



**BEDFORD-LEXINGTON AREA BRANCH
FEBRUARY 2013**

Breaking Through Barriers for Women and Girls

**“DON’T BITE YOUR TONGUE: CHILDREN,
PARENTS, AND OUTLAWS”**

**WITH RUTH NEMZOFF
BEDFORD PUBLIC LIBRARY
11:30 AM, FEBRUARY 6, 2013**

Ruth Nemzoff is a former assistant minority leader of the New Hampshire legislature and former Deputy Commissioner of Health and Welfare in that state. While a visiting scholar at the Wellesley Center for Research, she wrote an historical analysis of the "Changing Perceptions of Mothers of Children with Disabilities." She has also published articles about environmental advertising, women in politics, and Jewish intermarriage. Dr. Nemzoff has served on the boards of the New Hampshire United Way, New Hampshire Business Development Corporation, Boston's Jewish Family and Children's Services, and of Newbury College. She founded a nursery school, a counseling service, and the National Women's Legislative Lobby. Currently, she serves on the advisory committee of the University of Massachusetts' Center for Women, Politics and Public Policy, and the Massachusetts Commission on the Status of Women. *Don't Bite Your Tongue: How to Foster Rewarding Relationships with your Adult Children* is her first book. Her second is *Don't Roll Your Eyes: Making In-Laws Into Family*. She and her husband Harris Berman have four adult children and four in-law children.

Current Projects

Dr. Nemzoff continues to speak about inter-generational relationships and tour for her book, *Don't Bite Your Tongue: How to Foster Rewarding Relationships with your Adult Children*. She is currently preparing a new publication with the working title *Don't Roll Your Eyes: How to Make In-Laws Into Family*.

Representative Publications

Nemzoff, Ruth.
Don't Roll Your Eyes: Making In-Laws Into Family. New York: Palgrave MacMillan, 2012.

Nemzoff, Ruth.
Don't Bite Your Tongue: How to Foster Rewarding Relationships with your Adult Children. New York: Palgrave MacMillan, 2008.



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CO-PRESIDENTS' MESSAGE

Though we spent time this year with the national focus of AAUW's "It's My Vote, I will be Heard," especially due to the November Presidential election, last year's focus of Human Trafficking still needs our consideration. President Barack Obama has declared January 2013 National Slavery and Human Trafficking Prevention Month which has special significance because President Abraham Lincoln issued the final Emancipation Proclamation on January 1, 1863. Additionally, more awareness about this issue is so important. In the Boston Area, My Life, My Choice (MLMC project—part of Justice Resource Institute—is a support system which mentors adolescent girls vulnerable to sexual exploitation. We in AAUW have been in a leadership role in recognizing this problem.

An exciting thought for us: attend the AAUW National Convention "Leading Across Generations" on June 9-12, 2013 at the Sheraton New Orleans Hotel. The branch has funds to assist members with registration.

We are looking forward to the Wednesday, February 6 meeting at 11:30 am with Dr. Ruth Nemzoff. It should be fascinating! Last month's talk by Robin Demott about e-gadgets encouraged lots of interactive questioning.

In an effort to keep members more informed about the joys and concerns of our membership, we are instituting an information distribution system for both our on-line and off-line members. When we hear of special joys or concerns, we will relay them to Ruth Ladd who will send an email around to members only. Harriet Hathaway has agreed to call those without email. We have found that members were finding out months after someone had a fall or was seriously ill and they would have liked to know so they could send a card. This will work, however, only if someone passes along their own or others' news! Please don't be shy. Note that this information will NOT be published in the newsletter.

Joan Zinderman and Alice Wadden

NOTE FROM THE LAF Co-CHAIRS

15 members contributed a total of \$575 for the Legal Advocacy Fund at the November and December meetings. This number does not include any funds that were submitted directly rather than going through us.

Helene and Midge thank everyone for their support.

LEGAL

ADVOCACY

FUND

MESSAGE FROM NATIONAL AAUW

ED NOTE: The following excerpts are from an email from our Washington staff. I don't know if everyone with email got it and I know those who do have email didn't! It's worth reading.

