

# AAUW NEWS OF NOTE

President: Sheila Doherty (781) 848-8122  
Membership VPs: Patricia McKay (781) 337-3375 and Patricia Laidler (781) 878-6242  
Program VPs: Diane Morash (781) 749-749-8756 and Jane Moore (781) 659-9443

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    MAY 2009

### CALENDAR

May 3, Sunday	Book Group, 12 O' Clock Trip to Concord, MA RSVP to Carol Sullivan-Hanley
May 9, Saturday	State Convention Marlboro, MA See <i>Bay Stater</i> for more details
May 12, Tuesday	Annual Dinner, 6:30 PM Joe's American Bar & Grille Route 53, Hanover, MA RSVP to Lynn Howard
May 14, Thursday	DeClutter Bugs, 4:30 PM Panera Bread, Derby Shoppes, Hingham
May 14, Thursday	Girls Game Night, 7:00 PM home of Sandy Carle all welcome; RSVP to Sandy
May 21, Thursday	Writers Group, 7:30 PM Brewed Awakenings, Hingham
June 16, Tuesday	Board Meeting , 7:00 PM home of Sheila Doherty

### ANNUAL BANQUET

The Annual Banquet is on Tuesday May 12th at 6:30 p.m. at Joe's American Bar & Grill on Route 53 in Hanover. We will be having the Silver Buffet which includes a mixed green salad, chicken, broccoli & ziti, penne ala vodka, baked Boston Scrod, grilled herbed chicken breast, vegetable, oven roasted potatoes and Charles River pie for dessert. Coffee, tea, and soda are included, all other beverages may be purchased for an additional fee. The cost is \$35 per person which can be paid with cash or check that evening. We hope that you can join us to celebrate the end of another great year for the Hingham Area Branch. Please RSVP by Thursday May 7th by sending an email to Lynn Howard at [lynnphoward82@comcast.net](mailto:lynnphoward82@comcast.net) or by calling Lynn at 781-901-9120.

The Book Club is reading American Bloomsbury by Susan Cheever. Our next meeting will be on Sunday, May 3rd. We will be discussing the book at lunch at the Colonial Inn in Concord. Then we will be visiting some of the historic sites in Concord after lunch. Everyone is welcome to join us for this fun-filled afternoon. If you are interested in coming along please call Carol Sullivan-Hanley at 781-545-9341.

## **PRESIDENT'S MESSAGE**

With the end of the year approaching fast, I hope you will reflect back on the inspiring meetings we had this past year. They were both informative and fun. We will be continuing some of our interest groups over the summer, so keep in touch with your AAUW friends. Our Annual Dinner will be held on Tuesday, May 12th. Please RSVP to Lynn Howard if you are planning to attend.

The AAUW Spring State Meeting will be held in Marlborough on Saturday, May 9. The meeting agenda will help us engage in discussions on major AAUW changes and proposed changes. Our National Convention, June 26th to 28th "Breaking through Barriers" will be held in St Louis. Lilly Ledbetter, known as the "Face of Pay Equity," will attend and will be one of the speakers. Some of us have already made our reservations and we hope you will join us at one or both of these meetings.

As we go our separate ways this summer remember to put Tuesday, Sept 15th on your calendar for our Annual Pot Luck Dinner.

Have a happy and safe summer; we'll see you in September.

Sheila Doherty

## **MEMBERSHIP NEWS**

Take an activist spirit and help our branch grow **GIVE A GRAD A GIFT OF MEMBERSHIP**  
This gift comes at **no cost to you or your grad.**

Membership in AAUW offers the grad many benefits such as the following:

- 1) Gives her the sense of power that comes from belonging to a national women-led organization
- 2) Provides and expands her networking opportunities
- 3) Helps the grad keep current on events and people that can affect her life
- 4) Increases her buying power by giving access to discounted health, life, and auto insurance and other members-only benefits.

The application for this **free gift of a one year membership** can be found on the AAUW website under Member Center. If you have any questions, call me (781-337-3375)

We are sad to report the death of Pat Laidler's mother-in-law. Our condolences go out to Pat and her family.

