



BEDFORD-LEXINGTON AREA BRANCH MAY 2015

Breaking Through Barriers for Women and Girls

MAY DINNER AND ANNUAL MEETING WITH JAN TURNQUIST SPEAKING WEDNESDAY, MAY 6, 2015, 6:00 PM CLUB CAR CAFÉ; WEST CONCORD

What: End of Year Dinner at Club Car Café, Concord and installation of officers

Who Will Speak:
Jan Turnquist, Executive Director of the Louisa May Alcott's Orchard House, Concord

Cost: \$30

Menu: Chicken Piccata, Eggplant Parm, Cheese Ravioli with marinara sauce. Canapes, salad and cake for dessert

Where to send

checks: Robin DeMott, Treasurer

Where to go: From Route 2, take Route 62 West. Go through a traffic light, a blinking light (at fire station) and then bear right onto Commonwealth Ave. at the next traffic light. The Club Car Cafe is immediately on the right, set back from the road. It has only six parking spaces off



the street. If you continue straight the road forks. To the left is public parking after the dry cleaner or to the right after crossing the railroad tracks, is a large public lot which is closer to the Club Car Cafe.

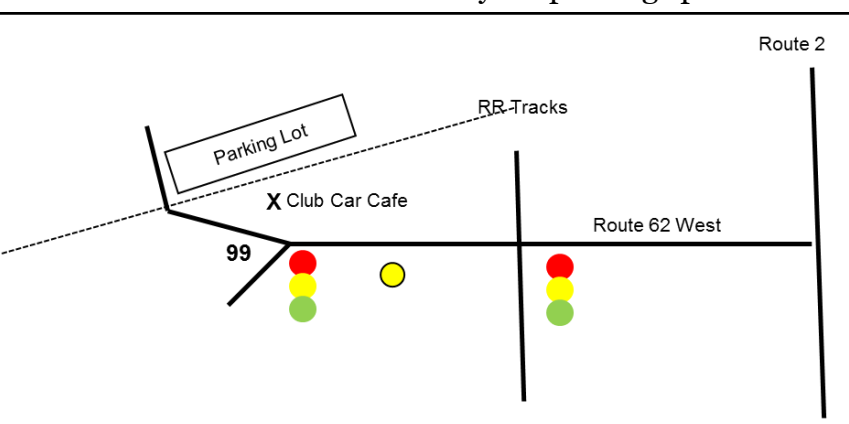
Why: It was a wonderful place to meet and eat last year and those who went then highly recommend it. This is our last gathering before the summer break so please come!



Orchard House

Inside this issue:

May Program and Dinner	1
President's Message	2
Nominating Committee Report	2
Joint Board Meeting	2
LAF	3
Membership Matters	3
Equal Pay Day	4-5
EOF	6
Dues Form	7
Book Group	8



PRESIDENT'S MESSAGE

There is a great program for the May dinner so, if you have not already made your reservation, please get in touch with Catherine Boyd immediately. There will be a wine bar again, with drinks being a very modest \$4 a glass. There will also be the installation of officers after the dinner and the program.

Based upon several recommendations and a vote at the April meeting, we will be changing our schedule for next year. We will NOT have a meeting in January or February, we will have a normal evening meeting in May, and we will have our year end meeting and dinner in June. We plan to follow this schedule for next year and review again in the spring to decide if we want to continue. Our goal is to make the meetings convenient and to encourage attendance.

Look for the various membership-related articles and notices. Of particular note are the Give-A-Grad-A-Gift and student memberships (free for e-memberships!).

Karen Bragaw

NOMINATING COMMITTEE REPORT

The Nominating Committee presents the following slate of officers for 2015-2017:

Co-Presidents: Karen Bragaw
Ruth Ladd
Co-Program VPs: Marion Kilson
Lois Pulliam
Membership VP: Courtney Brown

The Committee also presents the following for a one-year term;

Nominating Committee: Marilyn Flaherty
Marjorie Flowers
Lila Packer

The other officers will be completing their two-years terms in 2016.

Respectfully submitted, Janet Khattab
Joann McLaughlin
Joan Zinderman

JOINT BOARD MEETING

For: All members of the current
and future Board

Tuesday, May 19th
7-9pm

Craft Room, Carleton Willard Village

THANK YOU to LAF Donors

Midge Nealon-Seibert, Legal Advocacy Fund Chair

I am pleased to recognize and thank the following members of the Bedford-Lexington Area Branch of the American Association of University Women for supporting the Legal Advocacy Fund between January 1 and December 31, 2014. Your gift will have a lasting impact and will allow LAF can continue its critical work.

