



empowering women since 1881

North Shore Area and Newburyport

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Book and Author Coffee

COFFEE WITH ANDRE DUBUS III will be held and open to the public, **Saturday, February, 22, 2014, 10 AM**, Rowley Public Library, 141 Main Street, Rowley, MA. The event is a fund-raiser for the North Shore and Newburyport Branches, American Association of University Women and the Friends of the Rowley Public Library. Refreshments will be served, including home-made muffins and coffee cakes, fresh fruit, juices, coffee, tea, and hot chocolate. The cost of attendance is **fifteen dollars (\$15.00)**.

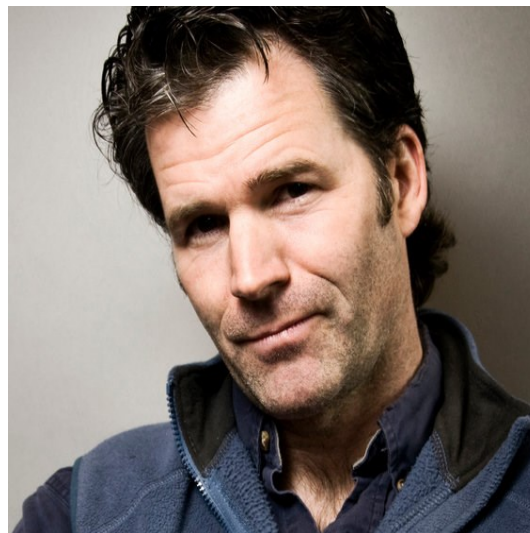
AAUW funds will go to its Educational Opportunities Fund which provides more than \$4.5 million in funding, **annually**, for more than 250 fellowships, grants and special awards to outstanding women and groups, and the funds raised for the library will go to library programs which serve the public.

Andre will speak about his newest book, a best seller, "Dirty Love". The books may be bought either before the event or at the event and will be signed by Andre. A ten

percent discount will be given to those who purchase the book before the event. The discounted book charge is \$23.35.

TO make a reservation, or to buy a book before the event, send a check made out to AAUW, North Shore Area Branch, to Mary Ann Walsh, 27 Catherine Drive, Peabody, MA 01960. 978/535/5680, mawalsh28@verizon.net.

If you are interested in contributing something for the food table for this event on February 22, please contact Pat Gorton at 978-352-8931.



Andre Dubus III

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"Dirty Love"

With "an eye for searing detail that is unequaled so far this century" (Dallas Morning News) celebrated author Andre Dubus III explores the bottomless needs and stubborn weaknesses of people seeking gratification in food and sex, work and love. On the Massachusetts coast north of Boston, a controlling manager, Mark, discovers his wife's infidelity after twenty-five years of marriage. An overweight young woman, Marla, gains a romantic partner but loses her innocence. A philandering bartender/aspiring poet, Robert, betrays his pregnant wife. And in the stunning title novella, a teenage girl named Devon, fleeing a dirty image of her posted online, seeks respect in the eyes of her widowed great-uncle Francis and of an Iraq vet she's met surfing the Web. Slivered by happiness and discontent, shadowed by aging and death but also by persistent hope and forgiveness, these beautifully wrought narratives express extraordinary tenderness toward human beings, our vulnerable hearts and bodies, our fulfilling and unfulfilling lives alone and with others.

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Co-Presidents Message

Welcome to 2014! May it be a happy, healthy, and equitable year for all women and girls, especially our wonderful branch members. There's no doubt that we ended 2013 with bright prospects for 2014 by raising over \$1,000 to support two student scholarships to National Conference for College Women Student Leaders (NCCWSL)! Wow! How impressive is that? We had support not only from members who attended our holiday brunch, but from many who were unable to attend. This tells us that we are truly united in our dedication to the AAUW mission of breaking through barriers to achieve equity for ALL women and girls. Those of us who heard Amnoni Myers, our 2013 NCCWSL scholarship recipient speak, know that she had to overcome many difficult barriers to be a student at Gordon College. She inspired us all with her upbeat attitude and great appreciation for the opportunity to attend NCCWSL. We have no doubt that sending a student to NCCWSL is the right thing to do to inspire the next generation of young women leaders. Thank you all for your generosity.



Although we have been freezing through January, we have not stopped working on programs and events for the coming months. Thank you to Pat Gorton for her persistence in working on an Author Coffee program featuring our local favorite, Andre Dubus. Mark your calendars for Saturday, February 22, to hear Andre read from his new book, *Dirty Love*. Who can resist that title? See Pat's article for more information.

The Public Policy Committee has been working with Senator Joan Lovely's office on a program on "Effective Ways to Phone, Email, and Lobby Your State Reps". We have a date of Friday, March 21st, 12-2pm. Location and further details to be announced. If you are a constituent of Senator Lovely's, please try to be there. All branch members and their friends and colleagues are welcome to attend.