Thanks to the work and generosity of you and our members, we can be proud of some impressive advocacy and programmatic achievements. This year, AAUW:

- Received top ratings once again from [Charity Navigator](#), [GreatNonprofits](#), [GuideStar](#), and America's Charities for our excellent financial management, transparency, and accountability. AAUW was also recognized by [NerdWallet](#) as a top women's equity group.
- Launched the nationwide voter education and turnout campaign, [It's My Vote: I Will Be Heard](#), through the AAUW Action Fund. The campaign registered tens of thousands of voters, received hundreds of media hits, hosted hundreds of candidate and issue forums, and provided hundreds of thousands of voters with the information they needed to vote.
- Released [Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation](#), which uses the latest nationally representative data to explore the salary difference between women and men college graduates working full time one year after graduation and examines the effect of the pay gap on the burden of student loan debt.
- Awarded \$4.3 million in [fellowships and grants](#) for the 2012–13 program year, the largest amount in four years, to support 278 women at various stages in their professional and academic careers, research projects, and programs promoting education and equity for women and girls.
- Awarded more than \$100,000 in case support through the Legal Advocacy Fund to help women like Betty Dukes and Kori Cioca improve working conditions for all women employees at Wal-Mart and women in the military.
- Continued to rapidly expand our use of social and new media tools, experiencing 50 percent growth across many of AAUW's social media channels.
- Played a large role in drafting and introducing [legislation](#) sponsored by Sen. Al Franken (D-MN) and Rep. Rosa DeLauro (D-CT) that would undo much of the harm caused by last year's *Wal-Mart v. Dukes* Supreme Court ruling.
- Enjoyed a 31 percent increase in the number of Action Network subscribers, adding more than twice as many new subscribers as we did in 2011!
- Started a member leadership programs department to facilitate a more focused approach to programs for our AAUW member leaders. Some very exciting new pilot programs for member leaders will be launched in 2013.
- Continued to expand our global commitment to women and girls through participating in the U.N. Commission on the Status of Women and the U.S. National Committee for U.N. Women, sending an international delegation to China, and hosting women visitors from abroad seeking to learn more about AAUW's mission and programs.
- Celebrated the [40th anniversary](#) of Title IX of the Education Amendments of 1972, the landmark legislation barring sex discrimination in all education programs that receive federal funding.
- Helped plan a Senate Title IX hearing and hosted a nationwide Twitter chat about Title IX with Education Secretary Arne Duncan, Assistant Secretary for Civil Rights Russlynn Ali, and AAUW Director of Public Policy and Government Relations Lisa Maatz. The chat was so successful that it trended nationally for more than an hour.
- Awarded 15 Legal Advocacy Fund [Campus Outreach Grants](#) to AAUW branches across the country, which held programs on local campuses focused on issues such as pay equity, dating violence, Title IX and athletics, and gender discrimination in the workplace.
- Saw the dedicated members of the AAUW Action Fund Capitol Hill Lobby Corps make more than 1,200 congressional office visits on protecting college access and affordability, reauthorizing the Violence Against Women Act, protecting women's access to contraceptives, preventing bullying and harassment, passing the Paycheck Fairness Act, and eliminating workplace gender discrimination.
- Reached 30 campuses and more than 600 participants with [Elect Her—Campus Women Win](#), the only program in the country that trains college women to run for student government. Every single participant reported that she would continue to grow the Elect Her network by recommending the training to a friend.
- Helped guarantee that insurance companies cover women's preventive care services, including contraception, Pap smears, and mammograms,

MESSAGE FROM NATIONAL AAUW (cont.)

without co-pay or cost sharing. This new Affordable Care Act requirement went into effect for all new health insurance plan contracts beginning on or after August 1, 2012, and will go into effect for all existing health plans after January 1, 2013.

- Updated [The Simple Truth on the Gender Pay Gap](#) with numbers and graphics from the 2011 U.S. Census, including [new state-by-state rankings](#).
- Hosted an award-winning [equal pay Twitter chat](#) with the U.S. Departments of Justice and Labor, as well as the Equal Employment Opportunity Commission, Women's Bureau, and Office of Federal Contract Compliance Programs in honor of [Equal Pay Day 2012](#).
- Saw Legal Advocacy Fund plaintiffs featured in the film *The Invisible War*, which has won many awards, including the Sundance Film Festival's Audience Award. The documentary has been influential in pressuring the military to do more to address sexual assault.
- Took the lead in efforts to bring the Paycheck Fairness Act to a vote. Although the bill failed to overcome procedural hurdles in both the House and Senate, AAUW was recognized by the White House, House of Representatives, Senate, and the press as the leading authority on the bill. AAUW was quoted in several press stories about the bill, including on-camera interviews with CNN.
- Earned a perfect score on our audit thanks to the hard work of the AAUW Finance Committee and staff.
- Gathered a record number of almost 600 students from across the United States, Bermuda, Guam, and Jamaica for the [National Conference for College Women Student Leaders](#).
- Sent a letter to 10 of the largest public school districts [urging](#) them to review and correct their reporting to the U.S. Department of Education of an unlikely zero incidents of sex-based bullying and sexual harassment. Several districts responded, and AAUW continues to work with them and the Education Department to ensure proper reporting.
- Continued to inspire public debate with [AAUW research reports from past years](#). *Crossing the Line: Sexual Harassment at School* (2011) was featured in a broadcast shown on more than 70 television stations, mostly Fox News affiliates, and AAUW Senior Researcher Christi Corbett followed