As I reported in the December 2014 newsletter, members and guests at the October 2014 contributed \$622. Additional gifts made directly to LAF throughout the year brought our contributions to a total of \$1182! The branch is included in the listing below to reflect gifts made in cash.
Bedford-Lexington Area Branch

Henrietta Awo T Osei-
Anto
Florence Baturin
Karen Bragaw
Mary Brzezinski
Robin DeMott
Stacy Fatale
Ellen Given
Harriet Hathaway
Ruth Ladd
Diane Leahy
Ellen Munoz
Midge Nealon Seibert
Lois Pulliam
Dorothy Rand

Merion Ritter
Helene Rosenthal
Jeanne Stockdale

THANK
YOU!

MEMBERSHIP MATTERS

GIVE A GRAD A GIFT!

With a gift of AAUW membership, you will...

- Expose the grad to the power that comes from belonging to a national women-led organization of more than 170,000 members and supporters who believe in and advance equity and education for women and girls.
- Expand their networking opportunities through career development opportunities and community action projects.
- Keep them current on the events and people that affect their life as they receive *Mission & Action*, *AAUW Outlook*, Action Network alerts, and more.

Increase their buying power with access to member-only discounts.

The information you will need: graduate's name, address, phone, email, college/university attended, degree earned, year graduated or anticipated graduation year, and your information

including your branch and the relationship of the graduate to you. It can all be done on-line and will cost you NOTHING for national membership for the new grad!

HAVE A COLLEGE OR GRAD STUDENT IN YOUR FAMILY?

An AAUW e-student affiliate (ESAF) is a student who attends a college or university that has joined AAUW and become a partner member. These students are eligible to join AAUW for **free**. To join, all a student has to do is complete [an online form](#). Once a student joins AAUW, she has free student membership until she graduates, as long as her school remains a college/university partner institution. Upon graduation the student will receive a free year of full membership on behalf of her college/university through the Give a Grad a Gift program. What a deal!

EQUAL PAY DAY AT THE MA STATE HOUSE

Stacey Fatale, Public Policy Chair

Enthusiastic legislators proclaimed that this is the year that wage equity will win in Massachusetts. At the Grand Staircase were legislators, aides, advocates, and interested guests. Although I did not read an official count, this participant's estimate is 75 participants at its peak.

It was a fast-moving and engaging lineup of legislators and ended with Kip Hollister, founder and chief executive of Hollister Staffing, for a helpful business perspective. Victoria Budson, Chair, Massachusetts Commission on the Status of Women, facilitated. She demonstrated how women are viewed differently than men when they ask for an increase in compensation.

The Massachusetts Commission on the Status of Women, Mass NOW, and the Women's Bar Association of Massachusetts were represented, joining seven members of several Massachusetts AAUW Branches, including: Cape Cod, North Shore Area, and Bedford-Lexington Area. From the Bedford-Lexington Branch, Janet Khattab and State Public Policy Chair Stacy Fatale joined the gathering. Patricia Fae Ho, national AAUW President, joined the event as well.

The legislative lineup was impressive:

- Stanley Rosenberg, President of the Senate
- Robert DeLeo, Speaker of the House
- Deborah Rosenberg, Treasurer
- Suzanne Bump, Auditor
- Gloria Fox, Representative, Co-Chair, Massachusetts Caucus of Women Legislators
- Pat Jehlen, Senator, Sponsor in the Senate for An Act to Establish Pay Equity
- Karen Spilka, Senator and Chair, House Ways and Means Committee, Sponsor in the Senate of An Act to Establish Pay Equity



- Jay Livingstone, Representative, and Sponsor in the House of H.1733, An Act to Establish Pay Equity
- Ellen Story, Representative, and Sponsor in the House of H.1733, An Act to Establish Pay Equity
- Anne Gobi, Senator and Co-Chair, Massachusetts Caucus of Women Legislators

And, for a view from business:

Kip Hollister, Hollister Staffing. She recalled attending an event 16 years ago in which Evelyn Murphy, former Lieutenant Governor. (Evelyn Murphy was also in attendance and received a round of applause.) After this talk Ms. Hollister examined pay within her own company and observed discrepancies in pay she would not otherwise have noticed. Ms. Hollister had advice for women workers in the audience, employers, and employees:

- Know your competencies.
- Know your value, your worth, "You are worthy!"
- Be ready to speak about measurable results; profits, money saved, etc.
- Seek out a mentor in an area of need.
- Live within and build circles where women hold each other accountable.
- Support and partner with the business community, to retain talent in Massachusetts.

