



Beryl Domingo

## Beryl's Message

Beryl Domingo, AAUW-MA President

My best wishes to everyone for a New Year filled with hope and peace. Under our newly elected leadership, may our country prosper and become a leader in the world on human rights, environmental protection and equity. May AAUW be the organization to help

lead our government in supporting new laws and policies for equal and fair treatment of all in every aspect of our society.

2009 is promising to be an exciting year for AAUW, as our organization is poised to enter a time for bold action to lead women and girls past the barriers of inequities that stubbornly remain in the path of progress. When we come together in St. Louis on June 2009, we will have the opportunity to take a step towards the future in which AAUW is viable and relevant, not just to our daughters and granddaughters, but to society as a whole. We must be part of building a world that is free of *discrimination* of any kind. I hope to see you in St. Louis.

Many AAUW elected members and staff have worked hard for the last several years to develop new structures and operations that will allow the organization to grow and flourish. Many of these new developments have been shared with us through briefings and updates. Pilot programs are being offered to test out some ideas and members are asked for their input on many other endeavors. We have all had opportunities to discuss and share our opinion on the proposed bylaws that will form the framework for the future AAUW. The work is not done, but much has already been put in place to build the foundation of what AAUW can become.

All the briefings that have been issued since May 2008 to the present can be found in the member center of AAUW.org and also on our state website, AAUW-MA.org under the link: [Current Topics Briefing Series](#). I urge you to review all the briefings and be informed of developments at AAUW. I would like to bring your attention to two recent briefings regarding dues payment and local scholarships.

Briefing # 9, Voluntary Dues Processing and Collections Options for 2010, describes a voluntary Membership Pilot

Program (MPP) that will assist members and branches with dues payment, collection, and processing. The MPP offers electronic options to pay, track and monitor dues. In order for a branch to participate (it's all voluntary), the state first has to opt-in to the pilot program. AAUW-MA has opted-in so branches may be able to participate in the MPP.

Detailed material will be distributed by AAUW in early 2009 to describe the processes involved. Please read the briefing for more detail. If your branch is interested in doing the pilot, please notify Ginny Giordano and Hollie Bagley by early February.

Briefing #14, AAUW Branch and State Local Scholarship Clearinghouse Pilot Program, is a new, voluntary program that will provide support and structure for managing local scholarship processes. AAUW has clearly heard the message from its members of the importance of the local scholarship programs for the branches to support our local students in their undergraduate studies. This is a huge acknowledgement by AAUW of a program many branches view as vital to branch survival. The scholarship clearinghouse pilot program is designed to assist branches and to preserve branch authority in determining eligibility, selection and scholarship amounts. There is a deadline of February 28<sup>th</sup> to participate in this pilot. Please read the entire briefing for more information. If your branch would like to participate in this pilot, let me know prior to the deadline.

In Massachusetts we have also been busy the past few months. During the Fall we held two Regional Forums to provide opportunities for discussion of the proposed bylaws. Elsewhere in this newsletter is a summary of the meetings. We had a total of 41 attendees and all but three branches had representatives attend. For the most part, the proposed bylaws were well received and the brevity and clarity were much appreciated. There were some articles that drew much discussion and debate. The articles concerning dues and membership composition were probably the most contentious not just during our forums but also for members throughout the country. The dues issue has since been addressed by AAUW through the MPP pilot dues program designed to test the system of electronic dues collection. Membership composition will be voted on at Convention together with all the other articles of the proposed bylaws.

Currently membership in AAUW is open to a graduate holding an associate or equivalent or a bachelor's or higher

Beryl's message continued

degree from a regionally accredited institution. Article IV, section 1 of the proposed bylaws defines membership composition as: "Any individual or institution who supports the purpose and mission of AAUW may become a member of AAUW. The provisions set forth in this section are the sole requirements for admissibility to membership."

This brings us to a proposal that came out of one of the AAUW-MA forums to address the article concerning membership criteria through filing a motion to amend Article IV, section 1. At this stage any amendment to the proposed bylaws can only be made during the business session at Convention when the article in question is being discussed. There will be delegates from MA at convention and we will be voting on each article. Our delegates will represent the opinions and concerns of all members from MA and each will vote what she believes to be the best for the members of her branch, current and future.

The AAUW-MA Board would like each member to weigh in on this issue. We ask that you participate in a brief survey to help us determine whether MA should prepare a motion to amend Article IV, section 1. Please check for the survey elsewhere in the BayStater and let us hear from you on this very important issue for AAUW.

In addition to the forums, I had the opportunity to visit 6 branches since last May. These visits were the highlights of the past months for me. I so thoroughly enjoyed meeting everyone and finding such common ground that I felt instantly at home and that I belong. I met young members, new members, and those who have been part of AAUW for a long, long time, and all were equally committed, excited and proud. I feel very lucky to be part of AAUW. Thank you all for your hospitality, your warmth, your great company, and the good food!

I look forward to visiting the other 6 branches over the next few months.

AAUW-MA was also a proud supporting organization for the Massachusetts Conference for Women held at the Boston Convention Center in December.

Don't forget to do the survey and please come to the AAUW-MA Spring Conference and Annual Meeting on May 8 and 9, 2009. Details for the conference will be forthcoming.

**Fall Forums Summary.** . . . pages 6—7

**Survey on Membership Composition.** . . . page 10, column 1

**Voting Procedure at Convention.** . . . page 8, column 1

## A Message From Your Regional Director

**Patricia Ho**



Patricia Ho

### A PLACE TO BELONG

Each of us belongs to many different groups – our families, neighborhoods, churches, social circles and other organizations, among them. These memberships help to define us and enhance our identities. Without these anchoring points, our lives would be less rich and purposeful.

Hopefully, our membership and participation in AAUW provide one such anchor in adding purposeful work to our lives. As engaged members, we support AAUW through our dues and contributions, through the input we offer, through our countless hours of involvement as branch member leaders. Most of all, we are part of a community of diverse individuals united in ensuring equity for all women.

If we see ourselves as members of this community, this AAUW organization, we expand our perspective of the work ahead and strengthen our collective power. As members of the whole AAUW community, we can enhance our participation in several ways.

We can stay connected, be informed of AAUW's work through [www.aauw.org](http://www.aauw.org) and publications such as *Outlook*. Read the briefings from Executive Director Linda Hallman, posted on the website, because they provide real updates on the organization's direction. These briefings address many of our questions and include such topics as *Breaking through Barriers -- AAUW's Unifying Focus*, *the Value of Branches*, *Member Showcase*, *Program in a Box*, *Pilot Program for Dues Processing and Collections*, *Branch Tax Status after Restructuring*. All briefings are also posted at [www.aauw-ma.org](http://www.aauw-ma.org) (link "current topics briefing series").

