

AAUW Massachusetts Baystater

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February 2015

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NEWSLETTER DEADLINE

April 15

Communication Coordinator

Marya Dantzer

Send articles,
announcements,
branch news
or commentary

baystater.aauw@gmail.com



Biennial National Convention

June 18-25, Sheraton Hotel & Marina, San Diego

EARLY-BIRD REGISTRATION ends MARCH 31

<http://convention.aauw.org/register/> (online)

<http://convention.aauw.org/files/2014/10/2015-Convention-Registration-Form.pdf> (hard copy)

Beyond the deep mid-winter:

Your co-Presidents Look toward Spring

Hi, fellow hardy New Englanders!

Hopefully by March 6, this winter's record-breaking string of storms will be long over so everyone from every branch can come to the AAUW-MA conference and Annual Meeting!

Or at least, we hope that *many* members of *all* our branches will come and enjoy Boston. Vestiges of snow mountains may remain, but surely the T will be running again, so there will be no need for most of us to drive into the city.

Or set your sights on warmer days ahead: our National Convention approaches! California, here we come! Workshop spaces are filling fast, so nab an early-bird registration and begin gearing up for seven glorious days of discussion, deliberation, and dining in sunny San Diego. Whether you're a Membership Master, a Policy Wonk, or a Fundraising Fanatic—or simply your own unique style of University Woman—you'll find once-in-a-lifetime opportunities to connect, renew, and explore, choosing among nearly three dozen exciting workshop sessions.

Reserve yours spots today for these important events!

URGENT Submit membership count errata by February 20

Branch presidents, membership vice presidents, and finance officers have until **February 20** to report discrepancies in their membership count to records@aauw.org. Discrepancies include members whose national membership dues were received by the national office by January 31 but are missing from your roster as submitted to the [Member Services Database](#) (MSD). Also report dual or life members missing from your roster. The complete updated report is scheduled to be emailed to state and branch presidents, membership vice presidents, and finance officers on **March 6, 2015**.

MEMBERSHIP MATTERS

Happy New Year!

We encourage you to take time to reflect on what it means to be a part of an organization that has never wavered in its commitment to advocate on behalf of women and girls. Have you visited the [Our History](#) section of the AAUW website? It's a good reminder of our legacy for you and your branch to look at together. Of course, our lifelong relationships with pretty amazing people who are like family to us also remind us every day of the AAUW legacy. Membership provides tangible and intangible benefits worth far more than our dues, and that's what inspires us to share how wonderful AAUW is with others.

We believe that paying these benefits forward is critical to the future of AAUW, and doing so can be as easy and simple as giving the gift of membership. There are many ways to gift membership affordably, and in some cases even free, as in the Give a Grad a Gift program. As we move forward in 2015, resolve to give someone you know the opportunity to belong to AAUW.

Remember, your membership strengthens our mission and our reach!

Krys Wulff
Membership Committee Chair

Christy Jones, CAE
Vice President,
Member and Branch Relations

National Membership Discounts for New Members

Take 50–75 Percent off National Dues for New Branch Members January 1–March 15

Recruit new branch members with the half-price national dues rate of \$24.50 between January 1 and March 15. You can even use the [Shape the Future campaign](#) to double the discount! That makes national dues for any new members joining at a public event just \$12.25 — 75 percent off AAUW national dues! This offer applies to the 2014–15 fiscal year, so the membership will expire June 30, 2015. Student affiliate dues of \$17 are also eligible for these discounts.

Take 50 Percent off National Memberships Given by Branch Members January 1–March 15

National membership is a great gift for those who want to support our mission but whose schedules don't allow time to participate in regular meetings and activities. Now through March 15, as a branch member, you can give the gift of a regular annual national membership for just \$24.50 [online](#)! Introduce your busy friends to AAUW, and once they have more time, encourage them to join your branch.

Celebrate Winter Graduates with a Free Membership

Celebrate the success of a graduate this season with the [Give a Grad a Gift](#) campaign. Anyone who graduated within the last two years is eligible, so don't forget interns or student teachers you know. Give them a free, one-year membership in honor of their accomplishments.

For more on national membership dues and discounts, check out the [national dues, fees, and tax deductibility table](#)!

NEWS NOTES COURTESY OF SOUTH SHORE BRANCH

Presidential Action on Immigration a Good First Step

"President Barack Obama's [Immigration Accountability Executive Actions](#) will, in the face of congressional inaction, provide a long-overdue and fair path to legal status for some undocumented residents of the United States. The president's [actions](#) will also help update an outdated visa system. A comprehensive update of the immigration system is still necessary..." [click here for more](#).

