



**BEDFORD-LEXINGTON AREA BRANCH
SUMMER 2011**

Breaking Through Barriers for Women and Girls

SUMMER BOARD MEETING

AUGUST 17, 7:00 PM @ JOAN ZINDERMAN'S HOME



Our new co-presidents: Joan Zinderman and Alice Wadden

EDITOR'S NOTE:

This issue will only be sent out by e-mail. If you know someone who doesn't have e-mail, please share a copy with her (or him!).

If you were unable to attend our 50th Anniversary Celebration, you missed a wonderful evening. There were a bunch of guests—a bunch past presidents and members as well as friends and a couple husbands.

Thanks to Catherine Boyd, we have a nice photo record of the events. I've included as many as possible throughout this issue. Enjoy! (PP=Past President)



PP Marion Kilson, PP Florence Baturin, Liz Fragola (AAUW-MA President), Sema Faigen, and PP Liz Markson



Charter members: Alice Hilker, Lois Pulliam, and Merion Ritter

Inside this issue:

Editor's Note and party photos	1
Co-Presidents' Message	2
Requests	2
Give a Grad a Gift	2
News of Note and party photos	3
Quiz on Women and party photos	4
The Looming Male Backlash	
and party photos	5-6
September Newsletter Deadline	7
Quiz Answers	7
Party Photos	7

CO-PRESIDENTS' MESSAGE

Alice Wadden and Joan Zinderman

Greetings from your new AAUW Co-Presidents!

We held our first board meeting and the exciting news is that we encountered great enthusiasm and many new ideas. The board members are making plans for the upcoming year and we encourage everyone to participate! We welcome all with new or creative suggestions. Please contact either one of us---we are here for you. The biggest endeavors will be to enlarge our membership and to take a more active role in making change happen for girls/women in our area. The Program Committee has already started and is working with the Policy Committee on the issue of Human Trafficking, a special AAUW-MA focus this fall. Attorney General Martha Coakley is advocating for the Human Trafficking Bill which has already passed the House. How can our branch connect with others to promote change? Let's think about it and then do something about it this year!

We hope that you all have a happy and healthy summer!

Alice and Joan

P.S. Many thanks to Sue Guirleo's daughter who offered AAUW free group tickets {via e-mail} to The Boston Conservatory for the performance of "Factory Girls." This past weekend some of us did attend and were delighted! The talent and delivery of this important musical theater piece echoed much of AAUW's message and mission. It's too bad that we didn't know more about it sooner so more of us could have attended!

REQUEST FROM PR CHAIR

If anyone knows of town websites where organizations can post information on meetings, or other activities, please send them to Dolores Murphy at dolomurphy8@comcast.net.

GIVE A GRAD A GIFT

Did you know that, or have you forgotten, that we can give new college grads (including those with associates degrees) a free year of membership to AAUW? It doesn't cover state and local dues but does cover the big-ticket part of the dues: Association dues. Go to www.AAUW.org and check it out! It's a great benefit and costs us nothing except a few minutes.

REQUEST FROM OUR CO-PRESIDENTS

Would anyone be interested in serving as the branch's "Good Cheer Champion"? This involves sending cards to those who are sick, injured, or have lost someone. It's the perfect way to contribute to the branch with no meeting requirements and a minimal time commitment. Contact Alice or Joan if you are interested.

NEWS OF NOTE

Goodyear Ordered To Pay Damages in Sex Discrimination Suit

In April, a Cumberland County (NC) jury unanimously [ordered](#) Goodyear Tire and Rubber Co. to [pay](#) \$450,000 in compensatory damages to Lashanda Shaw, a former employee who sued the company for wrongful termination. Shaw was fired after filing a complaint with the Equal Employment Opportunity Commission against her supervisor for frequent harassment.

AAUW Equal Pay Day Article Published by *The Hill*

In April, [an article](#) on the importance of Equal Pay Day and the Paycheck Fairness Act by AAUW Director of Public Policy and Government Relations Lisa Maatz was published by the notable congressional blog, *The Hill*. In the article, Lisa underscores the financial situation

of working women in the U.S. and the vital provisions included in [the legislation](#). Lisa's article comes just one week after AAUW's Capitol Hill briefing on the gender pay gap.

