



BEDFORD-LEXINGTON AREA BRANCH SEPTEMBER 2016

Breaking Through Barriers for Women and Girls

“WOMEN NEED FINANCIAL PLANS, TOO” WITH GEORGE GAGLIARDI, CFP, MBA WEDNESDAY, SEPTEMBER 7, 2016, 7:00 PM BEDFORD PUBLIC LIBRARY

George Gagliardi, Financial Advisor, will present an overview of the financial information women need to know at any age. He'll distribute a checklist that will help us determine where our financial knowledge gaps are. He'll also tell us about a new on-line storage area for important information so we don't have to dig in file cabinets to find our financial papers!

George formed Coromandel Wealth Management after a successful career as a technology industry executive, small business entrepreneur, and management consultant. George has been involved in investing and personal financial planning for most of his adult life, and has significant experience and knowledge in the areas of business, personal finance, economics, and investment strategies. His areas of expertise include Retirement Planning, Tax Reduction Strategies, College Financing, Estate Planning, and Investment Strategies.

George is a Phi Beta Kappa and Magna Cum Laude graduate of Yale University with a degree in Engineering and Applied Science, and holds an MBA from Babson College with Highest Distinction. He has a Certificate in Financial Planning, is a member of the Financial Planning Association, and a Life Member of the American Association of Individual Investors.

George has written many articles on financial planning for the Lexington Minuteman. He is active in a number of community and alumni organizations, including Board Member of the Children's Center of Lexington, 51 Walden Street, and

Friends of Lexington Bikeways; member of the Lexington Bicycle Advisory Committee, Past President and Treasurer of Yale Science & Engineering Association, past Board Member of the Yale Club of Boston, and past chairman of First Parish in Concord's Annual Appeal. A long-time resident of Concord and Lexington, George currently resides in Lexington with his two sons.



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PRESIDENTS' MESSAGE

We send a huge THANK YOU to Karen Bragaw for her many years with the branch. Hopefully she'll drag herself away from Topsham, Maine now and then and come down for our programs.

We look forward to an exciting year with opportunities to learn about a variety of topics related to AAUW's mission, some of which also provide opportunities to volunteer in ways that will help break down educational and economic barriers so that all women [and girls] have a fair chance.

A special thanks to my co-president, Stacy Fatale, and the team (including AAUW-MA co-president Katie Donovan) working on getting the Pay Equity Bill passed. Governor Baker signed it and AAUW was there! Our daughters, granddaughters, nieces, and all women in Massachusetts will benefit from it.

Ruth Ladd



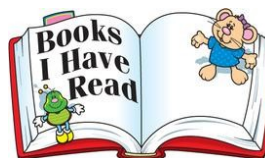
CHILDREN'S BOOKS...and other things

Ruth Ladd thanks the many members who have donated many children's books for the Russell School in Dorchester. She and her husband have delivered two loads of books (about 800 total) already. She continues to collect books but, as some members requested, obtained a list of other materials that teachers put on a wish list (see below) so all donations are enthusiastically accepted. Tamara Blake-Canty, the Russell School principal, will come and speak to us on October 5 so materials collected until then will be presented to her at that time (assuming they will fit in her car!).

If you don't want to hang onto things until October, you can either bring them to the September meeting or drop them at Ruth's house: 15 Pine Knoll Road, Lexington. An email (wetlandmom@aol.com) alerting her to their arrival would be appreciated!

TEACHERS' WISH LIST ITEMS:

- Reams of copier paper
- Dry erase markers
- Post-its with and without lines
- Pencils
- Erasers
- Tape
- Bulletin board borders
- Markers and crayons for students
- Color markers for large chart paper
- Working computers and notebooks (for K-2 students)
- Apple adapters for projectors



Educational Opportunities Fund Committee's Good News Update!

The summer season brought plenty of wonderful news to report on AAUW's Fellowships and Grants program! "For the 2016-17 academic year alone, more than 230 women and community projects serving women and girls will receive \$3.7 million.

"The awards will help AAUW's fellows and grantees achieve their educational and professional goals, allowing women to break through barriers in fields where they are traditionally underrepresented. In fact, 43 percent of AAUW fellowships and grants support women in science, technology, engineering, and mathematics (STEM) fields. . . .

"But the impact will extend far beyond the hard-won accomplishments of our fellows and grantees. Their work will reverberate around the globe. AAUW alumnae have demonstrated their commitment to helping women and girls in their communities. Fellows and grantees often dedicate their work to fields that empower, but they also personally serve others through mentorship and community service."