## **LEGAL ADVOCACY FUND**

Hollie Bagley, LAF Liaison

As educated women and AAUW members we may be called upon to give advice on any number of topics relating to women and girls. The following information on sex discrimination is readily available on the AAUW website under the Legal Advocacy Fund. It is part of a flyer that can be printed for distribution, especially on a college campus. The second half of the sheet discusses how to tell if a college is welcoming to women. Curious? Check out the following link: <http://www.aauw.org/advocacy/laf/lafnetwork/10tips.cfm>. In the meantime, here are ten tips you should offer to anyone seeking advice on sex discrimination.

## **Get Smart on Sex Discrimination**

### **What to do if you experience sex discrimination at college or work:**

1. **Seek help.** Talk to your guidance counselor, women's center, or college dean and ask about the grievance procedures at your university or talk to your supervisor or human resources representative at work to learn about the grievance procedure.
2. **Put it in writing.** Always put everything in writing so you have a record and a timeline.
3. **Do your homework.** For more information on your rights, call the U.S. Equal Employment Opportunity Commission's (EEOC) hotline at 800/669-4000 or the U.S. Department of Education's Office for Civil Rights (OCR) at 800/421-3481.
4. **Avoid loose lips.** While the desire to talk about your case is understandable, the threat of counter suits for defamation is real.
5. **Get legal advice.** Talk to an attorney who has specific experience with sex discrimination in the academic or workplace environment. For an attorney referral in your state, e-mail LAF at [laf@aauw.org](mailto:laf@aauw.org).
6. **Act quickly.** There is a statute of limitations on filing complaints with the EEOC.
7. **Watch your nickels and dimes.** Talk to an attorney or accountant about the financial burdens of a lawsuit.
8. **Visit your doctor — Yes, your doctor.** You may experience a physical/emotional toll that should be addressed and documented.
9. **Prepare for the long haul.** Filing a discrimination lawsuit is a long process, but others have succeeded in fighting discrimination, and you can too.
10. **Find a support network.**

## **AN INVITATION TO ALL CANDLEPIN BOWLERS PAST AND PRESENT**

If you have memories of going bowling when you were a child or out on a date, a few of your fellow AAUW members have a suggestion for you. Sandy Carle, Sharon Lemoff and I enjoy a morning a week bowling, meeting new people, and just having a good time. There are no requirements for remembering how to bowl or being good at it. You don't need to be a member of AAUW so that means you can convince a neighbor or friend to join you.

There are two opportunities to join us. This summer we are meeting on Friday morning at 9:30 AM at the Colonial Bowl (Rte 18) which is a few blocks up from the South Shore Hospital on the right side if heading towards Abington. This will be an informal group so it will be a good time to give it a try. The other opportunity will come in September when a more formal but sociable league starts and runs 30 weeks. For more information call me at 781 749-5493 or e-mail [cgreg@comcast.net](mailto:cgreg@comcast.net).

Chrisanne Gregoire

## **PAMELA J. LINCOLN RECOGNITION AWARD, 2009**

First, I want to recognize my fellow committee members - Beatrice Kelly and Fran Schlesinger - I appreciate the time they have given to this project and their thoughtful contributions through the years. The Pamela J Lincoln Recognition Award is presented annually by the Hingham Area Branch of the American Association of University Women. Any member of our organization may nominate a young woman of outstanding academic and community achievement. This year's nominee certainly fulfills those requirements.

A diligent scholar, she maintained an A average in her four years of high school. Each year she was selected a School Scholar. She was a member of the National Honor Society and the Spanish Honor Society during her junior and senior years. In her school for four years she was on the President's List for her achievements. As a junior she was given the Fairfield University Book Award. This year she was selected to attend the Massachusetts Conference for Women with Scholarship programs. At present, she is a National Merit finalist. In addition to her scholastic achievements, she has been an outstanding athlete and was given the Sportsmanship Award. During her sophomore, junior and senior years she was on the following teams - Indoor Track, Field Hockey, and Softball. As a junior, she was chosen to represent her school at the MIAA ( Massachusetts Interscholastic Athletic Association) Leadership Conference. As a senior, she was chosen Captain of her Field Hockey team and of her Softball team.

