



**BEDFORD-LEXINGTON AREA BRANCH
DECEMBER 2010**

Breaking Through Barriers for Women and Girls

HOLIDAY EDUCATIONAL FOUNDATION DINNER

**WEDNESDAY, DECEMBER 8 AT 6:30 PM
BEDFORD TOWN CENTER**

Our Holiday Educational Foundation Dinner will be held on Wednesday, December 8, 2010 at 6:30 in the Shawsheen Room at the Bedford Town Center. This is the same place we met in May.

NOTE: This is a **change to the second Wednesday** in December to avoid a conflict with Hanukkah.

This is a potluck dinner and we need members to bring an appetizer, main dish, salad or dessert. Alternatively, you may pay \$15. Guests are \$10. If you have not already signed up, please call Janet Khattab (617-460-2748) or email Sue Giurleo (seg439@aol.com) to let us know what you are bringing or paying. We will also need people to help set up at 5:30.

In addition to the dinner, there will be a raffle to benefit the Educational Foundation as well as the collection of checks to benefit the Foundation.

Our speaker this year will be Ronit Ridberg, the recipient of a Career Development grant from AAUW. She is with the Institute for Agriculture, Food and the Environment at Tufts University.

This is always an enjoyable evening to socialize with members and guests and to hear from EF fellows.

DEADLINE TO SIGN UP: December 1

Directions to the Bedford Town Center:

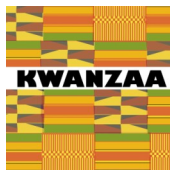
Routes 4 & 225 to Great Road in Bedford Center. Turn onto Mudge Way as you would to go to the library. Take first left (just after the Police Station) onto School Way. Pass Bedford Town Hall (brick building) on the right. The road bends right; stay right and go down the driveway to the Town Center (yellow building). Go in the door near the parking lot. Walk up the corridor on the left and the Shawsheen room will be on your right.

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CO-PRESIDENTS' MESSAGE

Sue Giurleo and Dot Hart Rand

November Meeting

November's speaker, Dr. Bryan Hamlin was very entertaining at the same time he was providing a learning experience for everyone. He informed us about the plants growing in the Middlesex Fells using wonderful photographs he had taken while participating in the first botanical survey in many decades. The Hamlins are friends of Catherine Boyd and we thank her as well for arranging this outstanding evening.

Mission Not impossible. At the training on October 23rd, Lisa Maatz asked for our help getting the Paycheck Fairness Act passed. Without our persistent calls, her lobbying would be unsuccessful. At the November meeting Lois Pulliam gave all of us a sheet of suggestions to use when we call Senator Brown's office and I hope you have been doing your part.

Education, Employment and Empowerment: *the Global Prospects for Women*

Seven members of our branch attended the conference at Babson on November 6th. I thought I would start by quoting some of the emails sent that evening to all AAUW attendees:

- "I really enjoyed being there listening to the stories of the most successful women that I have ever met and getting inspired by them."
- "In my conversations the attendees had little or no former knowledge of AAUW. So in that way, it was huge exposure for

our organization and what it does. Since that was a goal, I think you get an A plus on that score."

The conference opened with greetings from Janelle Schubert, Director of the Center for Women's Leadership at Babson College, urging us to Connect, Collaborate, Act! Liz Fragola, President of AAUW-MA, and Gloria Blackwell, Director of Fellowships, Grants and International Programs, informed the attendees about AAUW. Keynote speaker, Edith Hunt, Global Head of Talent Management Goldman Sachs, told stories about young women identified as talented who illustrated her motto "Advance it, Support it, Believe It."

We could only attend 2 breakout sessions which limited the number of successful women each of us could hear. Not for Profits and Advocacy Organizations. Success Stories from Around the World was my morning session. Marion Kilson used her time to show us a video of the work being accomplished by the Virginia Guildersleeve International Fund to groups of women all over the world. As a member of VGIF it was more interesting to see the stories and hear the descriptions than to read short pieces about the newest grants in the newsletter. The other participants were Debra Cooper, with solid credentials from CARE USA. Krisanne Campos spoke about her work with Empower Peace Women2Women. A recent graduate, I was impressed at how much she has accomplished.

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In the afternoon I switched to When Corporations Lead the Way. I heard from highly successful women from IBM, Eastern Wealth Management, and Edwards Angell Palmer & Dodge. All of them were in the business of empowering women. One thing was made clear to me: If you are seeking funds from corporations, you had better have an excellent business plan.

We had lunch from noon to 2:30 so we could meet and network with lots of women. I deliberately choose a table where I didn't know anyone. As it turned out I met several students, an em-

powered businesswomen from Pittsfield, one other AAUW member, recent graduates looking for employment and one of the day's speakers.

My final impression includes the amazing diversity of the women present or being served by the speaker's organization. They were from many countries, with cultural, ethnic and economic differences. I heard from 10 out of the 25 women whose profiles were listed. It would be totally impractical, but judging by their profiles, I wanted to hear them all.

