Lexington Area Branch have endorsed participation in Lowell Women's Week since 2002, and Branch and State Board members have been presenters. There is a new venue this year. Deanna Lima, Director of the Lowell Alliance for Families and Neighborhoods, has graciously invited us to bring the program to her class at Middlesex Community College, Lowell campus. The 50-minute program begins at 8:30 a.m. More information is available by visiting www.lowellwomensweek.org or by contacting Florence Baturin (florencebaturin@verizon.net or 781-862-5811). Since space is very limited, contact Florence to reserve your seat.

Florence Baturin

Cape Cod Branch Shares Successful Program

The Cape Cod Branch was very pleased to have as our speaker Maria A. Sastre, Ph.D and other faculty members of Cape Cod Community College at its branch meeting on October 23rd. She is the program coordinator of the *Cape Cod Community College Nontraditional-by-Gender Initiative* which was the AAUW Massachusetts Progress in Equity Award Winner for 2007. The Associate Degrees offered to women under this program include criminal science, fire science, information technology, construction technology, computer programming, and environmental science. Dr. Sastre brought with her five other instructors in this program plus one of the students.

Because we had told her of the AAUW mantra "Equity is still an issue," all of the talks were directed toward how their program was furthering this message. Each professor was articulate and eloquent. A current criminal science professor told us of her struggle as a single mother to attend college and to become a police woman here on Cape Cod. She was met with only rejection for a long time, but persevered. She is now a lawyer.

The lovely student, currently earning tuition as a brakeman on the Cape Cod Railroad, (!) was an outstanding speaker and would be a credit to any academic institution.

An interesting point made by one professor was that in some fields young men do not have equity; i.e., in elementary education their motives are often suspect or disparaged. (We told them that we love men, too.)

This branch meeting was one of the best we have had for a long time – absolutely inspiring; our members are hoping that here will be some way to aid CCCC in this program.

Greta Tomic, President
Cape Cod Branch

Calling All Candidates

The 2008 AAUW-MA Nominating Committee is seeking candidates to fill three positions on the state board for the upcoming election in April:

Membership Vice President
Educational Foundation Vice President
Legal Advocacy Fund Vice President:

Sharon Lemoff, Hingham Area Branch

Suggestions are greatly appreciated. Self-nominations are encouraged. Job descriptions and additional information is available.

Contact Betty Orsi, Nominating Committee Chair
eorisi@charter.net or 508-865-9432

Diversity Resources

Nancy Moore, Chair



Nancy Moore

MLK, Jr. DAY BREAKFAST

The Martin Luther King, Jr. Breakfast table organized by AAUW-MA is on again this year, and even overbooked, which happens some of the time. We will gather with other Boston-area notables on the customarily cold winter morning at the Boston Convention Center on the wharf on MLK, Jr. Day, January 21, 2008. With close to 1000

other observers of Martin Luther King Birthday Day at the Boston Breakfast, we will be inspired by the speaker, a well-known national figure of stature in the Black Community, and all the politicians, community leaders and other glitterati gathered for this very public event. The music is always great, too, and one leaves this annual occasion with spirits uplifted and a reconfirmed notion that there is hope for overcoming the racism that continues to exist in our society.

ONE BOOK/MANY BRANCHES PROJECT

The Diversity One Book/Many Branches project that centers around the reading of Amy Tan's *The Bonesetter's Daughter* culminates at the Winter State Conference in Lowell in February. Branch readers of the book will contribute to the conversation on how the immigrant and enculturation experience in the book is related to the same subject addressed by the panel entitled "Challenges in a New Land: Immigration, Women and Their Families."

As reading literature is important to one's understanding of our world and the world of others, integrating the *One Book/Many Branches* project into the Winter Conference is a clear demonstration of how that works.

Thanks to the several branches that are taking part in the effort to read the interesting treatment of the theme, women-and-immigration, in this book, and in some instances conducting a branch discussion of it before the conference. *The Bonesetter's Daughter* also is a book that has already been read by a good number of individuals as well branch reading groups in AAUW-Massachusetts, so their contribution will greatly enhance the overall subject of the conference.

Nancy Moore
Diversity Chair
781-275-1018

garvinancy@verizon.net

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refusing to participate in the political process, "lest you end up being governed by your inferiors." This is a critical time to make choices and use our *voices*!

Many thanks to Program Vice President, Liz Markson for organizing an absolutely splendid Winter Conference (2 February) which will focus on the *voices* and *choices* for undocumented workers. Come to campus of the University of Massachusetts, Lowell for this morning session devoted to immigration, women and their families. What are the laws and challenges facing current refugees? How are their *voices* to be heard? Be certain to register today!

Congratulations to Sharon Lemoff for successfully shepherding the application for an LAF plaintiff for the 2008 spring convention. Attendees will benefit from hearing the *voice* of our plaintiff and knowing the *choices* that she had to make. Visit the website <http://www.cafepress.com/aauwma> to consider *choosing* AAUW-MA items for purchase to support ongoing LAF efforts.

AAUW women are using their *voices* to *choose* to support advocacy initiatives and public policy efforts. AAUW women are networking for information, as well as contributing to the Educational Foundation, the Legal Advocacy Fund and the Leadership and Training Institute. Gordon Hinckley said, "It is not enough to be good. You must be good for something. You must contribute good to the world. The world must be a better place for your presence. And the good that is in you must be spread to others. In this world so filled with problems, so constantly threatened by dark and evil challenges, you can and must rise above mediocrity, above indifference. You can become involved and speak with a strong *voice* for that which is right."

Success for all women and girls depends on the *voices*
that we use

and the *choices* that we make.

In this New Year,

choose to become an even stronger *voice* for AAUW and
its mission.





AAUW-MA President Patricia Bologna and Madeleine Kunin enjoy a photo op at the New England Regional Conference in Brattleboro, VT.

2007 Photo moments



Bedford-Lexington Area Branch member Lois Pulliam beams with pride at her selection as a 2007 Massachusetts Unsung Heroine.



EF VP Liz Fragola pours champagne as President-Elect Beryl Domingo waits to celebrate the completion of the Sema Faigen International Fellowship.



The Emancipation Network's merchandise sold like hotcakes at the Spring Convention. Bedford-Lexington member, Victoria Palmer-Erbs, models jacket for TEN's Sarah Symons.

Mission Statement: *AAUW advances equity for women and girls through advocacy, education and research.*

Vision Statement: *AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.*

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.



AAUW-MA board members, Treasurer Ginny Giordano, Secretary Sandra Sousa, Program VP Liz Markson and President-Elect Beryl Domingo strike a pose after their election. See the smiles!