

# AAUW NEWS OF NOTE

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Mission Statement: AAUW advances equity for all women and girls through advocacy, education, and research.  
Vision Statement: 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.

## HINGHAM AREA BRANCH      APRIL 2008

### CALENDAR

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|--------------------|--|
| April 1, Tuesday   | Book Group 7:00 PM<br>Home of Pat Laidler<br>"Boomsday" by Christopher Buckley                         |
| April 3, Thursday  | Writers Group 7:30 PM<br>Brewed Awakening, Hingham   |
| April 4, Friday    | Pre-Convention Fun/Lunch @ 12:00 PM<br>Daniel Webster Inn, Sandwich                                    |
| April 5-6, Sat/Sun | AAUW-MA Spring Conference & Annual Meeting<br>"It's All About the Money"<br>Cape Codder Hotel, Hyannis |
| April 8, Tuesday   | Branch Meeting 7:00 PM<br>Notre Dame Academy, Hingham<br>Evelyn Murphy, Former Lieutenant Governor     |
| April 10, Thursday | Declutterers 4:30 PM<br>Panera, Derby Street Shops, Hingham  |
| April 10, Thursday | Adventures in Dining 6:30 PM<br>Sintra, Washington Street, Braintree                                   |
| April 15, Tuesday  | Girls Game Night 7:00 PM<br>Home of Sharon Lemoff  |
| April 22, Tuesday  | Wage Equity Day<br>State House, Boston   |

### BRANCH MEETING

*Do you know anyone affected by the WAGE GAP? A young woman graduates from high school this year and goes straight to work at \$20,000 a year. Over her lifetime, she will make \$700,000 less than the young man graduating with her.*

- *A young woman graduates from college into a \$30,000 starting salary. Over her lifetime, she will make \$1.2 million less than the young man getting his diploma in line right behind her.*
- *A young woman gets a degree in business, medicine, or law and graduates into a \$70,000 starting salary. Over her lifetime, she will make \$2 million less than the young man at her side.*

*What would you, your daughter, your mother, your niece, your grandmother, or your sister do with another \$700,000, or \$1,200,000, or \$2,000,000 over your lifetime?*



This month's meeting on Tuesday, April 8<sup>th</sup>, will feature former Lieutenant Governor Evelyn Murphy, author of *Getting Even: Why Women Don't Get Paid Like Men – and What To Do About It* and currently President of The Wage (Women Are Getting Even) Project. Dr. Murphy is a most interesting and dynamic speaker who clearly explains the reasons why women continue to trail behind men in terms of pay equity and what women can do to close the wage gap. The meeting will take place at Notre Dame Academy in Hingham and begin at 7 PM. The public is invited to join us for this timely and important discussion.

In addition to her work on The WAGE Project, Evelyn Murphy is Resident Scholar in the Women's Studies Research Center at Brandeis University. She is a corporate director of SBLI USA Mutual Life Insurance Company and Citizens Energy Corporation. In her civic role, she serves as a founding director of The Commonwealth Institute, a trustee of Regis College, Honorary Chair of the Lost Coin Women's Fund, Inc., a director of The Polaris Project, and a visitor of Boston University's School of Public Health.

Evelyn Murphy earned a BA in mathematics from Duke University; an MA in economics from Columbia University; and a PhD in economics from Duke University.

In the late 1970s, she served as Massachusetts Secretary of Environmental Affairs with responsibility for the state's environmental policy. Her leadership in opposing offshore oil and gas exploration in the fishing grounds of Georges Bank and initiating state heritage parks earned her national recognition. After an unsuccessful campaign for Lieutenant Governor in 1982, she was appointed the state's Secretary of Economic Affairs from 1983-1985, with responsibility for the state's economic policies and programs advancing biotechnology, computer technology, marine sciences, polymers, and photovoltaics along with unemployment compensation and retraining programs.