Her work experience includes being a Patriot Ledger papergirl for two years, being a cashier at Stop and Shop for six months and working at the Patriot Cinemas for the last six months. If you visit this cinema, she may be the one who sells you your ticket.

Listening to all of this, you may think that she hasn't any more time in her day for more activities. Well, -I haven't discussed her passions and they are Service and Leadership. She has been a member of Old South Union Youth Group for six years. She has served on its Youth Council for three years and this year was elected Youth Club president. During the summer she has helped at Sunset Point in Hull - a camp for inner-city children. Project Rise is a tutoring program designed to help low-income students gain acceptance to private schools. Our candidate volunteered for this program and worked as a tutor on Saturdays from 9 am to 12 pm during her sophomore year. At her school she has been a member of its Campus Ministry and this year is its Coordinator. This Campus Ministry is something like an Outreach Program. Through this program our candidate has herself served and organized other students to serve meals at Father Bill's. She has helped at Carolina Hill Shelter in Marshfield playing with temporarily homeless children in after school programs. She was a leader in constructing Easter baskets for children at local hospitals and homeless shelters. There are additional activities with which she has been involved such as being elected as Vice-President of her class at Notre Dame for three years. I haven't even mentioned her great sense of humor. But I think enough has been said that shows her qualifications for this award.

For a long while our candidate had an interest in becoming a judge. However, an AP course in US History has cultivated an interest in International Relations and Government. She is hoping to attend NYU or Seton Hall University and major in Diplomacy. She even has an inclination toward politics hoping to help create a more peaceful and just world. Remember her name. It may appear on a ballot or in the newspapers in the next few years. We wish her success in all her new adventures.

Patricia McKay

## **PUBLIC POLICY**

**Victory for Michigan Female Athletics Case:** According to the Associated Press, the Michigan High School Athletic Association agreed earlier to pay the group Communities for Equity up to \$6 million in legal fees after the latter won a landmark case for girls' sports calendars in the state. The case began in 1998 when parents filed a lawsuit arguing girls' unusual sports schedules violated state and federal law. In December of 2001, a U.S. district court judge ruled MSSHA practice discriminated against girls in violation of Title IX, the 14th Amendment to the Constitution, and Michigan's Elliot-Larsen Civil Rights Act because, among other things, the current seasons were two to three weeks shorter than those of girls everywhere else in the country and of the boys' seasons. As reported in the April 7, 2007 edition of Washington Update, the U.S. Supreme Court refused to take on the case of Communities for Equity vs. Michigan High School Athletic Association, forcing schools to comply with the new seasons agreed to in the district court.

**State Profiles of Federal Abstinence-Only Funding Released:** The Sexuality Information and Education Council of the United States (SIECUS) released a new report on abstinence-only-until-marriage programs this week. The guide breaks down the policy, programs and funding profile for abstinence-only education in every state and the District of Columbia using data from the federal Fiscal Year 2008. The Feminist Majority Foundation reported \$176 million in federal funding went towards abstinence-only programs in the past fiscal year, while no federal funding is currently allocated for comprehensive sex education. However, William Smith, the vice-president for public policy of SIECUS, reported a growing number of states are expressing an unwillingness to continue down the current path that holds the ideology of some ahead of the health and futures of our entire nation's youth. He also mentioned President Obama has been an outspoken supporter of comprehensive sex education and co-sponsored a federal comprehensive sex education bill, the Responsible Education About Life (REAL) Act as a senator.

**Tweet for AAUW:** Actor Hugh Jackman is calling for creative, impassioned people to nominate a worthy nonprofit organization for a large prize, according to the Chronicle of Philanthropy. He has pledged to donate

\$100,000 to the favorite nonprofit organization of the individual who submits the most convincing appeal in 140 characters or less, the maximum length for a post, or "tweet" submitted on Twitter. The winner will be announced on April 24.

**ACTION:** Think you have a catchy way to express the good work that AAUW does for women all across America? Then submit it to Jackman's site, "RealHughJackman". If you don't have a Twitter account yet, signing up is free and easy. Just click [here](#) and follow the simple instructions. Don't know what to say? Then make your voice heard with this sample tweet instead: @RealHughJackman www.aauw.org 100,000 members strong, AAUW turning dreams into realities for American women and girls since 1881, GIRLPOWER! You can also follow AAUW and Linda Hallman on Twitter.