As branch members, we can tap the varied resources on the website as we plan programs to support our Value Promise of "breaking through barriers". Our branches need to reach out to other groups so that this becomes a collaborative, shared endeavor. The new programmatic focus will be highlighted at National Convention, June 26 – 28, 2009 in St. Louis

Finally, your presence, if possible, at National Convention will ensure that you have a physical vote on the proposed bylaws that will impact membership, one member/one vote provisions, and the flexible structure of states and branches. All of these issues will shape AAUW for the future. Because I am passionately committed to AAUW's work, I have declared my **candidacy for AAUW Director-at-Large**, to be elected at Convention. I would really welcome and appreciate your support, and look forward to continuing my efforts on behalf of you and AAUW.

## ***AAUW in the 21st Century***

***by Ruth Z. Sweetser and Barbara L. O'Connor***

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20th- to a 21st-century organization. Since transformation depends on the human factor, how does this happen?

First, we have to work together and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference both in getting results for our mission and in branding our organization.

Whenever you read with your granddaughter, play in a bridge tournament that benefits the AAUW Educational Foundation, host a guest speaker on pay equity at a branch meeting, or write your member of Congress through our Two-Minute Activist portal, you're taking a step to break through barriers. Just asking yourself that question brings a new awareness to and appreciation of our work that is vital to making it succeed—and will help you focus as your branch plans its mission-based programming. When you take that planning up a notch—asking how can my branch join with as many other branches and members as possible to apply our collective influence to a breakthrough—barriers, watch out! With nationwide engagement by members, our results, if documentable, will prove to be powerful and persuasive.

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26–28, in St. Louis. There you'll have the chance to experience the new AAUW firsthand, to see with your own eyes what the future holds for our organization. You'll make AAUW history by participating in the bylaws votes, and, of course, you'll reconnect with old friends and make valuable and enjoyable new connections. But, please, come to convention well versed in the proposed bylaws and rationales; the briefings provide extensive information on these new approaches.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Yes, organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire organization. So to finalize the corporate restructuring from three separate entities to one tax-

exempt umbrella organization (501(c)(3) with a very small 501(c)(4) subsidiary, the Action Fund), we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21st-century ways of engaging with each other, and other practices.

A number of these innovative tools have been introduced through the series of briefings that AAUW has provided since early fall 2008. These tools include the Programs in a Box, which provide how-to's for mission-based programming; the Membership Pilot Program, which will allow leaders to manage their membership records online; and the Branch and State Local Scholarship Clearinghouse Pilot Program, which will help branches market their scholarships and select their recipients from a pool of prescreened applicants. Our new method of submitting a leadership position application will allow members to express general and specific areas for service, along with an inventory of skill sets they can bring to these positions. The type of work expected of the regional director is so valuable that we are revamping and strengthening that role to ensure grassroots engagement for the new AAUW.

At the AAUW state spring meetings, board members and other leaders—champions—will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You—both individually and collectively as the AAUW community—are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective—to break through barriers for women and girls—we will be unstoppable.



**Breaking through Barriers**  
for Women and Girls

# 2009 AAUW National Convention

## Breaking through Barriers

June 26-28, 2009

St. Louis



### 2009 AAUW National Convention will be 'BREAKING through BARRIERS'

AAUW-MO and the Local Arrangements Committee (LAC) in St. Louis are hard at work planning the details of hosting the 2009 AAUW National Convention at the Renaissance St. Louis Grand and Suites Hotel, June 26-28, 2009. This historic convention, themed "BREAKING through BARRIERS," will discuss and vote on issues related to membership requirements, dues payments, public policy issues, and much more. The results will have a momentous impact on who and what AAUW is to be in the coming years. You don't want to miss it! Check out the AAUW website for full details on the issues, the convention, and things to do in St. Louis: [www.aauw.org/convention](http://www.aauw.org/convention).

Convention registration began on December 1<sup>st</sup> and you DON'T want to miss out on Early Bird Registration! Hundreds of AAUW members are making plans to head for St. Louis next June to shape the future of our organization. The hotel has ample convention space, lovely rooms, great restaurants and is right in the heart of downtown St. Louis. The Cardinals will be playing ball, the Zoo is free, the Art Museum is world class, as is the Missouri Botanical Garden. Theater, opera and a great children's museum also await you.

At the convention we'll have welcoming activities on Thursday, stimulating workshops on Friday morning, First Timers' briefings, lively business sessions each day, dynamic keynote speakers, an exciting CEO Women Leaders luncheon, bylaws briefings, Meet the Candidates reception, elections for new officers, Taste of Success displays, the elegant banquet on Saturday night, and a final business session on Sunday morning. All this surrounded by the popular CyberStop, AAUW merchandise sales, our friendly AAUW Missouri hospitality and much more. We want YOU to have a GREAT time at the convention!

Please join us in St. Louis! Plan now to send branch members and delegates to convention by budgeting for it, appointing delegates early, discussing the issues and bylaws. Treat yourself to a mini-vacation at the historic Renaissance Grand Hotel where spa treatments, great restaurants, and lots of extras await you. Don't forget to invite your AAUW family and friends from across the country to "meet you in St. Louis" as we continue to 'break through barriers' for women and girls.

*Diane B. Ludwig, Local Arrangements Chair*

For additional information, you may contact the Local Arrangements Committee:

Lynne Roney, chair ([lynneroney@sbcglobal.net](mailto:lynneroney@sbcglobal.net)),  
Diane Ludwig - local sponsorships ([dbludwig22@aol.com](mailto:dbludwig22@aol.com)),  
Pat Shores - volunteers/hospitality ([apatriciashores@charter.net](mailto:apatriciashores@charter.net)), and Julie Triplett - volunteers/hospitality ([julietrip@charter.net](mailto:julietrip@charter.net))

### Lilly Ledbetter to Address AAUW Convention

AAUW is proud to announce that Lilly Ledbetter—perhaps the best-known face of pay equity—has made a commitment to attend and speak at AAUW's 2009 National Convention: Breaking through Barriers, in St. Louis, June 26–28, 2009. Ledbetter has long been a friend and supporter of AAUW's pay equity efforts, which include urging the passage of the Lilly Ledbetter Fair Pay Act and the Paycheck Fairness Act. Both are up for a vote in the House of Representatives. [*House passed both Acts on January 9, 2009, see related article*]

"Lilly Ledbetter is a national crusader for women's rights and against wage discrimination," said AAUW Executive Director Linda D. Hallman, CAE. "We are delighted that she will join us in St. Louis and give our convention attendees the opportunity to hear her story in person."