Women Win Pay Discrimination Suit Against Virginia Tech

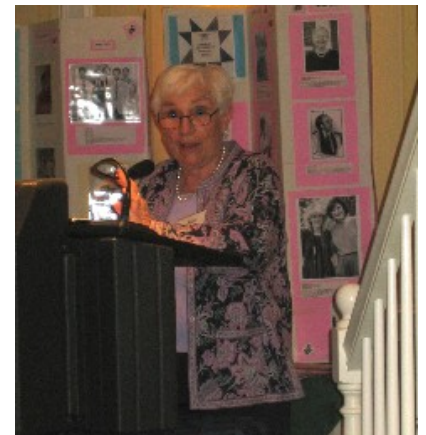
In April, a U.S. District Court jury [ruled](#) in favor of two female Virginia Tech fundraisers who sued the school for pay discrimination. The jury found evidence of wage discrimination between men and women with similar jobs at Virginia Tech and awarded the women back pay and retaliation compensation. The school has not yet determined if it will appeal the decision. Another pending suit against Virginia Tech for failing to properly address reports of sexual harassment during business travel is set for trial in June.



Guests Sue Heidbrink and Angela Guerra



PP Linda Crecenzi and PP Florence Baturin



PP Sue Giurleo



Irene Cole, Marilyn Flaherty, and Karen Bragaw



Association Regional Director Patricia Ho

CAN YOU IDENTIFY THESE WOMEN OF GREAT VISION AND ACHIEVEMENT WHOSE HISTORY IS OUR STRENGTH?

1. Who became the first female Secretary of State of the United States, appointed by President Clinton in 1997?
2. Who took over management of Columbia Sportswear Company in the late 1930's, when it was near bankruptcy, and turned it into the largest American ski apparel company worth \$4 billion in 1972?
3. Who was the first woman in modern history to lead a major Native-American tribe, the Cherokee Nation?
4. Who was the first American woman poet whose poetry was published in London in 1650?
5. Who is considered the first American woman to be ordained by full denominational authority in 1864, and who also campaigned vigorously for full woman suffrage?
6. Who was the first woman of color elected to the U.S. Congress and was a founding member of the National Women's Political Caucus?
7. Who was the ecologist writer whose path breaking book, "Silent Spring" in 1962 initiated the environmental movement?
8. Who was the first black woman and the youngest poet laureate in American history when she was appointed in 1993?
9. Who was imprisoned and then hanged for her Quaker faith in Boston in 1660, and 400 years later her statue was placed in front of the state House?
10. Who was the female lawyer who worked for equal rights and suffrage, co-founded the ACLU in 1910, and helped write the Equal Rights Amendment?
11. Who led the fight to criminalize lynching, helped form the NAACP (National Association for the Advancement of Colored People), and aided many black people who migrated from the South to Chicago?
12. Who became the first female president of Harvard University when she was named its 28th president in 2007?
13. Who became the first woman vice-president candidate on a major political party ticket when selected in 1984?
14. Who volunteered as a nurse during the Civil War, earning the nickname "Mother," and after peace became an attorney advocating for veterans?
15. Who was the United States delegate to the United Nations who championed and won approval of the Universal Declaration of Human Rights in 1948?

ANSWERS on p. 6



Joan Zinderman, Terry Van der Carr, and Judy Bolanie (EF Fellow)



New Board: Joann McLaughlin, Irene Shea, Karen Bragaw, Terry Van der Carr, Joan Zinderman, Alice Wadden, and Ellen Given

THE LOOMING MALE BACKLASH

Rosalind C. Barnett and Caryl Rivers

You can't miss Women's History Month. Every March, posters, books, articles, films, and lectures celebrate female success. These pats on the back can only be a good thing, right?

Maybe not. According to a recent study, spotlighting women's achievements makes some men very nervous. We might be better off whispering our kudos or toasting each other in out-of-the-way bars.

The research, published in the journal *Basic and Applied Social Psychology*, reveals a major gap in how men and women view female success. In a survey given to American college students, young men reported high levels of anxiety after reading census data that showcased the gains women have made over the past 40 to 50 years, like graduating from college at higher rates than men and excelling in historically male professions.

Seemingly threatened by this progress, the male survey-takers also reported feeling a strong sense of solidarity with their own gender—protective of it, even. And they tended to exaggerate how far women have come and how far behind men have fallen.

The findings are ominous: Despite recent headlines cautioning “the end of men,” women still have miles to go to achieve gender equality—and men's uneasy response to female success hints at real-world challenges ahead. We know from prior research that when men feel threatened, they tend to energetically protect their status. No study can claim to predict the future—but having spent decades researching gender relations, to us, this new report suggests that men might be less likely to hire women, mentor them, or value them as colleagues.

Equally troubling: The study also found that many young women aren't concerned about gender-based career obstacles. When female survey-takers read about current opportunities to enter previously male-dominated occupations, they reported low levels of threat as well as a diminished need to bond with their own sex. From our research, too many young women think all the battles for gender equality have been fought and the future will just bring more progress. (This perception likely explains current low levels of feminist activism; as historian Barbara Epstein of UC Santa Cruz stated flatly back in 2002, “There is no longer an organized feminist movement in the United States.”)