up the release of *Why So Few? Women in Science, Technology, Engineering, and Mathematics* (2010) with an appearance on the JASON Project's *Wonder Women of STEM* webcast, which was broadcast to approximately 8,000 viewers.

- Addressed the issue of sexual harassment in grades 7–12 through seven AAUW Campus Action Project grants. The campus groups organized classroom workshops, poster campaigns, and daylong conferences.
- Submitted platform comments reflecting AAUW priority issues to the Republican and Democratic parties and attended both party conventions to network with members of Congress and AAUW members in attendance.
- Ensured that the AAUW-backed Campus SaVE Act was included in the Senate-passed reauthorization of the Violence Against Women Act. At the time of this writing, AAUW was in the midst of negotiating to get the House to pass the inclusive Senate bill and send it to the president's desk.
- Reached more than 140 campuses with our [Start \\$mart salary negotiation workshops](#), which teach college women how to negotiate fair salaries and benefits. After the workshops, 91 percent of attendees said that they were confident they could now negotiate for a salary and benefits that match their education and experience.
- Expanded our fellowships and grants alumnae outreach to more than 1,300 former recipients engaged in online communities through the [AAUW Alumnae Exchange](#), [LinkedIn group](#), and [Twitter feed](#).

In the past year, AAUW and our advocates have had an undeniable impact in our nation's capital, on college campuses, in our branches and communities, and around the world. We have made our voices heard, but we know that our work must continue until all women are empowered with a fair chance.

AAUW IN 2012

LEGAL ADVOCACY FUND CASE UPDATE

LeBlanc v. Trustees of Indiana University Case adopted 12/12

Background: Virginia LeBlanc is the former director of the Hudson and Holland Scholars Program at Indiana University, a race-conscious scholarship program primarily serving African American, Hispanic, and Native American high-achieving scholars. She filed a federal complaint against the university alleging gender and pay discrimination.

On September 13, 2010, LeBlanc filed a grievance with the IU Office of Women's Affairs for disparate treatment, unequal pay, discrimination in the hiring process, and sexual harassment. Nothing was resolved, and the Office of Women's Affairs has since been dismantled.

In late November 2010, LeBlanc and another female colleague filed a complaint against the special assistant to the vice president for diversity, equity, and multicultural affairs. The complaint was for inoperable work conditions, disparate treatment, and professional misconduct. It was left unanswered.

She filed numerous other complaints internally, but nothing was resolved.

She finally resigned from her position on August 22, 2011. On September 1, 2011, she filed a com-

plaint with the Indianapolis division of the Equal Employment Opportunity Commission. Her complaint alleged that her pay was not commensurate with that of the program's two previous male directors. She also alleges unfair and inequitable hiring practices, a hostile work environment, verbal sexual harassment, and intimidation.

Once she received a "right-to-sue" letter, she filed a federal complaint with the U.S. District Court for Maryland on July 20, 2012.

The complaint listed numerous violations of Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin, as well as violations of the Equal Pay Act of 1963, which protects women who perform substantially equal work compared to men in the same establishment from sex-based wage discrimination.

Status: Indiana University filed a motion to dismiss the case based on venue. On October 23, 2012, the Maryland district court denied IU's request for dismissal and transferred the case to the U.S. District Court for Southern Indiana. The case is now in discovery; a scheduling conference was ordered for January 7, 2013.

GADGETS FOR GROWN-UPS (REPRISE)

We had a blast with Robin DeMott at our January meeting. She showed us cell phones, laptops, tablets, and Kindles. We had a lively discussion about what products might be right for us. Her basic advice is to analyze your needs before you buy and then buy the product that best fits your needs and pocketbook.

Coincidentally, the *Boston Sunday Globe* on January 6 contained an article from *Consumer Reports* about some of the same gadgets we talked about! We include it here for your information.