Ledbetter worked for nearly two decades at the Goodyear Tire & Rubber Company in Gadsden, Alabama. Despite receiving top performance awards, Ledbetter discovered that she had been paid significantly less than male co-workers with the same job. After her November 1998 retirement, she filed suit under Title VII of the Civil Rights Act of 1964 and was awarded back pay and other remedies in a jury trial.

In 2007, however, the U.S. Supreme Court ignored 40 years of EEOC policy and legal precedent in a 5-4 decision that not only erased Ledbetter's award but also significantly narrowed the interpretation of pay equity laws. The justices ruled that employees can only file a wage discrimination complaint within 180 days of the original pay decision, leaving women, minorities, and others in Ledbetter's situation with virtually no recourse.

"AAUW has been very supportive of me along the way," Ledbetter said. "The reason I continue to tell my story is to help the younger generations. I may have lost my personal battle, but I haven't given up. I'm still fighting for all the other women and girls out there who deserve equal pay and equal treatment under the law."

AAUW is urging the swift passage of the Lilly Ledbetter Fair Pay Act, which would address the U.S. Supreme Court's problematic decision in *Ledbetter v. Goodyear Tire & Rubber Co.* and restore the long-standing interpretation of civil rights laws and EEOC policies that allowed employees to challenge any discriminatory paycheck they received. As one of the first acts of the new Congress, the U.S. House of Representatives voted again on and passed the Ledbetter legislation, as well as on the Paycheck Fairness Act, which would provide additional tools to deter wage discrimination by closing loopholes in the Equal Pay Act.

AAUW's conventions provide a forum for members to share their passion and commitment to enhancing the status of women and

*Ledbetter to speak continued*

girls. Members who register for this year's convention by January 15, 2009, can take advantage of Best Value registration rates. For more information and to register for the convention, visit [www.aauw.org/convention/conv2009/index.cfm](http://www.aauw.org/convention/conv2009/index.cfm).

"The convention is an opportunity for our members to have a voice on AAUW issues at the national level, to receive training, and to be inspired and reenergized," said Kate Farrar, director of the AAUW Leadership and Training Institute. "AAUW conventions always draw dynamic speakers, from Rep. Nancy Pelosi to Mae Jemison to Gloria Steinem. These are all women who, like Lilly Ledbetter, are breaking through barriers so that all women can have a fair chance."

## Meet Me in St. Louis

I have received word that several members have already taken advantage of the Early Bird registration fee to join me in St. Louis. If you are planning to attend Convention or are seriously contemplating it, please let me know. We can share travel airfare bargains and perhaps even arrange a roommate. Each Massachusetts branch is entitled to delegates and I must fill 17 board delegate slots. The larger our delegation is, the stronger is our voice at Convention!

Beryl  
beryl Domingo@hotmail.com

### **AAUW Celebrates House Passage of the Lilly Ledbetter Fair Pay Act, Paycheck Fairness Act Urges Swift Action on Both Measures by Senate, President-elect Obama**

AAUW applauds the House of Representatives for the passage of two pieces of legislation that will provide a powerful one-two punch in the fight for pay equity. Legislators approved the Lilly Ledbetter Fair Pay Act (H.R. 11) by a 247-171 vote and the Paycheck Fairness Act (H.R. 12) by a 256-163 margin.

"The House sent an important message to the hard-working women of America—that pay equity is a priority," said AAUW Executive Director Linda D. Hallman, CAE. "It has taken us a long time to get here—too long. But now, we have not only tremendous public support behind the issue but also leaders with the courage of their convictions, who have shown that they are willing to stand up and make a real difference."

AAUW now urges the Senate to quickly pass these vital bills. Both measures passed the House in the 110th Congress but stalled in the Senate. With the new 111th Congress and a new president, AAUW expects the bills to fare much better. The Ledbetter Fair Pay Act would address the U.S. Supreme Court's

problematic decision in *Ledbetter v. Goodyear Tire & Rubber Co.*, restoring the long-standing interpretation of civil rights laws and EEOC policies that allowed employees to challenge any discriminatory paycheck they received. The Paycheck Fairness Act would provide additional tools to deter wage discrimination by closing loopholes in the Equal Pay Act.

"Taking strong steps toward pay equity could also play a critical role in any effort to stimulate the economy and ensure self-sufficiency for women, who tend to be hurt first and worst during economic downturns," said Lisa Maatz, AAUW director of public policy and government relations. "It's crucial that the Senate step up to the plate and swiftly pass both bills—this is the time to send a clear message that pay discrimination will not be tolerated and to give a new administration critical enforcement tools to make real progress on pay equity."

AAUW has helped keep pay equity on the nation's radar. AAUW's 2007 *Behind the Pay Gap* report redefined the debate on pay equity and reenergized the drive to pass needed pay equity legislation. In fact, AAUW was asked to showcase the report at the first House hearing on pay equity in a decade. Currently, women working full time earn, on average, about 78 cents for every dollar their male counterparts earn. The 78 cents represents the "raise" women received in 2007 when the wage gap narrowed by one cent.

"This is the narrowest the wage gap has ever been, but it's only an additional one cent on the dollar," said Hallman. "One cent is chump change. It isn't real change." To highlight that figure and the need for serious action on pay equity, AAUW kicked off a new pay equity campaign this week called "Keep the Change until Women Have Real Change."

"AAUW has long been a leader in the pay equity fight," Maatz said. "We have been instrumental in leading the charge for the women's rights, labor, and civil rights communities, and our coordinated grassroots and lobbying efforts are paying off."



In response to new data from the Bureau of Labor Statistics which says the pay gap has narrowed one cent to 78 cents on the dollar, AAUW is launching a new grassroots campaign with a clear message: "**Keep the Change until Women Have Real Change.**" While women have been hard at work to earn their extra penny, Congress has failed to pass legislation that would give women effective equal pay protections.

[Take action](#) [Send an E-Card](#)

# AAUW On The Move: Fall Forums I and II Summary

Sat. Oct. 25, 2008 10am-1pm – Holiday Inn, Taunton, MA  
Sat. Nov. 15, 2008, 10am - 1pm - Brooksby Village, Peabody, MA

## Beryl Domingo

Review of AAUW's Value Promise, Mission & Vision

AAUW as an organization is on a journey of change - becoming more streamlined and strong to face the challenges of the 21<sup>st</sup> century.