AAUW and Lockheed Martin to Expand National STEM Program for Girls

"AAUW has collaborated with Lockheed Martin to expand a national program for middle school girls interested in science, technology, engineering, and math (STEM). Lockheed Martin has awarded AAUW a \$90,400 grant to support the organization's successful [Tech Trek program](#)..." [Read more here](#).

An AAUW delegation visits Poland and finds professional women in Poland face similar challenges as American women with work-family balance and lack of child care support. [Continue here](#).

Advice to Women Candidates from D.C.'s Youngest Elected Official: Don't Be Your Own Obstacle

"One of the biggest challenges was realizing that the only things standing in my way of getting elected to office were myself and my own fear," Carpenter says. "There are societal challenges and systemic things that set women back in running for office, leading a business, pursuing STEM [science, technology, engineering, and math]—but we can't be a part of that. We can't be our own obstacles. We can't stop ourselves from taking a chance..." [Read the article here](#).

Calendar Check

January 16–March 31

Early-bird rates for the 2015 AAUW National Convention in San Diego are in effect. [Register today!](#)

January 29–June 19

Meet the 2015 national candidates before you vote!

Every member should vote in AAUW's **National Election** to select our leaders and help set our agenda. Get to know the candidates online; their pictures and bios are now posted on the AAUW website.

Late February

Membership Share & Learn conference call: Recruitment

Hear from fellow branch and state leaders who have been successful at recruiting new members.

March 3, Tuesday, 7 p.m. ET

Branch membership dues processing kick-off webinar

March 6, Friday, 5:30pm–8:30pm ET

Partnership conference /UN Assoc. of Greater Boston
10 Winter Place, Boston. General admission \$15; students \$10. Tickets online or at the door.

March 6, Friday, 4pm–5:30pm

AAUW-MA Annual Meeting

10 Winter Place, Boston. Light supper \$10 onsite. Gloria Blackwell from AAUW in DC will speak. She is AAUW's Vice President of fellowships, grants and global programs. She also directs AAUW's international collaborations with the Clinton Global Initiative, the United Nations, and other global organizations.

April 11, Saturday, 9am–12:30pm

Envision the Future

STEM Conference for Girls Grades 5-8, Weymouth H.S.

Please email Lynn Howard lynnhoward82@comcast.net as soon as you can if you are a

woman who would like to give a one-hour, hands-on workshop in a Science, Technology, Engineering or Math related field. Please think of friends and colleagues, either AAUW members or not. Last year's workshops included banking, electronics, forensic science, exercise physiology, veterinary science, and oceanography. The AAUW South Shore Branch is working on this.

April 14, Tuesday

"Equal Pay Day"

This is the date on the calendar when women's wages in the aggregate "catch up" to men's wages in the aggregate from the prior year.

There is a plan to have an event on April 14, **2pm–5pm**. A member of the Caucus of Women Legislators was able to secure the Grand Staircase at the State House for the event. Members are welcome to attend. Please email aauwmapublicpolicy@gmail.com (Stacy Fatale) to let me know if you think you would like to attend. I can then keep you posted on any changes and anything we may wish to do as a group. Please let me know if you wish to be involved to develop or participate in an action or visual display or message for that day.



Women's history is herstory, ourstory, the story of humanity.

Late April

Membership Share and Learn conference call: Retention

Hear from fellow branch and state leaders that have been successful at retaining members.

June 18-21, Thursday–Sunday

AAUW NATIONAL CONVENTION, San Diego, CA

Go to convention.aauw.org/register to learn the different ways to register. Lower rates for members. **Locate your member ID on your Outlook magazine.** Early Bird registration until March 31, 2015 is \$475 for members. There is a Daily rate option as well.

April 15–June 19

Turn your branch meeting into a polling place

AAUW National Election. Help your branch members vote. Simply designate one or two of your branch meetings between April 15 and June 19 as **national election voting days**. Then bring a few laptops or tablets to the meetings, and ask everyone to vote!

Gear Up for Equal Pay Day!

Take action this April and host an AAUW \$tart \$mart salary negotiation workshop for local college women. Everything you need to know to host a workshop can be found in the [How to Bring a Salary Negotiation Training to Your Campus](#) resource. All across the country, AAUW branches will be hosting \$tart \$mart workshops in recognition of Equal Pay Day on April 14. This is the symbolic day when women's earnings will "catch up" to men's earnings from the year before. You'll be able to raise awareness about the gender wage gap and empower college women to negotiate for fair and equitable salaries and benefits. Start planning today!