In 1986, Evelyn Murphy was elected Lieutenant Governor and became the first woman in the state's 210 year history to hold constitutional office. Prior to that, despite the state's progressive image, no woman had ever been elected Governor, Lieutenant Governor, Secretary of State, Attorney General, Treasurer, Auditor, or US Senator in Massachusetts.

After campaigning for Governor in 1990, Evelyn Murphy became Managing Director of Brown, Rudnick, Freed & Gesmer, a New England law firm. While managing the law firm, she became a corporate director of Blue Cross and Blue Shield of Massachusetts; and Shawmut National Banks of Massachusetts, Rhode Island and Connecticut, Fleet National Bank, Fleet Mortgage Company, and Fleet Credit Card Corporation. Blue Cross recruited her to the position of Executive Vice President to manage all federal and state, media and civic relations. While Executive Vice President, she founded and became President of the health insurer's HealthCare Policy Institute.

In her community and civic roles, in addition to the previously mentioned groups, Dr. Murphy is a member of the International Women's Forum and the Boston Club; for the last eight years, she has

co-chaired the annual fundraiser for Rosie's Place, a homeless women's shelter. She is the recipient of 10 honorary degrees and over one hundred national, state, and local awards.

In her spare time, she has run the Boston Marathon many times and can be seen in the bleachers at Fenway Park cheering for the Boston Red Sox. For more information about Dr. Murphy and The Wage Project, go to [www.wageproject.org](http://www.wageproject.org)

### **What Is the Wage Gap?**

The wage gap is the difference between the wages of women and men. Full-time working women still get paid—on average—only 77 cents for each dollar full-time working men get paid.

### **Why Is There A Wage Gap?**

The wage gap is the result of a variety of forms of sex discrimination in the workplace, including discrimination in hiring, promotion and pay, sexual harassment, occupational segregation, bias against mothers, and other ways in which women workers and women's work are undervalued.

### **Who Is Affected By The Wage Gap?**

While most women suffer from the wage gap, it does not affect all women equally. African American women earn only 66.8 cents for every dollar a white man earns, while Hispanic women earn only 54 cents to the white male dollar.

### **What Are the Costs of the Wage Gap?**

Because of the wage gap, more women than men fear — and experience — poverty, or teeter right on the edge. They are missing almost a quarter of their rightful earnings—money that few women can afford to miss.

## **PRESIDENT'S MESSAGE**

As we end the month of March, I would just like to comment on the wonderful speaker we had at our last Branch Meeting, Margaret Bendroth. She spoke about the 19th century Women's Movement, mentioning the lives and accomplishments of such women as Lucy Stone, Elizabeth C. Stanton, Susan B. Anthony, Alice Paul, Frances Williard and Crystal Eastman. It was a wonderful and meaningful meeting and a great way to celebrate Women's History Month.

We hope you will be joining us in Hyannis for our Spring Conference and Annual Meeting on April 5th and 6th. If you cannot come both days please consider coming either Saturday or Sunday. We will be car pooling so let me or Hollie know if you would like to join us in Hyannis. Information on the conference is in the Bay Stater.

Kudos to Gwen Sayian for another fantastic article in the Hingham Journal this past month. A copy of the article is posted on the Hingham Area Branch Web Page.

Our next Branch meeting will feature our former Lieutenant Governor and author, Evelyn Murphy. She will be addressing the pay gap issue. We hope you will be able to join us at Notre Dame Academy in Hingham on Tuesday, April 8th at 7:00 PM, because "Equity is still an issue". Sheila

## **NOMINATIONS:**

I'm pleased to present the following outstanding candidates for office:

Co-Vice Presidents, Membership: Patricia McKay and Patricia Laidler

These nominees for the 2008-2010 biennium will be presented for ballot at the April Branch meeting.

Installation of branch officers will occur at the May banquet. Thanks to everyone who assisted me in this process.

Sincerely, Kay Campbell, Nominating Chair

## BOOK GROUP

The book group will meet Tuesday, April 1, at 7:00 PM at my house in Hanover. This month we're reading the political comedy *Boomsday* by Christopher Buckley and we'd like to invite all members to join in the discussion.