Karen Spilka had this ready fact for the audience: **in the entire history of the Massachusetts State House legislature, there have been 187 women legislators, versus, 20,000 men legislators.** When Sen. Spilka became a Senator she was the 29th female to have reached this height. According to the website of the Massachusetts Caucus of Women Legislators, there are 12 female state senators and 38 female representatives, comprising 25% of the Massachusetts legislature. Another speaker reminded us that the first woman in Massachusetts in the General Court was in 1923.

The message was to continue to be proactive. Next steps are for more organizations to sign on to the Equal Pay Coalition, and prepare for hearings. In particular we are tracking and looking for more co-sponsors in the Senate.

EQUAL PAY DAY—The Case

Stacy Fatale, Public Policy Chair

For those unfamiliar with this ironically named celebratory day, it is the day, when U.S. women's wages in the aggregate, "catch up" to men's wages from the previous year. So, in effect, women work more days to get the same income effect as males do.

The Simple Truth reveals that in 2013, women working full-time in the United States typically were paid just 78 percent of what men were paid, a gap of 22 percent. In Massachusetts, in 2013, the earnings ratio by gender was 82 percent, so the gap was 18 percent. State data is from the U.S. Census Bureau, 2012 American Community Survey.

The statistics differ, as they will, depending upon what you measure. For example, female African Americans and female Hispanic women's wages, when separated out, take even longer to catch up. AAUW's report, *Graduating to a Pay Gap*, found an unexplained pay discrepancy, for women leaving college, controlling for all recognized factors, including major and occupational choice, as "only" seven percent after one year out of college. In addition AAUW's report, *Behind the Pay Gap*, found that the pay gap widens to a 12 percent unexplained difference in earnings among full-time workers 10 years after college education.

The 2015 edition of *The Simple Truth about the Gender Pay Gap*, also references sociological research regarding the "motherhood penalty" and the "fatherhood premium" whereby women have been offered lower wages than one would expect taking into account an absence from the workforce due to motherhood, and, fathers have actually been known to obtain a premium for having a child. Available on the AAUW website, this revised edition is worth a look for its detail, graphs, references, and brevity.

There are some potentially discriminatory practices that are just practiced habitually and not even considered, that it actually takes some information, lobbying, and consciousness raising among individuals and businesses and government to recognize that something needs to be done. That is why in Massachusetts, the new bill, "An Act to Establish Pay Equity," will specifically address some of the factors which may typically lead to discriminatory wage offers and practices. This bill, with now over 103 co-sponsors in the House and over 16 in the Senate, would address the following (from the *Bridging the Wage Gap Fact Sheet*, sponsored by The Equal Pay Coalition):

Equal pay for comparable work – clarifies terminology in the existing law to effectively implement equal pay for comparable work.

Pay transparency – enables employees to discuss their salaries with other employees; enables companies to resolve unwarranted disparities in compensation without employees filing complaints or lawsuits

Fairness in hiring practices around wages – requires employers when advertising jobs to include the minimum the job pays and prohibits employers from paying wages less than what is advertised; also prohibits employers from seeking salary history from job applicants, employees, or from another entity during the hiring process without an employee's written authorization.

AAUW-MA is a member of the Equal Pay Coalition. The founding members of the Coalition include the Women's Bar Association of Massachusetts, the National Organization for Women, Massachusetts, and the Massachusetts Commission on the Status of Women. Many more advocacy and non-profit organizations have joined this Coalition.

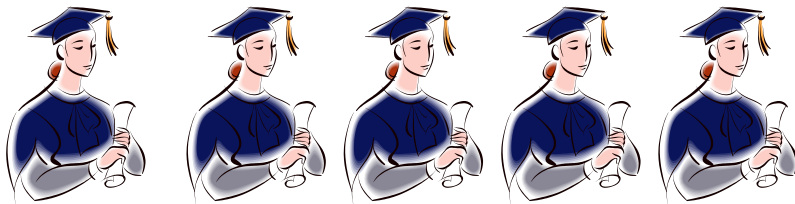
Educational **O**pportunities **F**und

AAUW American Fellow and honorary branch member Patricia Park recently shared the exciting news that her debut novel *Re Jane* will be published by Viking/Penguin on May 5. This is the novel Patricia was working on during her fellowship when she spoke at our December Dinner EOF fundraiser in 2013.

Patricia describes *Re Jane* as "a Korean-American retelling of Charlotte Bronte's *Jane Eyre* set in Queens, Brooklyn, and Seoul." Already the book has received "wonderful early praise" from *Publishers Weekly*, *Kirkus Reviews* and many others.

Patricia's coast-to-coast tour will bring her to a book launch event at the Harvard Book Store in Cambridge, MA, on Monday, May 11 at 7:00 p.m. She would be delighted to see members of our branch at the book signing event.