—Dot Hart Rand

THANKS FOR SUPPORTING THE LEGAL ADVOCACY FUND

Midge Nealon Seibert, LAF Chair

Thanks to 17 members who attended the November 3rd branch meeting, the Bedford-Lexington Area Branch raised \$515 for the AAUW Legal Advocacy Fund (LAF) at our "fundraiser at a branch meeting." These funds will support LAF in continuing its critical work to combat campus and workplace sex discrimination.

The members who contributed in November are Sue Giurleo, Dot Hart Rand, Lois Pulliam, Harriet Hathaway, Ruth Ladd, Mary Brzezinski, Dorothy Smith, Joann McLaughlin, Shirley Donnelly, Irene Shea, Robin DeMott, Marjorie Flowers, Marion Kilson, Merion Ritter and Midge Nealon Seibert. Two anonymous branch members contributed cash. Ruth Ladd and Marion Kilson tied in giving the largest gift at the meeting and received a "mystery" gift of a 2011-2012 pocket calendar and a pocket sized photo album. This year's amount is an increase of \$130 over the amount raised at the November 2009 event.

If you wish to help and haven't contributed yet this year, it is not too late. Send your check made out to AAUW Funds with Legal Advocacy Fund #3999 on the memo line to me, Midge Nealon Seibert, at the address in the directory by December 20th. Thanks to all who supported the Legal Advocacy Fund this year!



TITLE IX COMPLAINTS FILED AGAINST 12 SCHOOL DISTRICTS

Complaints were filed against 12 school districts for failing to provide equal opportunities for female athletes. Schools have three ways to satisfy the statute: providing athletic opportunities that are proportionate to student enrollment; demonstrating continual expansion of athletic opportunities for girls; or full accommodation of the interested girls. According to the complaints, significant gaps exist between the 2004 and 2007 of the schools' data on the number of girls participating in athletics.

AAUW is strongly committed to preserving the protections of Title IX and continues efforts to educate the public about the impact of this landmark civil rights law. If you would like to know more about what you can do in your community, check out AAUW's Know the Score! resource page on the website.

BOOK GROUP

Book group will be meeting on Wednesday, December 15 at 1pm at the home of Laura London in Lexington, 781-861-6088. This is our potpourri meeting, when we share something that we have read. It will be also our third annual Yankee Book Swap.



(DISAPPOINTING) NEWS FLASH!

AAUW Condemns Procedural Defeat of the Paycheck Fairness Act

Senate Misses Opportunity to Take a Bite Out of the Pay Gap

WASHINGTON -- The American Association of University Women (AAUW) sharply criticized today's [11/17/10] procedural defeat of the Paycheck Fairness Act by a 58-41 vote in the U.S. Senate. The Senate's rejection of the bill comes despite widespread support of the legislation from the White House and ordinary Americans committed to basic fairness and equality.

"This was a missed opportunity to make history and jump start real economic change for American women and their families," said AAUW Executive Director Linda D. Hallman, CAE. "While the Senate's action is difficult to comprehend given the stark reality that most families depend on the paychecks of women, our effort to close the pay gap is far from over."

On average, women still make only 77 cents for every dollar men earn. By some estimates women could lose between \$500,000 and \$1 million over a 40-year career. In higher-paying fields, such as law, the wage gap can result in even greater lifetime losses. AAUW's report *Behind the Pay Gap* controlled for factors known to affect earnings such as education and training, parenthood, and hours worked and found that college-educated women still earn less than men --- despite the same major and occupation as their male counterparts.

"What's especially frustrating is that this critical bill became a victim of arcane Senate rules," said Lisa Maatz, AAUW director of public policy and government relations. "This de facto filibuster of fair pay by Senate Republicans ensured that we never got to a debate on the bill's merits. Strategically, I can't blame them --- they can't win a fair fight against pay equity."

The Paycheck Fairness Act (S. 182/S. 3772) would have updated the landmark Equal Pay Act of 1963 by closing loopholes, strengthening incentives to prevent pay discrimination, and prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages.

"If we had just a few more senators voting with the courage of their convictions, we'd be debating this bill rather than writing its epitaph for the 111th Congress," Maatz continued. "While we are deeply troubled by the vote, we know that we'll eventually win this fight. AAUW stands on a rich, century-old tradition of advocacy. Our members are not easily deterred and are deeply proud of our history of accomplishments. AAUW has played a leading role in some of the nation's most important public policy successes in the areas of family friendly workplaces, education, and pay equity."

AAUW is widely credited with keeping pay equity on the nation's radar. Behind the Pay Gap redefined the debate on pay equity and reenergized the drive to pass needed pay equity legislation. This leadership helped to set the stage for the adoption of the Lilly Ledbetter Fair Pay Act in January 2009, the first bill signed into law by President Barack Obama.

Bedford-Lexington Area Branch
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AAUW's 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.

JANUARY NEWSLETTER DEADLINE: December 15, 2010

SAVE THE DATE:

April 2, 2011

**AAUW-MA Spring Convention and
Annual Meeting**