Change is more about us as a membership rather than just about the organization. It is about:

- How AAUW is defined to all stakeholders
- How AAUW can continue to be strong & viable
- \* How AAUW can support us and how we can support AAUW

Purpose of Fall Forum: To engage fully in discussion on the future of AAUW.

Goal: To enable forward movement of AAUW.

Today's discussion

- Do we need more understanding?
- More opportunity for input?
- Where do we 'fit' into the organization?
- Are there additional areas we need to focus on?

## Patricia Ho

### AAUW's Strategic Process

The Strategic Process was initiated in 2005, drawing upon many data sources, including 12,000 responses received through the Every Member survey.

Reasons for change: fractured, unfocused organizational message and delivery; lack of definable identity; rapidly declining membership with dismal forecast for future.

SP has provided the impetus for change in structure, governance and ways of doing business, including proposal of new bylaws and policies.

SP began with clarification of mission, vision and Value Promise which had to be clear, compelling, distinctive and consistent.

Leaders and staff considered AAUW's profile in present and future environments (products, services, customers, markets), and proposed the Value Promise as the organization's driving force (the unique value, significant point of difference). *By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance*.

Breaking Through Barriers program elements will be introduced at 2009 National Convention, with

expectations that branches, states and national AAUW will work in alignment to implement programmatic goals.

Bylaws will be voted upon at Convention, and states/branches are encouraged to send their full delegation. Note registration dates for best buy and early bird rates, beginning December 1, 2008.

Bylaws are intended to provide framework for structure and governance, not operational detail. Latter will be addressed in Policies and Procedures currently being revised by Association and EF boards.

Goals of proposed bylaws allow for greater adaptability at all levels, with acknowledgement of the importance of branches, and flexible provisions for other state or area entities.

AAUW can optimize its new strategic directions only if members feel engaged and connected to the organization's work. New perspectives and different levels of participation are needed for these changing times, along with strengthened communication among all. Members are urged to stay informed by checking website and reading AAUW communications.

## Bylaws Review

### Beryl Domingo: Articles I, II, III, V, VI.

1. Name: AAUW (EF and AAUW unified) is the new name of the corporation. It will continue to stand for American Association of University Women, but acronym AAUW will be used – branding issue (Briefing #2)

2. Purpose: Mission now allows consideration as 501 (c) (3) as tax exempt from federal tax under section 501 (a) tax code.

501 (c) (4) – AAUW Action Fund to support lobbying work and voter guide. Lobbying on behalf of AAUW supported issues, not tax deductible. Dues will now be divided between both (c) (3) & (4). (Briefing #6)

Question: What portion of branch dues will be tax deductible?

5. b. clarifies terms of nominating committee

5. c. three or more candidates – preferential voting, how run-off would happen.

Example: voter indicates rank of preference (1, 2 or 3 choice) which would only happen for president or vice-president

- Directors at large equivalent to board of directors in a business

5. d. Positions – 'board' person must become a member of AAUW Inc.

**Alice Hooper/Liz Markson: Articles X, XI**

10. 1. New briefing to meet concern expressed by many regarding lack of concern of the local structures and allows branches to decide whether any state structure will continue. (see Briefing # 8)

This state structure may cover several states – guidelines will be offered

10. 1b. Board of directors may also propose other option

Question: Who determines and what procedure is there for dissolution of a branch (from the national level)?

**Cris Ajemian/Hollie Bagley: Article IV**

4. 3. Amended to include dues paid directly to national OR continue to pay through branch (Briefing #9)

Dues to stay at \$49.00 till 2010. Two options for payment – branches to decide

4. 1. Membership Composition (See Summary of Feedback and Briefing #4): “Any individual or institution who supports the purpose and mission of AAUW may become a member of AAUW”.

Results of changes:

More inclusive – but loss of identity and/or uniqueness, greater numbers – maybe

Become a more value promise driven organization

Questions: Is there any age limit (i.e.18 y.o.) to membership? Will there be student membership as opposed to student affiliate?

Fall Forum I - Much debate on membership composition. Straw vote to consider proposal for an amendment to Article IV, Section 1: Should amendment be filed to postpone a vote on membership until after we have passed Article XV, section 4 that addresses one member one vote?

Fall Forum II - Group discussion mixed on membership composition, but no straw vote taken on whether to pursue amendment to Article IV. Members were encouraged to share their opinions in this regard to Beryl via email.

**Sharon Lemoff/Betty Orsi: Article XV**

Annual meeting does not specify it must be a convention format

Cannot have a vote without a meeting

Minimum of 30 days notice for all matters of voting – No proxy allowed

Complicated voting following D.C. code

5 % of members shall constitute a quorum

Consequences of these changes:

Preparation must be done before meetings – on front end

Change in the way we (AAUW) have done things in the past

No motions made on the floor can be voted on at the convention because of the 30-day notice rule.

Next steps discussion:

For branches: Regarding membership, what should the question be to the members regarding the proposed membership composition (article IV)

Should we propose a vote on article X (One Member-One Vote) first at 2009 convention? Then, if it passes, a vote on membership composition can wait for the next annual meeting or convention when each member will have a vote?

Beryl will check on amendment procedures and deadlines with AAUW Parliamentarian and Bylaws Chairs.

**Beryl’s note:** There is no deadline for amendments to the proposed bylaws. Any proposed amendment must be made on the floor at Convention during the discussion of the proposed article by filing a motion to amend.

For Massachusetts members, there will be opportunity for further discussion on proposed amendments at the AAUW-MA Spring Conference in May 2009.

**Liz Markson**

Request for Spring State conference ideas  
Email to new address: [ewmarkson@gmail.com](mailto:ewmarkson@gmail.com)

Possible topics discussed:

- Teen Voices
- \*International Women
- \*Diversity & Diversity Education
- \*News on the Census (2006)
- Economist presentation

\*these topics related as Breaking Through Barriers

Branch surveys:

What would make you want to come to AAUW-MA meeting?

What would you like to see presented there?

What do you not like about state meetings?

Why don’t you attend state meetings?

**Feedback from attendees of On The Move: Fall Forum I**

What Worked	Changes
Timetable	Better Topic
Location	Topic wasn’t clear enough
Great leadership	More clarification of expectations
Food great	Clarify meeting goals beforehand
Price good	
Input was welcome	

*Respectfully submitted by Sandra Sousa, AAUW-MA Secretary*

## AAUW-MA Spring Convention

May 8—9, 2009



Liz Markson

### Save the date!

AAUW's spring statewide conference will be held on May 8 and 9, 2009 at the Courtyard Marriott in Marlboro, MA.