Consumer Reports recently tested more than 600 smartphones, tablets, TVs, and other devices. Only 10 products made the short list for performance and innovation:

- Groundbreaking tablet: Samsung Galaxy Note 10.1 (16GB, \$500). The 10-inch Galaxy Note adds capabilities that no other tablet, not even the Apple iPad, currently offers.
- Apple's best phone yet. iPhone 5 (16GB, \$200 with two-year contract). The iPhone 5 builds on its predecessors' strengths and adds new features, putting it head and shoulders above previous iPhones.
- Android champion: Samsung Galaxy S III (16GB, \$100 to \$200 with two-year contract). Flaunting an excellent screen that's bigger (at 4.8 inches) than the iPhone 5's, this Android model offers some features you can't get on Apple's phone -- for example, watching a video while doing other tasks on the screen.
- Tip-top TV: Panasonic Viera TC-P55VT50 (\$2,500). This 55-inch plasma is one of the best TVs Consumer Reports has tested. Spot-on colors contribute to superb picture quality.
- The Fire gets hotter: Amazon Kindle Fire HD (7-inch, 16GB, from \$210 with charger). Amazon's top-of-the-line 7-inch tablet is one of the best for the price. (CONTINUED ON PAGE 6)

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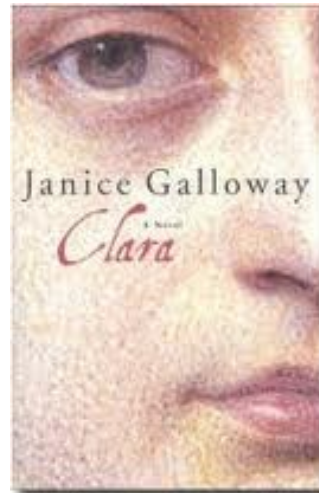
AAUW's Value Promise

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

MARCH NEWSLETTER DEADLINE: February 15, 2013

BOOK GROUP

The next meeting will be February 20 at Helene Rosenthal's. Terry Van DeCarr will lead a discussion of *Clara* by Janice Galloway. Please call Catherine Boyd at 978-371-2611 if you need additional information (directions, etc.)



CONTINUED FROM PAGE 5

- The world's smartest camera: Nikon Coolpix S800c (\$350). This 16-megapixel, Wi-Fi-enabled point-and-shoot camera is the first that Consumer Reports has seen that runs Google's Android operating system.
- Loaded lightweight camera: Sony Cyber-shot RX100 (\$650). This 20-megapixel point-and-shoot weighs about 9 ounces but doesn't cut corners.
- Excellence in a box: Samsung HT-E6730W (\$800). This 7.1-channel system marries old-school vacuum tubes with digital amps to produce excellent sound.
- First ultrawide TV: Vizio CinemaWide XVT3D580CM (\$2,000). Cinephiles finally have a TV that displays flicks in all their wide-screen splendor.
- Wi-Fi winner: Sonos Play: 3 (\$300). This compact stereo speaker system is a great, easy way to enjoy music throughout the house.

Get the best deal on electronics:

- Buying electronics online was more pleasing for Consumer Reports readers than buying at a walk-in store, according to its survey on almost 30,000 buying experiences. And the proportion of major electronics purchases that readers made online more than doubled from 2006 to 2011.
- Wherever you shop, Consumer Reports offers three simple steps to help you get the best deal on a major electronics purchase:
- Consider coupons and gift cards. It's worth checking sites such as Techbargains.com for coupons and other deals. Relatively few readers surveyed searched for online coupons before shopping in stores or on the Internet, but one in four of those who did found it to be worthwhile. Another useful tactic: Check retailers' ads and bargain sites to see whether they offer gift cards that can save you money on future purchases from the retailer or manufacturer.
- Haggling can pay off. Negotiate for a major electronics item? Absolutely. Consumer Reports' advice: Go to a walk-in store armed with evidence of the lowest price you've found online and ask whether the store will match the price or at least come close. You may have the greatest success in getting stores that also have websites to match their own online prices.
- Skip the extra contracts. It's more likely than ever that you'll be pushed to buy an extended warranty on your major electronics purchase. P.C. Richard was the pushiest retailer with those plans, which Consumer Reports thinks are seldom if ever a good buy. At Best Buy, you might also be pitched on the chain's paid Geek Squad technical support.

Consumer Reports writes columns, reviews, and ratings on cars, appliances, electronics, and other consumer goods. Previous stories can be found at consumerreports.org. **Credit: By Consumer Reports**