*In Boomsday, Buckley hilariously envisions the nation's next great brouhaha-general warfare between profligate Baby Boomers and younger Americans who don't want to be stuck paying the bill and how this conflict provokes the most outlandish presidential campaign in American history!"*

Please join us for a fun and timely discussion.

Pat Laidler

## MEMBERSHIP MATTERS

**"By joining AAUW, you belong to a community that breaks through educational and economic barriers so all women have a fair chance."** It's official—this is AAUW's value statement. At last, we have the "two minute elevator speech" we have been asking for to use when someone says, "Why should I join AAUW?" The statement itself seems simple enough, but it manages to capture why we belong to AAUW. First and foremost, we belong to a group, but more than a group—a team working together who recognizes that women experience educational and economic barriers. And each of us believes strongly that all women should have a fair chance. So AAUW gives us the opportunity to work together to improve the status of all women.

The figures are in. According to the official February 1 count, the Hingham Area Branch grew its membership by 14.58 percent this past year. Over the last three years our branch has increased its membership by 71.88 percent - a phenomenal accomplishment in itself and in a field of its own compared to other Massachusetts branches. Pat yourselves on the back for a job very well done, but don't get complacent. Membership growth is a 24/7 job for which all of us are responsible. We will continue to remind you of the importance of reaching out to invite someone to each program, of talking up AAUW at every opportunity, and of the current membership incentives.

**Keys to the Future, the member-get-a member** initiative is still going on—be listed as a recruiter, get your name in the Hall of Fame, and more importantly, be entered into a drawing for an expense-paid trip to Convention 2009 in St. Louis. The **Shape the Future** discount can be offered to any potential member who "joins on the spot" at an AAUW sponsored event, and, as an added incentive, anyone who joins now pays next year's dues and gets the rest of this year free.

Our April meeting on wage equality is the epitome of mission-based programming and the perfect opportunity to show off all that AAUW stands for, so invite those friends, colleagues, neighbors and relatives (including men) to come with you. Let's reach for the stars and do our best to fill the huge Notre Dame Academy auditorium because we belong to a community that breaks through educational and economic barriers so all women have a fair chance!

Hollie Bagley and Patricia McKay

We send our deepest sympathy to Jill DelSignore, a former long-time Hingham Area Branch member living in Florida, whose husband, Sandy, lost his battle with cancer on March 19. Expressions of sympathy maybe sent to Jill. Donations in Sandy's name may be sent to Avow Hospice, Development Dept, 1095 Whipoorwill Lane, Naples, FL 34105 or to The American Cancer Society. In the not too distant future, a memorial service in MA, will be planned.

## ANNUAL CELEBRATION BANQUET

The annual celebration banquet this year will be on Tuesday, May 13<sup>th</sup> at 6:30 p.m. at the Granite Grill at 703 Granite Street in Braintree. This will also be the celebration for the 40<sup>th</sup> year of our branch. The choices for the meal are Roasted Statler Chicken Breast or Fresh Baked Haddock. The cost will be \$35 per person which includes salad, main course, coffee, tea and dessert. Please R.S.V.P. to Lynn Howard at [lynnphoward82@comast.net](mailto:lynnphoward82@comast.net) or Sandy Carle at [scarle12@aol.com](mailto:scarle12@aol.com) by May 2nd. You must let us know if you will be attending by this date as we cannot add on any extras after that date.

### **PUBLIC POLICY** Title IX Awards Raise Awareness

A recent Women's eNews article discussed the recent string of Title IX cases that have awarded millions of dollars to the plaintiffs, including several cases at Fresno State University in California. According to the article, some schools may heed the warning put forth by these cases and take more proactive steps to prevent Title IX abuses. However, the fight is far from over, with new Title IX infractions surfacing more and more frequently. For example, Jay Flood, a volleyball coach at Florida Gulf Coast University, filed a lawsuit against the school in January. Flood claims she was fired after complaining about gender equity in the athletics program. Some have already branded Florida Gulf Coast the "Fresno State of the East."