**Pay Equity in Canada:** Women's eNews posted a commentary from Ontario Pay Equity Commissioner Emanuela Heyninck addressing her concern of threatened erosion of wage rights for Canadian women in traditionally female occupations. Different from the U.S. wage-justice standard, Canada's current wage-justice standard goes a step further and considers wage justice as equal pay for work of equal value, which is evaluated using a gender-neutral comparison system. However, Canada's leadership on closing the pay gap may be in danger of eroding with the recent introduction of a proposed law that does not use the words "pay equity" or discuss systemic discrimination. Furthermore, the proposed law would compare the value of female dominant jobs to male dominant jobs, but does not include a definition of male dominant jobs. Finally, the proposed act would allow "market forces" to be a basis for job assessment, even though market forces have tended to undervalue women's labor force activities and could reinforce gender-based inequalities.

**Report Shows No Gains for Target Students in DC Voucher Program:** The Department of Education released a report that found no improvement in academic achievement for those students receiving vouchers from public schools in need of improvement - the target audience of the voucher program. This five-year pilot program is the nation's only federally-funded voucher program. The program funnels taxpayers' dollars to private schools. The D.C. program, which currently receives approximately \$15 million, provides vouchers of up to \$7,500 apiece to about 1,900 students. Click [here](#) to read the entire report. Previous Department of Education and GAO reports found no gain in academic achievement and numerous problems with the program such as participating schools conducting classes in unsuitable learning environments taught by teachers lacking bachelor's degrees.

**New Report Highlights Need to Transform Commission on Civil Rights:** Recently, the Leadership Conference on Civil Rights (LCCR), a coalition of which AAUW is an executive committee member, released a report highlighting the need for transforming the U.S. Commission on Civil Rights. Entitled "Restoring the Conscience of a Nation: A Report on the U.S. Commission on Civil Rights," the report lays out the history of the commission's work, how that work has suffered in recent years, and what can be done to revitalize its operation. Established by the Civil Rights Act of 1957, has a long history of protecting such fundamental liberties as the right to vote, access to public accommodation, and equal employment. However, presidential administrations unfriendly to its core mission have considerably weakened the commission over time, to the point where, according to the report, "the commission is so debilitated as to be considered moribund." LCCR suggests a number of ways to return the commission to its previous strength and influence, including creating a new commission, an expansion of its mandate, authorization for the commission to hold hearings across the country, and a federal grant program to support state and local government efforts.

**How Nonprofits Helped America Vote:** Last week, OMB Watch released a new report, How Nonprofits Helped America Vote: 2008, which clarifies the important role that nonprofits have in encouraging voter engagement in the United States. The report demonstrates how nonprofits protect election integrity and use various ways to get out the vote. Lee Mason, OMB Watch director of nonprofit speech rights, said, "This report showcases just how important it is for nonprofit organizations of all stripes to continue and increase their nonpartisan voter engagement activities."

**New Report on Work-Life Balance Released:** A recently released study from the Families and Work Institute shows a change over the past three decades in attitudes and actions toward women's evolving role in the workplace. The study finds that women want to advance in jobs with more responsibility just as much as men and men are being more accommodating in helping women achieve their career goals. Women are contributing

more income to a dual-earner family and men are spending more time at home. To find out more about the new findings, visit the Families and Work Institute website to read the report, *Times Are Changing: Gender and Generation at Work and At Home*.

**U.S. to Run for U.N. Human Rights Council:** The Washington Post reported that Secretary of State Hillary Clinton announced Tuesday the U.S. will seek a seat on the U.N. Human Rights Council. The May 15 elections will be the first time since the council's creation in March 2006 that the U.S. has sought a seat. Under the Bush administration, the U.S. did not serve on the council as a protest to repressive states who were already council members. "Human rights are an essential element of American global foreign policy," Clinton said. "With others, we will engage in the work of improving the U.N. human rights system to advance the vision of the U.N. Declaration on Human Rights."