Marlboro is easily accessible from all major highways, and the Courtyard is a delightful hotel where we can all enjoy an exciting program. More program details will be forthcoming, but be sure to mark your calendars now!

Liz

## Voting Procedures at St. Louis Convention

AAUW-MA had requested a clarification of the delegate voting process at the 2009 National Convention. Parliamentarian Coco Siewert replied that voting procedures are addressed in **Article XVI Association Convention** of the AAUW Bylaws found on the AAUW website. Sign into the Member Center and you will see a link to the Bylaws on the left-hand side under Related Links of Interest.

<http://www.aauw.org/About/bylaws/loader.cfm?url=/commonspot/security/getfile.cfm&PageID=17069>

Branches are allowed a representational vote--but, only if you have at least one branch delegate present at Convention. Each branch shall be entitled to be represented by delegates in proportion to the number of members as of February 1 of the convention year: for 25 or fewer paid members, one delegate. For each additional 25 paid members or major fraction thereof, one additional delegate.

The state is allocated a maximum 17 votes in addition to the branch votes. Delegates shall be certified by the state president. If the state delegation is incomplete prior to convention, other branch members from the state may be certified by the state president as state delegates if the member's branch delegation is filled. During Convention, the state president (or state delegation chair) may only cast the unfilled (or extra) voting cards in the elections, and during on floor votes.

Although this is a very difficult economic environment, please encourage members who are able to attend the June 26 - 28 Convention in St. Louis to do so. It is an exciting AAUW experience during which members' voices can be heard!

**Registration has opened, and the convention schedule and details are on the website.**

## Membership Matters

Betty Orsi, Membership VP



Betty Orsi

I would like to briefly bring two membership programs to your attention: first will be **Shape the Future Membership Campaign** and second will be the **Membership Pilot Program (MPP)**.

AAUW's **Shape the Future Membership Campaign** offers not only a 50% discount on national dues to those new members who join at an AAUW event but allows the branch to earn credits for free memberships. Shape the Future discounts can be combined with half-price dues which are in effect now until March 15 for a fantastic membership bargain. Sources for potential members should also now include potential members who hold an associate or equivalent degree.

Details and special forms for this Shape the Future Membership Campaign can be found on the national AAUW website. Starting in 2010 AAUW is offering a voluntary pilot program for the membership to pay their dues on line. The **Membership Pilot Program (MPP)** offers electronic options to simplify and provide convenience, efficiency, and cost savings to our dues payment and processing. If members of participating branches pay all their dues (branch, state, and national) ONLINE, then, immediately, they and their designated branch finance officers will receive electronic payment confirmation and will be able to see their dues payment and current membership status in their individual member profile.

Your AAUW-MA state board has already opted in for MPP so MA branch leaders should contact Hollie B. , Ginny G., and/or Betty O. if their individual branch is interested in participating in the pilot program. Branches and/or members may also continue paying and collecting dues in their usual way. In early 2009, each member will be sent detailed information on this new MPP dues paying program. More information on the MPP program is currently available on your membership AAUW national website. If you prefer, you can send your questions and comments directly to [connect@aauw.org](mailto:connect@aauw.org).

## AAUW-MA Needs You!

We are now accepting nominations for the following positions:

**President-Elect**  
**Program Vice President**  
**Treasurer**  
**Nominations Committee**

Email Beryl at [berylDomingo@hotmail.com](mailto:berylDomingo@hotmail.com)

## Educational Foundation

Ruth Ladd, EF VP



Ruth Ladd

### EF FUNDRAISING SUCCESS STORIES

I thought I'd see what some of our branches have done to raise money in support of AAUW's Educational Foundation. Here are a few ideas that may be of interest to your branch.

Cape Cod Branch – Alice Bowen, EF Chair

The Cape Cod Branch used the ten question quiz provided by the AAUW EF in their materials commemorating the 50th Anniversary of the Eleanor Roosevelt Fund as a fundraiser at our September Meeting and found it was quite successful. Anyone who wanted to participate could take the quiz and make a donation towards the goal of \$50 which enabled each contributor to have their name inscribed in the branch's anniversary scrapbook. It was so successful, thanks to the generosity of our members, that we were able to send in a contribution of \$125. One member, Peg Belden, won a \$25 gift certificate to Barnes & Noble Bookstore for getting the most answers right. The gift certificate was donated by another member of the branch, Judith Needham. Eleanor would be proud of the team effort and the very successful, yet enjoyable, fundraising!

Taunton Area Branch – Cris Ajemian, EF Chair

The Taunton Area Branch had two fundraisers in 2008. One was a yard sale in the driveway of the home of one of our members (beautiful gardens, early colonial house, really attractive). We made about \$400.00 then.

The other fundraiser we do every November. It's a service and goods silent auction. Members donate items or services (jewelry making, knitted goods, computer lessons, desserts for three months or at holiday time, holiday wreaths, dinner for four, etc.). We made over a \$1,000 there.

Of course, except for the yard sale, we are drawing from our members, and even at the yard sale, members bought each others' cast-offs!

Bedford-Lexington Area Branch – Nancy Moore, EF Chair

I put reminders, updates, and information about the important of the Educational Foundation to women in graduate studies in our monthly branch newsletter September through December. We wrap up the year with a December potluck dinner with an EF Fellow as a speaker. There is a raffle of donated items at the dinner (1 ticket for \$2, 3 for \$5, 7 for \$10 and people can win more than once) with all the proceeds going to EF. The raffle usually brings in well over \$100 since there is no expense. I also make phone calls to those not yet donors.

The upshot is that we don't really have a fund-raiser, just lots of reminders about how important EF is with the extra emphasis provided by the Fellow who is invariably interesting and inspiring.

## Legal Advocacy Fund

Sharon Lemoff, LAF VP



Sharon Lemoff

The AAUW Legal Advocacy Fund (LAF) works to combat sex discrimination in higher education and the workplace.

LAF works to combat sex discrimination through community and campus outreach programs, a resource library and online advocacy tools, and various research reports. In collaboration with the Public Policy and Government Relations department, LAF seeks amicus curiae opportunities in cases of discrimination that disadvantage women in the workplace. LAF also provides support to

workplace sex discrimination cases that have the potential to make a difference for all women.