Share Your Successes in Lead On

Do you have a story about an innovative program you are running? How about a successful recruitment effort or steps you have taken in diversity and inclusion? These are just some of the types of stories we love to share in Lead On. Please e-mail member-leaders@aauw.org for a chance to be featured!

Spread Women's History in Your Local Schools with AAUW's Newest Program in a Box

Looking for innovative ways to increase your branch's visibility? Bring women's history to life in local classrooms and collaborate with local schools with the [Women, Their Rights, and Nothing Less](#) online learning module, AAUW's newest Program in a Box.

BRAGGING ON BRANCHES!

The AAUW [Fairfax City](#) (VA), [McLean Area](#) (VA), and [Vienna](#) (VA) Branches of AAUW along with Fairfax County Public Schools and SySTEMic Solutions will present [STEMtastics 2015](#)! This is a career day event designed to inspire middle school girls in Fairfax County, Virginia, to pursue careers in STEM (science, technology, engineering, and math). Last year, these branches registered more than 350 girls for the conference using *their own* [AAUW Site Resources](#) website. What a great example of branches working together in the community and using their technological resources to reach their goals.

The [AAUW St. George \(UT\) Branch](#) is doing a great job of integrating their social media presence into their branch website. They regularly promote their monthly meetings on their Facebook page and later publish photos from the meeting on their website with

a link back to Facebook where people can leave comments. This ensures that visitors see photos of the most recent events, whether they have a Facebook page or not, and it keeps Facebook and the website updated.

The AAUW membership department piloted its series of share and learn conference calls. The first one focused on engagement and featured leaders [Diane Trombetta](#) from the [San Jose](#) (CA) Branch; [Beatrice Dane](#) and [Janet Hoch](#) of the [Howard County](#) (MD) Branch; [Ragan](#) from the [Huntsville](#) (AL) Branch; and [Nancy Shoemaker](#) from the [Tar Heel](#) (NC) Branch, who all shared their successful member engagement techniques and offered to serve as a resource to other members. Watch the AAUW website later this month for their tips to engage members, leaders, and community partners.

Convention Note:

Got Programs That Work? Join a Roundtable!

[Programs That Work Roundtables](#) at AAUW's [National Convention](#) will highlight local-level programs and initiatives through discussions led by AAUW members. Share your great program by [signing up today](#) to host a table of your own. Don't wait — spots are very limited and first come, first served!

Spice Up Your Branch Programming!

Are you tired of holding the same programs year after year? Are you wondering what programs can invigorate your branch? Read AAUW's How to [Spice Up Your Branch Programming](#) resource and discover engaging and helpful tips for creating mission-based programs. Use our program assessment tool, get new ideas for programs, and learn best practices for event planning.

Program Event Summary February 7, 2015; Christina Bain



On a cold winter's Saturday morning, at Lexington's Cary Memorial Library, February 7, sponsored by the Bedford/Lexington branch:

Christina Bain, Director of the Initiative on Human Trafficking and Modern Slavery at Babson College's Social Innovation Lab, gave an absorbing presentation on the very sobering and troubling ongoing scourge of "trafficking in persons." This practice includes slavery, practices similar to slavery, debt bondage, forced labor, and involuntary servitude. The practice may include but does not require movement. You can further research: The Trafficking Victims Protection Act (TVPA) of 2000, and the Palermo Protocol.

Members of the Bedford Lexington Branch, AAUW, and guests, including State Senator Mike Barrett (Third Middlesex District) attended her talk.

Christina led us from the early 1900's United States and the concern over women being kidnapped to participate in prostitution and the Mann Act's efforts to regulate the interstate commerce in prostitution, to the United Nations and international efforts to combat trafficking in all areas, including sex, labor, and or-

gans. Christina brought in specific examples, even from our Greater Boston suburbs, which intersected with trafficking of persons. We now know that trafficking is not something that happens "over there" but even locally. The topic covered: history, U.S. and international policy, the varieties of costs to individual women, men and children, and the efforts of individuals, religious and other non-profit organizations, and business to identify and prevent human trafficking.

We left armed with information and resources which will help us as citizens to be more alert and help others. We can be involved in research, work, and volunteering in this area, and just in our daily lives be vigilant and aware of what is going on around us. Christina provided an example of a friend of hers who spotted evidence of a possible illegal trafficking in a person when the friend was traveling on a plane, and alerted authorities.

There is a hotline: 1-888-373-7888.