**Victory for Title IX at the Supreme Court:** In a victory for Title IX advocates, the Supreme Court declined to hear a lawsuit brought by Equity in Athletics (EIA) against James Madison University (JMU) and the U.S. Department of Education. The lawsuit stemmed from JMU's 2006 decision to cut 10 sports teams—seven men's teams and three women's teams—in an effort to comply with Title IX, *Inside Higher Ed* reported. The lawsuit was wrapped in a broader challenge against the three-part test as it applies to Title IX athletics enforcement. Last year, the U.S. Court of Appeals for the Fourth Circuit declined to issue an injunction against JMU moving forward with its decision.

**Alabama County Ends Sex Segregation in Schools:** the American Civil Liberties Union announced that the Mobile, Alabama, County Board of School Commissioners approved an agreement to reverse the mandatory sex segregation policy in public schools that was implemented for the 2008-2009 school year. The Mobile County School System segregated the entire student body of Hankins Middle School by gender, violating Title IX of the Education Amendments, the Equal Education Opportunities Act, and the U.S. Constitution. Under the new agreement, Hankins Middle School will immediately end segregation of students by sex in elective classes, at lunchtime, and all other nonacademic events. Beginning in fall 2009, all courses will be integrated, and no sex segregated programs will be instituted for at least three years.

**Voucher Programs Ruled Unconstitutional in Arizona:** Two school voucher programs were ruled unconstitutional by the Arizona Supreme Court. The two programs funded private school tuition for foster children and disabled students. The court objected to the use of tax dollars to support private and religious schools in these programs, finding that they violated Article 9, Section 10 of the state constitution, which provides that "no tax shall be laid or appropriation of public money made in aid of any church, or private or sectarian school, or any public service corporation."

**FDA Ordered to Lower Age Requirement for Emergency Contraception:** the Washington Post reported that a New York federal court ordered the Food and Drug Administration to reconsider its previous decision to limit non-prescription access to emergency contraception, commonly referred to as the morning-after pill or Plan B, to women age 18 and older. In a 52-page decision, U.S. District Judge Edward R. Korman ordered the FDA to make emergency contraception available to women age 17 and older without a prescription within 30 days, and to consider making the drug available to all women, regardless of age, without a prescription.

**Texas Changes 10 Percent Admissions Rule:** The Texas Senate voted to approve significant changes in the state's "10 percent" admissions law, which guaranteed that all high school students who graduate in the top 10 percent of their class gain admission to a public university of their choice. The Dallas Morning News reported on the specifics of the change. Affirmative action advocates in the state say the percent plan—which was the states' response to a previous ban on affirmative action—is still needed to ensure diversity.

**Workplace Discrimination Filings Rise:** Workplace discrimination filings rose dramatically in FY08, up 15 percent from FY07, according to a U.S. Equal Employment Opportunity Commission report released last week. A total of 95,402 charges were filed in the past fiscal year, securing \$376 million in monetary relief for victims of gender discrimination. "The EEOC has not seen an increase of this magnitude in charges filed for many years. While we do not know if it signifies a trend, it is clear that employment discrimination remains a persistent problem," said the Commission's Acting Chairman Stuart J. Ishimaru.

According to EEOC's data, every major category of charge filings in the private sector - which included charges filing against state and local governments - saw increases. Racial discrimination charges were the most frequent, totaling nearly 34,000 and represented over 35 percent of all claims. Sex discrimination claims rose by nearly 4,000 claims over the previous year, and accounted for nearly 30 percent of total claims filed. Another 954 charges were filed under the Equal Pay Act.

**Community College Enrollment Increases as Economy Falls:** Inside Higher Ed reported that when the economy is down, enrollment in community colleges goes up. As people who lose jobs or fear losing them look to add new skills and training to their repertoire and students who would have attended four-year institutions seek ways to save money, community colleges report high increases in student enrollment. A survey led by the director of Campus Computing Project, Kenneth C. Green, reported on the challenges that community colleges are facing in light of the economic downturn and how the institutions are rising to meet them. Although community colleges are faced with budget cuts, many are retaining faculty, maintaining student financial aid at levels that make it possible for needy students to enroll, and adding more online classes to accommodate increased enrollment. Community colleges continue to encounter staff reductions and infrastructure challenges but as Green said, are "doing more with less."