The AAUW Legal Advocacy Fund was conceived and implemented to aggregate member contributions to invest in activities that prevent and combat sex discrimination and promote gender equity through support of litigation and educational programs

Beginning January 1, 2009, LAF case support will expand to address discrimination cases that protect women in all workplaces, as well as those that arise in the academic context. Specifically, LAF will seek to support plaintiffs with significant cases that have the potential to set precedent and protect others against discrimination in the future.

Concept:

The establishment and implementation of LAF reflects AAUW's philosophical commitment to advancing gender equity as described in the AAUW 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.**

Member support is vital! 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 a 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 litigation that will truly help us galvanize our commitment to gender equity and fulfill our promise **to break through educational and economic barriers so that all women have a fair chance.**

## Member Survey on Membership Composition

Please take a moment to read the current and proposed membership composition and select one of the two Questions below that closely represents your belief regarding this issue. Send your response and any comments to me via email at [beryl Domingo@hotmail.com](mailto:beryl Domingo@hotmail.com) by January 31, 2009. The AAUW-MA Board will go along with the majority opinion and act accordingly in terms of further action.

\*\*\*\*\*

Currently membership in AAUW is open to a graduate holding an associate or equivalent or a bachelor's or higher degree from a regionally accredited institution. **Article IV, Section 1** of the proposed bylaws defines membership composition as: "Any individual or institution who supports the purpose and mission of AAUW may become a member of AAUW. The provisions set forth in this section are the sole requirements for admissibility to membership."

### Question 1 - Do you support the (draft) Article IV, Section 1?

Rationale for yes on Q-2:

Membership: If a person supports education and equity for women and girls, she or he should be allowed to join us. People participate in an organization when they are committed to its mission and cause. We shouldn't deny membership to those who seek us out because they wish to work for women's education and equity, but they lack a required degree. Membership in AAUW may even motivate them to obtain a degree or inspire members to mentor them in obtaining a degree. Additionally, too often leaders are put in the position of having to defend inequitable membership criteria for an organization committed to equity.

### Question 2 - Do you support an amendment to the (draft) Article IV, Section 1?

(The actual language to amend will be developed at a later date, but will essentially be a motion to retain the current membership composition).

Rationale for Q-2

There are many reasons to support an amendment. One reason is because you believe the current membership composition is appropriate for AAUW and should not be changed.

Another rationale is to first vote on and pass the "one member one vote" which will then allow all members, not just delegates, to vote on any future changes in the bylaws including membership composition changes. Since opening the membership to all who support the mission has a contentious history in AAUW and given that there are valid arguments on both sides of the issue, and since we are so close to the one member/one vote provision, it would be wise to postpone the vote to open the membership until the one member/one vote takes effect. Each member would have a role in the shaping of the future of AAUW.

## Branch Happenings

### Boston Branch

Monday, January 26, 2009

6:15 p.m.

Legal Seafoods, Copley Place

Discussion of Cokie Roberts, *Ladies of Liberty: The Women who Shaped our Nation*. Participants are responsible for their meal costs. Please email Helen Schwickrath, [schwicky@hotmail.com](mailto:schwicky@hotmail.com), if you plan on attending so the appropriate sized table may be reserved.

Helen L. Schwickrath  
Steering Committee Chair

Editor's note

Helen wrote on December 19:

*We leave tomorrow for 3 weeks -- visiting Till's brother and his family in Switzerland for Christmas (one week there), then onto Florence and Rome, returning 9 January. For New Year's Eve, in Rome, we'll be joined by Arline Broberg. Much to do between now and departure time!*

### Cape Cod Branch

Because our regular branch meeting date fell so close to Thanksgiving this year, we did not have a November meeting. We wanted to have our Sept. meeting involve the election, but as we felt our members already knew more than they wanted about the general election, we decided to concentrate on our county and state elections. One of our members, Elaine Bono, legislative chair of the local LWV, planned the program, and it was amazing how much we learned – an excellent program.

We always try to be involved with our only college on Cape Cod, Cape Cod Community College, and in October our guest was an assistant dean who had surveyed other female faculty members to find out what leadership qualities they had and which they found important.

Last year our branch had a very successful "book of the year" discussion, and our board decided to do this again. We chose "Three Cups of Tea" because of its themes of education and especially the setting in Pakistan which is so apropos at this time. We are having the discussion an hour before our regular March meeting. We are very pleased to have Marilyn Dunn as our speaker at this meeting. She is the Director of the Schlesinger Library at Harvard which houses their Women's History Collection.

We had a very successful "Lunch with the Board" at which we invited new and prospective members to join us for lunch after our November board meeting. The board members all brought food and drink, we had six guests, and due to the scintillating company, the two who were not members joined on the spot!

Continued page 11, column 1

Finally, we had a lovely holiday luncheon at Arturo's Ristorante in Hyannis at which our honored guest was Beryl Domingo! Everyone loved her, and I know she was absolutely talked out by the end of the affair, but we think she also had a good time.

*Greta Tomic  
President*

## Hingham Area Branch

Hingham Area branch members believe in the power of education to change women's lives. We recognize that women's education not only means attaining higher degrees. It also means becoming financially literate, daring to take risks to grow and learn throughout our lives, and helping others, both around us and far away from us, to reach their potential. Our programs are planned to reflect our beliefs.

**September:** Our branch started the year with our annual potluck dinner. We use this time to talk about our programs for the coming year. AAUW-MA President Beryl Domingo was our guest of honor. We also enjoyed a "pound" auction to benefit EF.

**October:** Pam Pollock, Regional Resource Consultant for 18 associations that make up the YWCAs New England Region and Coordinator of the 10 YWCAs in Massachusetts, was our speaker. The topic was "Negotiating Your Worth."

In October we host a new and prospective members tea. Guests learn more about AAUW in a social setting while sampling delicious refreshments.

**November:** Michele Norman, Director of Strategic Planning and Collaboration for the Executive Office of Education spoke to us about Governor Patrick's "Readiness Project," a ten year plan to revamp public education in Massachusetts. In addition to informing us about the educational changes that are in the making to improve the quality of education for our children, Michele was most interested in our input.

**December:** The group had a Holiday Brunch at a local restaurant.

**January:** We have our annual book discussion and casual supper. This year we read *The Glass Castle* by Jeanette Walls. There will be a discussion after the supper led by one of our members. A book sale to benefit our Pam Lincoln Recognition Award, our local scholarship, will be included in our evening.

**February:** Our meeting should help women to feel more empowered. We are having Laura Sheridan of RA RA with Laura. Laura's passion is to help women to follow their passion.

**March:** The meeting, "Greening Your Home and Environment," will feature two local environmentalists to raise our green awareness. Each panelist is involved in a local green project.