Get ready to attend our State Convention and Annual Meeting on March 28 and 29th at Cape Cod Community College, Hyannis. Our annual meeting and dinner will be held at the home of Marsha Fredricks, president of the Cape Cod Branch, on Friday evening. The conference, Access to Success: Women in Community Colleges, will be held the following day at CCCC. Rooms at the Hampton Inn, Hyannis, are being held at a reduced rate of \$89/night including breakfast. Please see the next BayStater coming out on Constant Contact soon, for the agenda and all details about registration. Our state conferences are always a great opportunity to meet members from other branches and socialize while hearing from other women leaders about the hot topic of women in community colleges. We also want to support our own Margaret Chalupowski as she is inducted as AAUW-MA co-president along with Ruth Ladd of the Bedford-Lexington Branch. What a terrific team they will make. So let's get behind them and give them the kudos they deserve for leading our state for the next two years. We hope to have several carpools ready to travel to the Cape in March.

The applications for the NCCWSL Scholarships are ready to go as are the cover letter and article for college student newspapers. If you have a contact at one of our north shore area colleges please be in touch with Nelly so she can get applications out to them. Anyone who has contacts for student newspapers, please let Nelly, Liz, or Yvette know ASAP as we would like to get the word out to students about this opportunity.

We hope to see you at our February and March events. Keep warm and think Spring!

Liz & Yvette

AAUW Sponsored Salary Negotiation Presentation



Katie Donovan will speak on equal pay issues and salary negotiation at Salem State University on Thursday, March 20, 4:00 pm at the Veterans Hall, Ellison Campus Center, North Campus, a partnership between AAUW-North Shore Area Branch and the Salem State University. All members are invited to attend.

Katie's presentation layout:

10 Things Every Woman Should Know before Talking Salary

The gender pay gap has stubbornly stayed around 23% for more than a decade. You can eliminate your personal pay gap completely by skillfully negotiating your salary. In this talk, you will learn some of the information needed to negotiate your salary well.

Discover 10 key items necessary to talk with confidence and credibility about the three main factors for any salary determination:

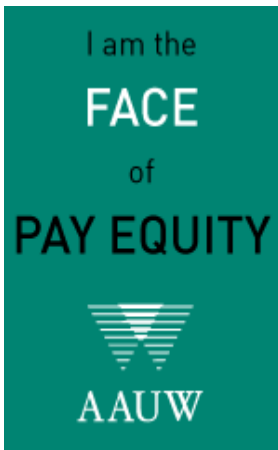
- The value of your education and experience
- The job's market value
- The company's ability to pay

By the end you will know how to:

- Research and determine your target salary
- Discuss your strengths and experience as they align to your company's needs
- Start and end the discussion in a manner that respects the relationship with your future boss

Attendees will leave with 1 page handout to help them prepare for their salary negotiation.

Katie Donovan is a salary negotiation consultant, equal pay advocate, and keynote speaker. She launched [Equal Pay Negotiations LLC](#) to help eliminate the gender pay gap by teaching women salary and employment package negotiation skills. The company's offerings include online courses & mobile apps, workshops, and personal consulting....Her work towards eliminating the gender pay gap includes advocacy as a member of the Mass NOW Legislative Task Force Committee, Policy Committee Member of AAUW North Shore (MA) Branch, and as the author of the [Salary Inclusion to Promote Equality Petition](#) to create greater transparency for job candidates and employees about the value of their work.



Women's median weekly earnings by race/ethnicity and education, 2012



North Shore Area Branch AAUW
Financial Report from July 31, 2013 to January 8, 2014
Submitted by Mary Ann Walsh, Branch Finance Chair

Balance in Checking account: July 31, 2013 **\$2,663.89**

Income since last Financial Report

Grant from Essex County	\$500.00
Corporate Chefs event deposit	250.00
2013-14 dues income	271.00
2013 NCCWSL donations	1,120.00
2013 AAUW Educational Opportunities Fund	100.00

Gross income **\$2,241.00**

Expenses since last Financial Report

Patricia Fae Ho – Essex County Grant reimbursement	\$500.00
Liz Fragola, appreciation gift to outgoing branch president	35.00
AAUW Funds memoriam gift	25.00
Sally Matson, honorarium	50.00
National dues remittance	152.69
State dues remittance	60.00
Corporate Chefs, event reimbursement	250.00
Stop Hunger Now – typhoon relief in Philippines	50.00
2013 AAUW Educational Opportunities Fund branch donation	300.00

Gross expenses **\$1,422.69**

Balance in checking account, January 8, 2014 **\$3,482.20**

Difference in beginning and ending balances **+\$818.31**

Fundraising to benefit Human Trafficking Survivors

There is a fundraising event for human trafficking survivors on February 22, 3:00 pm at the Cove Community Center in Beverly where a survivor of human trafficking will speak. Suggested donation is \$25.