**ACTION:** Please use AAUW's *Two-Minute Activist* online to urge your representatives to cosponsor the High School Athletics Accountability Act (H.R. 901). This critical legislation would require high schools to report basic information on the number of female and male students in their athletic programs and the expenditures made for their sports teams, helping us all know how well Title IX is being enforced in our high schools and where we might need to make improvements. The House is currently working on adding provisions of this bill in the No Child Left Behind Act, and an increase in the number of cosponsors will demonstrate support for including the provisions in NCLB.

Oregon Sets Rules for EC Implementation According to the Feminist Majority Foundation, legislators in Oregon established rules to ensure proper implementation of a 2007 law requiring hospitals to offer emergency contraception to victims of sexual assault. However, "religious employers" are exempt from the requirement and the fines associated with noncompliance if dispensing the medication would violate their religious beliefs. Eight other states, including, Massachusetts, have also passed legislation requiring hospitals to dispense EC to victims of sexual assault.

**ACTION:** AAUW supports the right of every woman to obtain medically accurate information about and access to safe and comprehensive reproductive health services. *Use AAUW's Two-Minute Activist online to urge your representative to cosponsor and support the Emergency Contraception Education Act (H.R. 3372) to improve the reproductive health and safety of all women and girls.*

Gates Testifies on Need for STEM Education Multibillionaire technology guru and philanthropist Bill Gates testified before the House Science and Technology Committee on Wednesday, saying that Congress needs to overhaul the U.S. education system to keep America competitive in technology fields. When asked by Representative Laura Richardson (D-CA) about the need to attract more women and underrepresented groups into science, technology, engineering, and mathematics education, Gates stressed the need for additional scholarship money and a need to work on the motivation to enter these fields as key points in attracting more underrepresented students.

Celebrate International Woman's Day Saturday, March 8, was International Women's Day. Hundreds of events are held in countries around the world on this day to inspire women, celebrate their achievements, and highlight the need for continued action to ensure women's rights. The theme of this year's International Women's Day is "Investing in Women and Girls." A ceremony commemorating the day was held at the United Nations.

***Please use AAUW's Two-Minute Activist online to urge your senators to cosponsor the Global Resources and Opportunities for Women to Thrive Act (H.R. 2965/S. 2069).*** This critical piece of legislation would help shape U.S. international assistance and trade policy to give women in developing countries the tools and resources they need to lift themselves and their families out of poverty. By helping impoverished women start and grow businesses, promoting women's land and property rights, increasing women's access to employment, and improving the quality and working conditions of jobs dominated by women, the GROWTH Act seeks to enhance women's economic security and remove barriers that prevent women from actively participating in their countries' economies.

Supreme Court Rules in Age Discrimination Case According to the New York Times, the U.S. Supreme Court last week ruled in a job-related age discrimination case in a very different manner than it had previously done so in the pay discrimination Ledbetter v. Goodyear case. In the recent ruling, the court upheld an appellate court ruling in finding that the failure to file the proper form with the Equal Employment Opportunity Commission in the allotted time frame does not deprive an employee of the ability to later go to court with an age discrimination lawsuit. In the 7-2 decision, Justice Anthony Kennedy wrote for the majority saying, "The system must be accessible to individuals who have no detailed knowledge of the relevant statutory mechanisms and agency process." The majority also stressed that workers who were not represented by lawyers and who could make a layman's mistake should not be denied their day in court. In addition to Justice Kennedy, Chief Justice Roberts and Justice Samuel Alito joined with the rest of the supporters of Ledbetter-Justices Ruth Bader Ginsburg, John Paul Stevens, and David Souter, and Stephen Breyer-in the majority on this case. Justices Clarence Thomas and Antonin Scalia were the dissenters.

As women are now staying in the workforce longer, they are more likely to be the victims of age discrimination. They are also likely to begin experiencing age discrimination at an earlier age than men. Legal Momentum, a legal advocacy organization dedicated to advancing the rights of women and girls, annually reviews the Supreme Court's docket for cases that could impact women. At their Supreme Court press briefing last fall, the age discrimination case was one that they highlighted.