**April:** We are lucky to have one of our own members leading our meeting, "Empowering Women through Life Crisis." This interactive session will aid women experiencing difficult situations by drawing on their past successes

**May:** At our annual dinner we reflect on the year's programs and talk about what we want for the next year. We thank out-going board members and welcome new leaders. A great social time is had by all.

The Hingham Area Branch has several interest groups: Girls Game Night, Writers Group, Adventures in Dining, DeClutterbugs and Book Group. We believe interest groups are vital to our branch and serve to connect members to one another.

Our membership continues to grow. We work hard to promote our branch and to encourage new members.

*Jane Moore  
Co-VP Programming*

## Melrose-Wakefield Branch

After a delightful welcome back dinner, during which we were serenaded by the Melrose High School String Quartet at Massimo's Ristorante in Malden MA on Oct 8<sup>th</sup>, the branch resumed its fall program schedule with the November 12<sup>th</sup> meeting.

Ana Racoveanu, Principal Research Scientist at Physical Sciences, Inc., Andover MA, shared with us her journey from communist Romania to a new life of freedom in the United States. Arriving in Reno, NV in 1991 with her husband and teen aged daughter, Ana had much to say about the communist political system, the fall of the Iron Curtain countries and, in particular, womens' places in both the communist and capitalist systems.

The branch also participated, as it has from the first year of this event, in the 13<sup>th</sup> annual citywide Walk and Candlelight Vigil for Melrose Alliance Against Violence on Oct. 19<sup>th</sup>. December's meeting on the 10th brought us both a bagpiper, Julie Hahnke, presenting "The Call of the Pipes" and our annual fund raising bake and craft sale to benefit our scholarship fund. Julie came dressed in full piper regalia and did, after providing earplugs upon request, play the bagpipes as she expertly explained how the instrument is tuned and played, including historical and musical information.

Our January 14<sup>th</sup> meeting allowed us to celebrate women's history month early when a southern slave owner's daughters Angelina and Sarah Grimke, expertly acted by Susan Leone and Lani Peterson, visited us for the powerful story of these two sisters who found the courage to act upon their convictions and educate Northerners by publicly speaking about the horrors of slavery in 1837-38 America. All our branch meetings, unless otherwise stated, start at 7 pm and are held in the library of the First United Methodist Church, 645 Main St., Melrose MA 02176. Our membership contact is Kendra Nedjar who may be reached by email: kmn43@comcast.net

On February 1<sup>st</sup> we will celebrate the Superbowl with a brunch held at a member's home and arrange to be home

*Continued page 12, column 1*

before the game begins!

The February 11<sup>th</sup> meeting welcomes Bharti Thakkar, an Ayurvedic Consultant, as our speaker. Ayurveda is an ancient Indian healing medicine and sister science of yoga. Bharti's talk will concentrate on Ayurvedic principles and the role of achieving optimum health.

In March we will offer three nights of pot luck dinners hosted by three different members. Sign-ups will be distributed at the March 11<sup>th</sup> meeting. A movie night is planned, to be held at the Clubhouse at Oak Grove Village on Main St. opposite Pine Banks park on the Malden/Melrose line. We will be viewing "Iron Jawed Angels", starring Hillary Swank. This movie portrays the struggles of two suffragettes who dare to make a stand for women's rights.

Donor Awareness month is April and we are scheduled to hear Alan Woodworth, presenter and hospital relations coordinator speak on behalf of the New England Organ Bank.

Our final spring meeting is May 13<sup>th</sup>. We will be holding a goods and services auction to benefit various AAUW funds and foundations. All are most welcome to this semi-annual fund raiser. In addition, a bus trip to the Boston Pops is planned for May.

*Alison Burke  
Co-VP Programming*

## Worcester Branch

### Sister to Sister Summit

Worcester's third Sister to Sister Summit was held on Sat., Oct. 4<sup>th</sup>, 2008, at the Assumption College's Hagen Campus Center from 8:30am-3:00pm. The project was a community collaborative of both the YMCA & YWCA of Central MA, Girls Inc, Boys & Girls Clubs, Girl Scouts of Central and Western MA, YouthNet, and the AAUW Worcester Branch. The Women's Initiative of the United Way who sponsored the program covered all expenses. Despite the low registration, the program was still successful in accomplishing the goals of the summit of bringing girls aged 11-15 together to learn and discuss issues which they deemed important to them. Hopefully we'll be able to get more to attend next year.

Since our community collaboration worked well, we decided to continue on some more joint programs throughout the coming year. Our next joint effort is to hold a Girl's and Women's Sports Day on Sat., Feb 7<sup>th</sup> at the YWCA. We're also looking to hold a program in April to tie in with Take Our Daughters to Work Day and to promote economic literacy.

*Betty Orsi  
President*

## Collaborative Partners

### Do You Know an Unsung Hero?

On May 13<sup>th</sup>, 2009 the Massachusetts Commission on the Status of Women (MCSW) will host its Sixth Annual Unsung Heroine Celebration at the Massachusetts State House. This event will honor 100 Unsung Heroines who are women who quietly, without fanfare or recognition, make their communities and the Commonwealth better places. *Our Unsung Heroines don't make the news, but they truly make a difference!*

The Commission needs your help to find these 100 remarkable women. Please download, fill out and submit the 2009 Unsung Heroines of Massachusetts nomination form found at [www.mass.gov/women](http://www.mass.gov/women) and tell them about the woman in your community who is quietly making a difference. **Deadline for nomination submissions is February 27th.** The 100 Unsung Heroines of 2009 will be announced to the public at the end of March.

## Congratulations

### KIRA DUNN NAMED NEW EXECUTIVE DIRECTOR OF MASSACHUSETTS COMMISSION ON STATUS OF WOMEN



Kira Dunn

The Massachusetts Commission on the Status of Women (MCSW) has announced that Kira Dunn will be its new Executive Director effective December 1. MCSW Chairwoman Greer Swiston stated, "Kira Dunn is a life long activist with broad policy and program experience on the federal, state and local levels. She brings to the Commission the demonstrated

administrative ability and organizational skills we were looking for to move the Commission forward in a positive direction. All Commissioners are looking forward to working with her."

Ms. Dunn previously worked under the Executive Office of Public Safety and Security. She served as the Director of Reentry and then as Director of Policy & Planning for the Massachusetts Parole Board. In that capacity, she worked to introduce transitional housing and human service programs designed to interrupt cycles of poverty including a program for women transitioning from prison back to the community.