Florence Baturin and Diane Leahy
EOF Committee



Bedford Lexington Area Branch AAUW
MEMBERSHIP RENEWAL AND NEW MEMBERS, JULY 1, 2015 TO JUNE 30, 2016

Name _____ Address _____

Home telephone _____

Cell/Fax _____ E-Mail _____

Occupation _____ Volunteer work _____

Education
 Undergraduate _____ Graduate _____

Only if information has changed

Annual Dues

Branch Member	\$79.00	Honorary Life Member	\$0.00
Includes National Association	\$49.00	Member at Large to Branch Member	\$30.00
State	\$15.00	Student Affiliate (Active undergraduate)	\$32.00
Branch	\$15.00	Community Member (No degree but supports goals of AAUW)	\$15.00
Life Member	\$30.00		

\$46 of the \$49 National Association Dues is Tax Deductible!!

Make checks payable to: Bedford Lexington Area AAUW - due June 1, 2015!

Mail to: Robin DeMott, 71 Robbins Street, Acton, MA 01720

Renewals only may pay dues for 2015-16 after 3/16/15 on-line with a credit card at www.aauw.org. Log into the Member Services Database and an option will display on the left to pay your dues.

Please check areas of interest and activity even if you can't be actively involved this year.

AAUW Activities

- | | |
|---|---|
| <input type="checkbox"/> Newsletter | <input type="checkbox"/> Educational Foundation |
| <input type="checkbox"/> Publicity | <input type="checkbox"/> Legal Advocacy Fund |
| <input type="checkbox"/> Programs and Special Events | <input type="checkbox"/> Women's Rights Issues |
| <input type="checkbox"/> Post Flyers and Deliver Brochures | <input type="checkbox"/> Political Action |
| <input type="checkbox"/> Membership Development and Support | <input type="checkbox"/> Education |
| <input type="checkbox"/> Coordinate Rides to Meetings | <input type="checkbox"/> Health Issues |
| <input type="checkbox"/> Refreshments | <input type="checkbox"/> Parenting Issues |
| <input type="checkbox"/> Greeter at Meetings | <input type="checkbox"/> Diversity Activities |
| <input type="checkbox"/> Liaison to Other Community Groups | <input type="checkbox"/> Girls Inc. |
| <input type="checkbox"/> Library and Town Day Displays | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Telephoning | |

Skills you could share with AAUW

- | | |
|---|---|
| <input type="checkbox"/> Bookkeeping | <input type="checkbox"/> Graphic Design |
| <input type="checkbox"/> Website Design and Maintenance | <input type="checkbox"/> Editing and Writing Articles |
| <input type="checkbox"/> Program Presentation | <input type="checkbox"/> Community Outreach |
| <input type="checkbox"/> Computer Skills | <input type="checkbox"/> Other _____ |

Would you like to attend the following groups?

- | | |
|---|--|
| <input type="checkbox"/> Cinema | <input type="checkbox"/> Support Group |
| <input type="checkbox"/> Bridge | <input type="checkbox"/> Travel Group |
| <input type="checkbox"/> Book Group (Daytime) | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Book Group (Evening) | |

Other interest groups, in which you would like to participate or help organize, such as: current events, eating out, theater, etc.

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

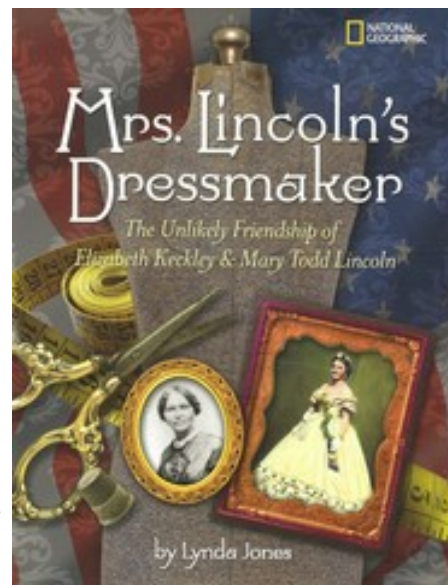
AAUW's Value Promise

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

BOOK GROUP

The next meeting of the Book Group will be on May 20 at the Concord Library. The book will be *Mrs. Lincoln's Dressmaker* by Jennifer Chiaverini. Joan Zinderman will be the hostess. Call her at 978-371-5647 for more information.

The last meeting of the year will be on June 17 at the home of Catherine Boyd in Concord. Books for next year will be selected. Call Catherine at 978-371-2611 for more information.



SEPTEMBER NEWSLETTER DEADLINE: August 15, 2015