Also they are looking for small personal items for these women who have nothing. Items are listed below. These items can be dropped off at Carole Rein's house, 27 Pratt Avenue, Beverly, MA 01915 **by Feb 17** and she will deliver to Landmark. AMIRA of Boston will facilitate the delivery of these items to women living on the street.

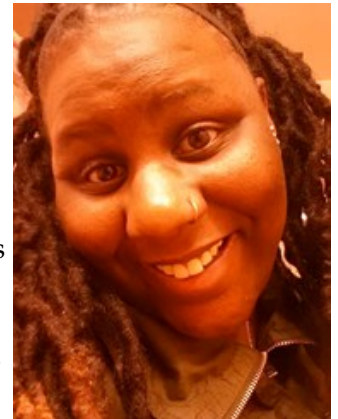
ITEMS NEEDED:

- Toothpaste/Toothbrushes
- Shampoo/Conditioner
- Socks
- Hat/Gloves
- Nail File
- Hand Sanitizer
- Candy
- Hairbrushes
- Soap
- Nail Polish
- Small Size Lotion
- Snacks (i.e. granola bars, small packages of cookies, crackers, etc.)

- **Optional:** A handwritten note telling a woman she is loved and worthy

Welcome New Member

Amnoni Myers is a senior majoring in Social Work and Sociology and minoring in Peace and Conflict studies at Gordon College in Massachusetts. During her time at Gordon, she has had many opportunities to serve in different capacities on campus and surrounding areas working to strengthen youth and adults so that they can also give back. These opportunities include working in Boston with a homeless ministry, leading a team of students from Gordon into the Boys and Girls Club in Lynn to help mentor and interact with the kids. Amnoni has had the opportunity to work with refugee kids mainly from Southern Sudan, mentoring and tutoring them as they adjust to life in America. These opportunities have encouraged her to want to continue engaging with people from different backgrounds and cultures. This semester, she is completing her Social Work and Peace and Conflict studies Practicum in San Francisco with the Westmont Urban Studies Program. She is very honored to be interning with GLIDE Memorial Foundation in San Francisco for her field placement. GLIDE is one of the largest umbrella organizations providing many services and resources to some of San Francisco's most vulnerable populations. She is working alongside GLIDE to continue to promote love, justice, dignity, value, and worth to those who feel isolated and alone. Amnoni is from Boston, Massachusetts and looking forward to graduating in May!



Amnoni was the recipient of the 2013 AAUW-North Shore Area branch scholarship to the NCCWSL.

"I had the honor of attending the NCCWSL conference in May 2013 and learned so much about ways I can give back and my role as a leader on campus and abroad. I am thankful and excited to be a part of an organization that strives for Women empowerment and equality. Something that I have learned over the years is that Every person has worth, dignity, and value no matter what, so I am really excited to live this out through this organization", Amnoni said.



<http://aauw-ma.aauw.net/branches/north-shore/>

AAUW advances equity for women and girls through advocacy, education, and research."

AAUW is open to all graduates who hold the associate's or higher degree from a regionally accredited college or university. In principle and practice AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

Calendar of Events

Saturday, February 22, 10 am

Book and Author Coffee
Rowley Public Library

Saturday, February 22, 3:00 pm

Fundraising for Human Trafficking survivors
Cove Community Center, Beverly

Thursday, March 20, 4:00 pm

Equal Pay and Salary Negotiations
Salem State University,

Friday, March 21, 1-2:230 pm,

"Effective Ways to Communicate with your Legislators"
Topsfield Public Library
AAUW members, colleagues, and friends invited to attend.

Friday, March 28 and Saturday, March 29

"Access to Success: Women in Community Colleges"
State Conference and Annual Meeting
Cape Cod Community College, Hyannis, MA

Thursday, June 5, 6:30 pm

North Shore Area Annual Meeting and Dinner
Hawthorne Hotel, Salem, MA

AAUW-MA State Conference and Annual Meeting

Please join your fellow AAUW-MA members for our State Conference and Annual Meeting on **March 28 & 29**. On Friday, March 28, we will meet for our Annual Meeting and dinner at the home of Cape Cod Branch President, Marsha Fredricks at 5pm. Cost is \$25 and advanced reservations must be made as seating is limited. Eileen Hartmann, our national board liaison, will bring us up to date on AAUW happenings. Our new state co-presidents, **Margaret Chalupowski and Ruth Ladd** will be installed.

The conference on Saturday, March 29, **Access to Success: Women in Community Colleges** will feature Patricia Ho, national president, Mollie Lamm, the new LAF director, a former AAUW fellow, and several faculty and current students from Cape Cod Community College, Hyannis, MA. Please see the BayStater for all details. Accommodations will be available at a reduced rate at the Hampton Inn in Hyannis. This will be an outstanding conference, so make every effort to attend.



Well wishes to Carole Rein for a fast recovery. She had a successful surgery. She is recuperating at a fine pace and she is looking forward to regaining her natural energy over the next month. She feels good! "