**Middle Class Task Force Meets on Recovery Act:** the White House Middle Class Task Force met in St. Cloud, Minnesota, for its second hearing. The task force convened a town hall meeting on the American Recovery and Reinvestment Act, which was signed in February and has already begun being implemented. The members of the task force, including Vice President Joseph Biden and Education Secretary Arne Duncan, heard stories and took questions from citizens on how the recovery package will impact the middle class. The task force also released a report on the legislation, reaffirming its goal of 3.5 million jobs being saved or created over the next two years and predicting a \$1,300 increase in income for middle class families. AAUW lobbied on behalf of a number of priorities during debate on the bill, several of which were included in the final legislation.

**Teen Birth Rate Rises for Second Straight Year:** Government statistics show that the teenage birthrate in the U.S. has risen for the second consecutive year, the Washington Post reported. The birth rate for girls ages 15 to 19 has increased 1.4 percent from 2006 to 2007, following an increase of 3.4 percent from 2005 to 2006. Prior to 2005, the birthrate statistic had been on a 14-year decline. According to the Post, the increase in teenage births has stimulated tense debate over federal funding for abstinence-only sex education programs, which currently are the only federally-funded sex education curriculum. Abstinence-only programs have been receiving \$176 million annually; Congress cut \$14 million in funding from the current budget.

**AAUW Signs Amicus Brief in Title VII Case:** AAUW signed onto an amicus brief in support of the defendants in Ricci v. DeStefano, a case in which the Supreme Court will soon hear arguments. The case originated in 2003, when the city of New Haven, Connecticut administered exams for promotions within the town's fire department. Because the test results would have led to an almost all-white team receiving promotions, the city refused to certify the results and grant the promotions, out of fear that the tests were discriminatory in some way. Subsequently, a group of 20 white firefighters and one Hispanic firefighter (mostly those who had passed the test and were thus in line for the promotions) sued New Haven, arguing that their Title VII rights protecting them against employment discrimination had been violated. In essence, they alleged reverse discrimination. New Haven argued that their actions prevented the certification of an exam that had had a disparate impact on a protected class under Title VII. Both a federal district court and the second circuit court of appeals dismissed the lawsuit.

If the Court were to find in favor of the petitioners, it would severely chill efforts by employers to comply with Title VII and eliminate sex-based barriers in employment. As was seen with the Ledbetter case, precedents that impact one protected class under Title VII affect them all. The brief that AAUW signed will describe historical and current barriers women have faced in fire departments and in other employment settings. It will further point out the significant impact of this case on the ability of employers to voluntarily remedy discriminatory workplace policies and practices against women. An adverse decision in the Ricci case, for example, could require employers to maintain discriminatory tests. The brief will be significant both because it is important that the women's community show support for the employer's efforts to remedy discrimination and because it will focus on the impact of the case on principles of sex discrimination.

**American Association of University Women  
Hingham Area Branch  
2009-2010 Dues Bill**

It's membership renewal time again!

Renew your AAUW membership by writing a check made out to :

AAUW - Hingham Area Branch

And mailing it to: Sandra Carle  
12 Karlyn Road  
Weymouth, MA 02188

**If you prefer, you may also bring your dues to the May Banquet.**

**Renewal deadline is June 1, 2009**

Association Dues	\$49.00	Includes subscription to <i>AAUW Outlook</i>
State Dues	\$15.00	Includes subscription to <i>BayStater</i>
Branch Dues	<u>\$11.00</u>	Includes subscription to <i>News of Note</i>
Total Dues:	\$75.00	

Life Members: \$26.00

You can also make a contribution to EF, LAF as well as the Hingham Area Branch's Recognition Award.

Voluntary Contributions:

Educational Foundation	\$_____
Legal Advocacy Fund (minimum suggested donation \$5.00)	\$_____
Recognition Award	\$_____
<b>Total amount enclosed</b>	<b>\$_____</b>

Please check your listing in the Directory and note below any changes or corrections that should be made.

Please list your top three choices from the **Volunteer Sign-up Sheet** in order of preference (#1 top):

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_