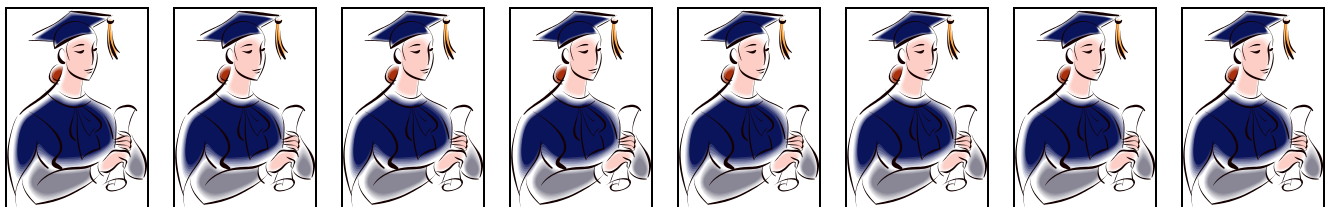
Many branch members have expressed how passionately they feel about supporting AAUW's Fellowships and Grants program, and how much they enjoy meeting the young Fellows studying at universities in our area. This year there are 16 in Massachusetts!

Joan and I are pleased to report that we have already confirmed two speakers for the December 3rd Holiday Brunch/EOF Fundraiser and that one of the young scholars, Alice Achieng, has been awarded an International Fellowship sponsored in part by branch member Sema Faigen, AAUW Life Member and Honorary Life Member. Save the date! Please join branch friends again this year in celebrating and supporting AAUW's Educational Opportunities Fund.

Diane Leahy

Joan Zinderman

Education Opportunities Fund Committee



LEGAL ADVOCACY FUND

Just a reminder that we will be celebrating LAF in April. We shifted it from the fall last year.

AAUW

UPCOMING PROGRAMS FOR 2016-17

(note the various locations!)

October 5—Tamara Balke-Canty, Principal, on
Successes and Challenges in Boston's
Russell Elementary School
(Dorchester)

BEDFORD PUBLIC LIBRARY

November 2—Senator Michael Barrett on the
Massachusetts Ballot Initiatives.
LEXINGTON COMMUNITY CEN-
TER

December 3—December Brunch/EOF Fundraiser
BEDFORD COMMUNITY CENTER

March 1—Erin Kelley, Title IX Coordinator at
Bentley University
BEDFORD PUBLIC LIBRARY

April 5—Michelle Roche, Director of Career and
Technical Education, on the Girls in
STEM Initiative at Minuteman Tech
MINUTEMAN TECHNICAL
SCHOOL

[LAF celebration and collection]

May 3—Nancy Nelson, Superintendent of Min-
uteman National Historical Park on
the National Park Service's 100th
Anniversary
BEDFORD PUBLIC LIBRARY

June 7—End of Year Dinner at the Club Car Café
in West Concord

PAY EQUITY NEWS

Trillium Asset Management [based in Bos-
ton] had the following article in their
Spring/Summer 2016 newsletter. In light
of the work AAUW-MA did to get the pay
equity bill passed in Massachusetts
(hurrah!), it is interesting to see parts of
corporate America getting on board.

[On behalf of our clients, Trillium Asset Man-
agement has written to the Equal Employment
Opportunity Commission in support of a pro-
posal to collect summary pay data by gender,
race and ethnicity.](#)

Our firm is pleased that the Commission is moving forward
with this proposal, as gender pay disparity has become a
significant public policy and economic issue which has
garnered increased attention not only from lawmakers and
civil society, but also from individual and institutional in-
vestors, and companies.

We believe the proposed rule represents an effective means
by which companies can better measure and manage gender
pay disparity. We also believe that a finalized rule will
serve to drive greater investment in pay equity initiatives
that will benefit companies, investors and the economy as a
whole.

While Trillium is a small employee-owned firm with fewer
than 50 employees, our Partners recently reviewed em-
ployee compensation to determine whether there is a pay
imbalance between genders at our firm. Our statistical
analysis indicates that after controlling for experience, role,
training, hours of work and certification, gender has no
statistically significant relationship to pay at our company.

Going forward, Trillium will routinely review our employ-
ees' salaries to ensure that women and men in the company
continue to be paid equitably.



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!

SOME JUNE DINNER PHOTOS



The spread



Some of the group

Patricia Fae Ho,
AAUW Board
Chair—our
speaker



For those who were unable to attend the June dinner, Patricia Fae Ho, AAUW Board Chair, explained what the AAUW Fund is about as there has been considerable confusion about it and its relationship to the Educational Opportunities Fund (EOF) and the Legal Advocacy Fund (LAF). EOF and LAF are separate funds. The LAF referred to below is to fund travel grants for LAF recipients. EOF, LAF, and AAUW Funds are all tax deductible. The latter is more flexible so AAUW can direct funds to programs as needed—and to develop new ones. See the diagram below.

ONE AAUW. ONE MISSION. ONE FUND.

The AAUW Fund: Greatest Opportunity, Greatest Need

The AAUW Fund advances AAUW's mission by sustaining all our programs and activities.

Your unrestricted gift to the AAUW Fund helps incubate and disseminate programs that

- above all, advance equity for women and girls
- strengthen AAUW's role in the global community
- respond to and eradicate the persistent challenges facing women and girls
- leverage new opportunities and attract new audiences to our mission

In short, the programs listed here get results for women and girls. And that's AAUW's top priority, now and in the future.