**ACTION:** AAUW believes the outcome in the Ledbetter v. Goodyear case is fundamentally unfair to victims of pay discrimination, which is responsible for a significant portion of the wage gap experienced by women and people of color. Although the wage gap has narrowed over the years, success in closing the gap remains elusive, and the Supreme Court's recent decision in the Ledbetter case will only make it more difficult. ***Please use AAUW's Two-Minute Activist online to urge your senators to support the Fair Pay Restoration Act (S.1843).***

List of States Rejecting Abstinence-Only Funding Grows Iowa recently became the 17th state to opt out of federal funding for abstinence-only education, according to Reproductive Health Reality Check and Radio Iowa. Iowa Governor Chet Culver (D) made the decision to reject the roughly \$319,000 the state currently receives from the federal government under Title V, which provides over \$40 million a year for abstinence-only education. There is no reliable evidence to date that these abstinence-only programs impact the long-term behavioral outcomes at which they aim, such as the delay of sexual initiation and reduction of adolescent pregnancies and STI/HIV infections."

**ACTION:** Only with complete reproductive health information can young people make informed and appropriate decisions. ***Please use AAUW's Two-Minute Activist online to urge your representative to get REAL about sex education by cosponsoring and supporting the Responsible Education About Life Act (H.R. 1653).*** This bill would authorize federal funds for states to offer comprehensive and medically accurate sex education in their schools.

Mentoring Gap Exists in STEM Fields The relationship that women have with their mentors can have a significant impact on their educational experience and could point to new ways of attracting female

students to certain fields, according to a new study. As reported in Inside Higher Ed, a study published in the journal *Sex Roles* focused on graduates from top doctoral chemistry programs and found that men were more likely than women to remember receiving help from a professor and having a professor help them in selecting a graduate school. While only 8 percent of men reported that they helped themselves or that no one helped them with that decision, 15 percent of women responded in the same way. Susan Nolan, associate dean at Seton Hall University and an author of the study, said it's clear "that women do not perceive that they are receiving the same level of advising and mentoring as men."

AAUW strongly supports promoting and strengthening STEM education, especially for girls and other underrepresented populations. Supported by a grant from the National Science Foundation, AAUW is implementing the National Girls Collaborative Project, a program designed to reach girl-serving STEM organizations across the United States and Puerto Rico.

## **LEGISLATIVE UPDATES**

**House and Senate Pass Budget Resolutions** Following days of debate and a 15-hour "vote-a-rama" session on a long series of amendments, the Senate passed (51-44) their FY09 budget resolution (S. Con. Res. 70) in the early hours of the morning. The House passed (212-207) their FY09 budget resolution (H. Con. Res. 312) earlier. Congressional leaders will now conduct conference negotiations to work out the differences in the two resolutions passed by the House and Senate.

AAUW is pleased that both the House and Senate resolutions provide for increased discretionary funding for education, training, and social services over the president's proposal. Both budget resolutions also reject the president's proposals to create additional voucher programs while eliminating 48 education programs. The additional funding provided by the House and Senate budget resolutions will allow Congress to improve No Child Left Behind programs, fund the Higher Education Act, improve U.S. global competitiveness, and support other vital education programs that are critical to moving key AAUW priorities forward and improving educational opportunity for all.

Of particular interest was an amendment offered by Senators Pryor (D-AR) and Kennedy (D-MA) that would create a reserve fund for drop-out prevention programs to improve student achievement and retention among middle and high schools. The amendment passed by unanimous consent.