There is a Global Business Coalition Against Human Trafficking, www.gbcat.org. Christina lauded the efforts of many industries involved, including travel and tourism, staffing and temporary help services, manufacturing, and many others.

Religious organizations and churches are involved in stopping this abuse and helping the victims and survivors.

If you learn of survivors of trafficking in your local area who have gotten out of bad situation, there are many ways you can help them, including: clothing drives, and providing gift cards for basic needs such as clothing, drugstore supplies, and food.

We look forward to continued collaboration among all stakeholders to end this particular form of human suffering.

*"Volunteering is not a job:
Be the party!
Infuse energy into your
gatherings and interac-
tions."*

— Unknown

Introducing Your new Communication Coordinator

Marya Dantzer has joined the Lexington/Bedford Branch, as Communication Coordinator for AAUW-MA. Write her at baystater.aauw@gmail.com



Will we see you in San Diego?

Join the wave!

I just pledged to register for the 2015 AAUW National Convention.



Join me
in sunny
San Diego
next June.

convention.aauw.org

Visit the [2015 AAUW National Convention web-site](http://2015AAUWNationalConvention.org) for a preliminary look at the [agenda](#), and check out the ["Membership Master" workshops](#) custom-tailored just for you! Don't forget: [Register today](#) for early-bird rates!

Public Policy Update and Action

Stacy Fatale

American Association of University Women members with President John F. Kennedy as he signs the [Equal Pay Act](#) into law on June 10, 1963.

Image, Abbie Rowe, White House Photographs; courtesy, JFK Presidential Library and Museum, Boston.



April 14, 2015, Tuesday, “Equal Pay” Day

Here we are again, the day this year 2015, when wages for women “catch up” to men’s in the aggregate. We know as AAUW members that there are many reasons for the pay gap; however AAUW research has proven that there is a portion of this wage disparity which cannot be accounted for by any of the other routinely mentioned factors. See AAUW publications [“The Simple Truth about the Gender Pay Gap.”](#) (Spring 2015) and [“Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation”](#) (2012).

There will likely be an event on April 14, Tuesday, 2 p.m. – 5 p.m. on the Grand Staircase, at the State House with speakers and a show of efforts to combat this continued wage disparity. The space has been reserved by the Caucus of Women Legislators.

Please email me Stacy Fatale, aauwmapublicpolicy@gmail.com, if you think you might want to join in with like-minded advocates from different organizations on that day.

Equal Pay Act bill: 51 Years Later, We Continue the Campaign

AAW MA Branch member has been engaged with the organization, advocacy, and content of the [Equal Pay Act, An Act to Establish Pay Equity in Massachusetts](#). Katie Donovan, an expert in salary negotiations, and a North Shore Branch member, has been a pivotal force in getting attention on pay equity for women.

Components of this new bill include:

Equal Pay for Comparable Work Pay Transparency

Fairness in Hiring Practices Around Wages

Recent AAUW research shows [the expected date for achieving pay equity has moved from 2058 to 2139](#) based on the dismal progress made between 2003 and 2013. [An Act to Establish Pay Equity HD2802/SD1423](#) filed by Rep. Jay Livingstone and co-lead sponsor Rep. Ellen Story in the Mass House and Sen. Patricia Jehlen and co-lead sponsor Sen. Karen Spilka in the Senate would make Massachusetts a true leader in equal pay because they include [two provisions that are not in any other bill in the country](#), cost nothing to imple-

ment, and support employers’ current efforts to achieve equality.

- Ends the use of salary history in the hiring process because it compounds and perpetuates the pay gap.

- Requires that job advertisements include the minimum pay because women underestimate the value of a job as compared to men by 30%. Even women engineers respond \$17,000 less than their male counterparts when asked desired pay.

- Enables employees to talk about their own pay without fear of being fired.

- Requires that compensation be set based on a job’s skill, effort, responsibility, and working conditions.

There are 103 co-sponsors in the House and 16 in the Senate.

[One way you can advocate at the local level to benefit all women in Massachusetts:](#)

Contact your local Senator or Representative to either co-sponsor or support of [An Act to Establish Pay Equity HD2802/SD1423](#).

The period to request co-sponsors may be ending soon, but it is not too late to email your support for such a bill.

To locate your Senator or Representative, go to: <https://malegislature.gov>.

If you are on Facebook, it would be informative to keep up with this and related areas through the Massachusetts Commission on the Status of Women, <http://www.facebook.com/MassCSW> and through Katie Donovan’s Facebook page, www.facebook.com/EqualPayNegotiations.