Please make a tax-deductible gift to the AAUW Fund today!

www.aauw.org/contribute

1111 Sixteenth St. NW
Washington, DC 20036
800.326.2289

Your gift to the AAUW Fund helps support



AAUW National Convention Campus Outreach Grants
Eleanor Roosevelt Fund Research Fellows Alumnae
Initiative LAF Case Support Travel Grants
Legal Case Support New Program Development
Regional Field Representatives

and so much more!



PUBLIC POLICY CORNER

Stacy Fatale, Branch and State Public Policy Chair

PAY EQUITY IN MASSACHUSETTS!

Farewell to summer, and Welcome Back Fall: one of the year's natural times to begin anew.

As we review the last few months, you can pat yourself on the back for the literally decades of work you have done to advance pay equity in Massachusetts because we have a pay equity bill now in Massachusetts that is updated for our times! It was signed by Governor Charlie Baker on August 1, 2016.

The areas that will impact employers and workers in 2018, include the following:

- Non-retaliation against employees who inquire about salaries;
- Employers now have restrictions on the context in which they ask job candidates about salary history;
- There are legal incentives for companies to conduct salary reviews;
- There is a definition of comparable work.

Shirley Leung of *The Boston Globe* wrote a background column on August 3, 2016. It provides context about the bill's origins dating back to 1989 when Dorothy Simonelli and fellow lunch ladies sued the Everett Public Schools because they were doing comparable work to the school custodians and being paid about half as much. They won the initial case, and were awarded back wages. Then the case was lost in 1998 at the State Supreme Court level because the Massachusetts law at the time had no definition of comparable work. Dorothy Simonelli was at the bill signing and at the celebration after the event. It was great to see her there!

The bill's passing was featured in major national and international outlets.

So, it was worth it, all the years you have written to or called your legislators advocating for a

strengthened and clarified pay equity bill in Massachusetts.

We know that implementation will take work, and it will be worth it, too.



We were honored to be at the Massachusetts State House on August 1, 2016. AAUW of Massachusetts members gathered are, L to R: , Senator Joan Lovely, North Shore Area Branch member; Linda Britt, former New England Regional Director; Elizabeth Fragola, North Shore Area Branch, Co-President; Stacy Fatale, State Public Policy Chair, Bedford-Lexington Branch; Katie Donovan, AAUW of Massachusetts Co-President, North Shore Area Branch

VOTE!

This fall: Vote
(From: <https://www.sec.state.ma.us/ele/>)

Voter Registration:

Online Voter Registration: <https://www.sec.state.ma.us/OVR/>

Or by mail: <https://www.sec.state.ma.us/ele/eleifv/howreg.htm>

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MORE JUNE DINNER PHOTOS



(CONTINUED FROM PAGE 7)

According to the Massachusetts Secretary of State's website:

The deadline to register to vote in any election or regular town meeting is twenty (20) days prior to the date of the election or meeting.

State Primaries: Thursday, September 8, 2016
State Election: Tuesday, November 8, 2016

According to the *Old Farmer's Almanac*: By an act of Congress in 1845, the **first Tuesday following the first Monday in November** was designated Election Day for future

presidential elections.

Massachusetts Ballot Initiatives:

Massachusetts Senator Michael Barrett will present Ballot Initiatives on Nov. 2 at the Lexington Community Center, 7 p.m. This will be a great one to share with family, neighbors, and community.

Thoughts, questions, corrections: please email me at: aauwmapublicpolicy@gmail.com or call: 781-642-8866.

Primary Business Address

Your Address Line 2

Your Address Line 3

Your Address Line 4

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.

→ **OCTOBER NEWSLETTER DEADLINE: SEPTEMBER 16, 2016**

BOOK GROUP CALENDAR 2016-2017

The group meets at 1:00 pm. New members are most welcome!
Contact Catherine Boyd at catherinefboyd@verizon.net for directions.

September 21 at Diane Leahy's
The Firebird by Susanna Kearsley (Joan)



October 19 at Harriet Hathaway's
All the Light We Can Not See by Anthony Doerr (Harriet)

November 16 at Sue Giurleo's
The Rosie Project by Graeme Simsion (Sue)

December 21 at Sue Giurleo's (food by committee TBD)
Book Swap

January 18 at Concord Public Library (Joan Zinderman)
Liar, Temptress, Soldier, Spy by Karen Abbott (Jeanne)

February 15 at Helene Rosenthal's
We Are Market Basket by Daniel Kerschun and Grant Welker (Irene)

March 15 at Concord Public Library (Joan Zinderman)
The American Heiress by Dorothy Eden (Joan)

April 19 at Catherine Boyd's (catered by Janet Khattab)
My Life on the Road by Gloria Steinem (Janet)

May 17 at Mary Brzezinski's bring next year's recommendations
Year of Wonders, a Novel About the Plague by Geraldine Brooks (Mary)

June 21 at Catherine Boyd's
The Cat Who Ate Danish Modern by Lilian Jackson Braun (Catherine)