Ms. Dunn has demonstrated success in increasing efficiencies in the public sector by designing systems to maximize resources and to engage stakeholders and policymakers. She was honored with a Congressional Certificate of Excellence for innovation and design. She

has published several articles on increasing efficiencies in the delivery of government services. Ms. Dunn also brings experience with grant funding and management. She has developed and implemented multi-layered fundraising campaigns and initiatives and has written award-winning grants.

In addition to previous liaison work with federal and state legislators, community based networks and business groups, Ms. Dunn has also worked to assist municipal government operations. She was recruited to oversee budget operations and managed finances for the City of Somerville as the Director of Youth Department. She designed and developed a technical assistance program for municipal departments. She was awarded the City of Boston's Innovations Award and HUD's Best Practice Award. Ms. Dunn holds a Masters of Public Administration and is a graduate of Radcliffe College's Non Profit Leadership Program.

"It's an honor to have been selected," Dunn said. "The Commissioners have an ambitious agenda planned for the coming year and I am excited to be working with them to implement it."

The MCSW is an independent state agency and its 19 commissioners are appointed by the Governor, Senate President, Speaker of the House and Caucus of Women legislators. The MCSW conducts public hearings across the state to assess the issues of most importance to women in the Commonwealth and also holds the annual Unsung Heroines of Massachusetts Awards at the State House each Spring. In 2009, its 10<sup>th</sup> year of service, the MCSW has a particular interest in teen pregnancy prevention, domestic violence prevention and pay equity for women. For more information about the MCSW full agenda of programs, services and activities, visit [www.mass.gov/women](http://www.mass.gov/women).

Teen Voices continued

from one another.

\* **Integrity and Accountability**

We believe in upholding the highest ethical standards in our decision-making processes and in our work with each other and the broader community. We are personally responsible to our colleagues, supporters, and constituencies. Our values are the core of our organization.

\* **Excellence and Impact**

We hold the highest expectations for quality of work as board, staff, volunteers, and teen participants. These high expectations are the foundation of our social justice programming and underscore our impact in Boston and beyond. We define progress through evaluation processes that measure the quality and success of our work.

\* **Choice**

We believe in giving women and girls the opportunities, support, skills, and resources necessary to make informed choices for their self-development and collective change.



**About Teen Voices**

*Teen Voices is an intensive journalism mentoring and leadership development program for*

*teen girls in Boston that creates an internationally distributed print and online alternative magazine reaching 60,000 readers worldwide and receiving 7.2 million hits from 98 countries. [www.teenvoices.com](http://www.teenvoices.com)*

**The Board of Directors voted to adopt the new mission, vision, and values on November 17, 2008.**

**Mission**

Teen Voices supports and educates teen girls to amplify their voices and create social change through media.

**Vision**

Teen Voices envisions a world of equality and opportunity for all girls, in which we are a premier center for positive teen girl-produced media. With the support of an intergenerational network, we provide an environment for girls to become competent, confident, and courageous leaders for change.

**Values**

\* **Social and Economic Justice**

We believe in educating and engaging teen girls to recognize injustice in the world and make changes for themselves and the larger community.

\* **Diversity**

We respect, celebrate, and learn from each of our differences and commonalities, including those based on age, race, ethnicity, ability, sexual orientation and identity, religion, and class.

\* **Gender Equality**

We believe in gender equality in society, and therefore commit to engaging the community in taking action to change inequalities facing women and girls. Teen Voices supports teen girls by providing positive, powerful, and empowering media that are the alternatives to mainstream media that often exploit women and girls.

\* **Empowerment**

We believe that each person has the experiences, ability, knowledge and skills to contribute actively, vocalize difference, and in coalition with others, advocate on behalf of social change.

\* **Collaboration**

We believe in the power of strategic collaboration to build on our strengths and the strengths of others to deepen and expand our work with teen girls. Teen Voices chooses to collaborate with individuals and organizations whose mission and work processes align with our own mission and values.

\* **Leadership**

We support an intergenerational leadership model where each person's diverse skill sets are valued and seen as integral to the success of the organization as a whole, regardless of age or position. We believe that this model enables each person to participate in a leadership capacity, serving to teach and learn

*Continued page 13, column 1*

## **AAUW's Legal Advocacy Fund Plaintiff's Case Settled**

### *Physicist and AAUW Member Says Case Support Made the Difference*

WASHINGTON—January 12, 2009 - A plaintiff supported by the AAUW Legal Advocacy Fund, a program of the AAUW Educational Foundation, has settled her sex discrimination lawsuit against Stony Brook University to the mutual satisfaction of all parties.

Sherry Towers, a postdoctoral research scientist employed by the Stony Brook University's physics department until 2005, lost her job after complaining about discriminatory behavior she says was displayed by her immediate supervisor. According to her complaint, Towers' supervisor became hostile toward her when she told him she was pregnant and needed to work fewer hours following the birth of her second child. She alleges that she was effectively fired in retaliation for complaining to the department head.

In December 2004, Towers sued under Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination on the basis of race, color, sex, national origin, and religion. She also said her rights were violated under the Family and Medical Leave Act. AAUW began supporting her case in 2007.

"This case illustrates a sad truth in America - employers often penalize mothers," said AAUW Executive Director Linda D. Hallman, CAE. "Here is a brilliant woman that, despite her many accomplishments, was eventually forced to abandon her chosen career path simply because she wanted another child."

Towers has an outstanding record of research and academic awards. In 2004, while performing research with the Dzero Experiment, a multi-institutional collaboration of 700 physicists, she discovered evidence of a new particle. She is now in the process of getting her license to teach high school physics and math in Indiana.

In April, Towers, a member of AAUW, addressed the AAUW state convention in Florida. "I believe the support from AAUW was a critical aid in bringing my case to a resolution that was satisfactory to all parties. And I am so grateful for the emotional support of the many AAUW members who took a personal interest in my case," Towers said.

View the full case summary of *Towers v. Stony Brook* at <http://www.aauw.org/advocacy/laf/cases/towersvSUNY.cfm>

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

**AAUW Educational Foundation** provides funds to advance education, research and self-development for women and to foster equity and positive societal change.

**AAUW Legal Advocacy Fund** provides funding and a support system for women seeking judicial redress for sex discrimination.

**AAUW** is open to graduates holding an associate or equivalent, or a baccalaureate or higher degree from a regionally accredited college or university.

**AAUW** values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

**Vision:** 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.

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

**Website:** [www.aauw.org](http://www.aauw.org), **state:** [www.aauw-ma.org](http://www.aauw-ma.org)

### **The BayStater**

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