Male anxiety may explain the new conventional wisdom embraced by the media that women are taking over the world and headed for the best jobs, while men are flailing. After all, research tells us that men control opinion journalism; only 10 to 15 percent of talking heads on opinion news shows are female and between 80 and 90 percent of a newspaper's opinion essays are written by men, according to the Stanford Op Ed Project. This narrative, however, is seriously flawed.

Look closely at data about women's progress, and you'll see a troubling fact: in many arenas, women's gains have stalled and are in grave danger of being rolled back. Yes, more women than ever before attend college and professional schools in medicine, law, and business—but there's a real question as to whether they'll ever attain leadership positions in the areas for which they've been trained. The women's advocacy group Catalyst reports that women's representation in senior leader-

ship positions is stagnating. In computer science and engineering, earlier gains appear to have stalled or even shifted into reverse.

And the gender pay gap is far from closed. A 2007 report for the Sloan Foundation found that women’s earnings have not kept up with their gains in educational attainment. Women have enjoyed near parity with men in college classrooms for years, but the wage gap has hardly budged. This month’s report from the White House on the status of women showed that, at all levels of education, women earned about 75 percent of what their male counterparts earned in 2009.

Indeed, female MBAs earn, on average, \$4,600 less than male MBAs in their first job out of business school. Women start behind and never catch up. Professionals are hit the hardest. The latest data show that female physicians in the U.S. earn, on average, 39 percent less than male physicians. Women financial analysts take in 35 percent less, and female chief executives, one-quarter less.

Plus, we now have entirely new battles to fight: take “The Glass Cliff” phenomenon, in which female business leaders are more likely to be appointed to powerful leadership positions when an organization is in crisis or high-risk circumstances. These women are set up for failure—blamed for negative outcomes that were set in motion well before they assumed their new roles. To give a few examples, Carly Fiorina (Hewlett Packard), Kate Swan (W. H. Smith) and Patricia Russo (Alcatel-Lucent) were appointed to top positions at a time of tumbling share prices. All were fired or pushed out of their jobs.

All of these facts point to what we've dubbed the new “soft war” on women. The new bias in the workplace is subtler than the old and obvious closed doors, but in many ways, it’s just as damaging. Its tentacles are everywhere, making it harder for women to build on the gains they’ve already made and move forward. And the new *Basic and Applied Social Psychology* study suggests we may not have seen the worst of this bias yet.

The most anxiety-provoking detail of all? It’s not just men who propagate and accept workplace stereotypes, but women as well. New York University psychologist Madeline Heilman finds that women see competent female bosses as ruthless, strict, mean, and stubborn. But they see equally competent men as professional and capable. Too often, we have met the enemy, and she is us.

Rosalind C. Barnett, Ph.D., is a senior scientist at the Women's Studies Research Center at Brandeis University and co-author with Caryl Rivers of The Truth About Girls and Boys: Challenging Toxic Stereotypes About Our Children, to be published in June 2011 by Columbia University Press.

Caryl Rivers is a professor of journalism at Boston University and co-author with Rosalind C. Barnett of The Truth About Girls and Boys: Challenging Toxic Stereotypes About Our Children, to be published in June 2011 by Columbia University Press.

From the March 26, 2011 edition of *The Daily Beast* (www.thedailybeast.com).



Some of the tables



Bedford-Lexington Area Branch
Ruth Ladd, Editor
15 Pine Knoll Road
Lexington, MA 02420-1206

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.

SEPTEMBER NEWSLETTER DEADLINE: August 17, 2011

ANSWERS TO QUIZ:

1. Madeleine Albright (b. 1937)
2. Gertrude Boyle (b. 1925)
3. Wilma Mankiller (1945 – 2010)
4. Anne Bradstreet (1612 – 1672)
5. Olympia Brown (1835 – 1926)
6. Patsy Mink (1927-2002)
7. Rachel Carson (1907 – 1964)
8. Rita Dove (b. 1952)
9. Mary Dyer (c. 1611 - 1660)
10. Crystal Eastman (1881 – 1928)
11. Ida Wells-Barnett (1862 – 1931)
12. Drew Gilpin Faust (b. 1947)
13. Geraldine Ferraro (b. 1935)
14. Mary Bickerdyke (1817 – 1901)
15. Eleanor Roosevelt Oct. 11, 1984- Nov. 7, 1962

More tables



PP Radha Jalan and PP Nancy Moore



Socializing