***The budget resolution is a pivotal step in the budget process. While it does not carry the force of law, a budget resolution establishes an overall outline for federal spending and revenue generation as Congress develops the federal budget for the coming fiscal year. As such, it should reflect the nation's priorities.***

**HEA Extended Again** On March 7 the Senate passed ( by unanimous consent) a one-month extension of the Higher Education Act, with the House following suit (411-4) on Wednesday. While legislation to reauthorize and reform the law was previously expected to come to the floor of both chambers, conference negotiations continue to reconcile the differences between the House version (H.R. 4137) and the Senate version (S. 1642) of the bills. As the latest extension of the Higher Education Act was set to expire on March 31, Congress was forced to pass another extension.

**DC Passes Paid Sick Days Legislation** The D.C. Council voted unanimously to require employers to grant their workers paid sick days, the Washington Post reported. In passing the Accrued Sick and Safe Leave Act, D.C. became only the second city in the country with such legislation-San Francisco voters approved similar language in a ballot measure in 2006, and legislation is pending in other cities. The number of paid sick days for full-time employees ranges from three to seven based on the number of employees, while part-time employees will earn half the number of days their full-time coworkers earn. The leave can also be used by victims of violence and abuse. While advocates say the legislation could

affect 200,000 workers who don't have paid sick days, there were several amendments passed that they say weakened the legislation. For example, most health-care workers and wait staff are exempt from the law, employees must be on the job for 12 months before becoming eligible for the leave, and businesses that can prove a hardship will also be exempt. Congress has 90 days to review the law, which D.C. Mayor Adrian Fenty (D) must sign, before it takes effect.

**ACTION:** While this legislation could help hundreds of thousands of D.C. workers, millions of Americans still do not have the option of taking time off to care for family members or themselves without putting their jobs, their healthcare benefits, or their family stability at risk. AAUW believes that creating work environments that help employees balance the responsibilities of work and family is good public policy—good for workers, good for families, and good for business. *Use AAUW's Two-Minute Activist online to urge your representative and your senators to support the Healthy Families Act (H.R. 1542/S. 910), which would provide full-time employees with seven paid sick days a year to be used for their own medical needs or to tend to the medical needs of a child, spouse or parent.*

House Passes Mental Health Parity Bill The House passed (268-148) a bill requiring most group health plans to provide comparable coverage for mental illnesses and physical illnesses. The Paul Wellstone Mental Health and Addiction Equity Act (H.R. 1424) is similar to the Senate's Mental Health Parity Act (S. 558) passed in Sept. 2007. According to the New York Times, both bills would outlaw current practices in which health care plans can discriminate against mental ailments by setting lower limits on treatments or higher co-payments for mental health services. The House version of the bill applies to alcohol and drug abuse treatment as well as treatment for mental illness. *The White House opposed the bill, but supporters of the legislation hailed it as a civil rights victory for which they have been fighting for more than a decade.*

### UNIQUELY AAUW

Plan for Equal Pay Day AAUW recently updated its Pay Equity Resource Kit. For ideas to promote pay equity on *Equal Pay Day, Tuesday, April 22* and beyond, download the Pay Equity Resource Kit from our website. To listen to a recording of a conference call on Equal Pay Day recently held for all state and branch public policy chairs or to request a transcript, email Anne Hedgepeth, policy assistant, at [hedgepetha@aauw.org](mailto:hedgepetha@aauw.org).

AAUW Releases New STEM Position Paper and Resource Page AAUW recently unveiled its new position paper on science, technology, engineering, and mathematics (STEM) education. The position paper is available for downloading from the new STEM issues webpage, which also provides links to additional research and resources related to STEM education. AAUW supports promoting and strengthening STEM education, especially for girls and other underrepresented populations. These efforts will help increase America's competitiveness by reducing gender barriers that deter women from pursuing academic and career goals in STEM fields.

### **Sign Up Your Friends and AAUW Colleagues for Action Network!**

To mobilize AAUW members to be constituent advocates, AAUW has created the Action Network, an email alert system that anyone with an email address can subscribe to. Anyone can sign up for Action Network, AAUW members and nonmembers alike. It is an excellent way to introduce potential members to AAUW's advocacy. You can also print out flyers online. Use flyers to sign up friends, family and coworkers to AAUW Action Network. These flyers are great to use at branch events, community events, etc.