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 roytm@merrimack.edu



AAUW MA Co-Presidents' Message

Greetings AAUW-MA members! We are sure you will agree that our new Administrative Coordinator, Tia Roy, has done a fabulous job with her first BayStater. Tia is a graduate student at UConn, a former NCCWSL scholarship recipient, and an enthusiastic AAUW member. Thank you, Tia!

What's been happening since you last received a newsletter? Quite a bit actually. Hopefully you have received updates from your branch presidents, but here's a quick review to catch us all up: In September AAUW launched a historic collaboration with the City Of Boston to educate 85,000 women in five years, about pay inequity and salary negotiation through AAUW's signature program, Work \$mart. Kristina Desir, from AAUW, works directly with the Director of Boston's Office of Women's Advancement, Megan Costello. She has been working with major corporations to train facilitators and then to engage businesses to hold workshops to educate their staff. It is a huge challenge and one that will bring AAUW's mission and message to many working women.

We are working to strengthen our state organization by reaching out to our board and keeping the communication lines open. Liz Fragola has stepped in as co-president with Margaret Chalupowski to assist with state-branch relations. At our state board conference call in December we were able to begin that engagement on a positive note. Tia Roy was hired as our admin coordinator as of January 1 and has already been working hard on our May 7 conference (see page 6 for details). Please be sure that May 7 is on your calendar now! You will not want to miss this exciting conference and its important focus on women's financial security and how it can impact women's health globally. We **NEED YOUR** participation. Remember: we begin with our Annual Meeting. Board members will present their annual reports and national board chair, Patricia Ho, will discuss what is happening with AAUW on the national level.

(Continued on Page 2)

Proposed Incoming Officers

Below you will find the list of proposed incoming officers for AAUW MA for 2016. As you will see, a few positions are still open. If you or someone you know are interested in one of the open positions—please contact Liz Fragola at ekf226@comcast.net. See list of current officers on page 9!

Co-Presidents (2016-2018)

Katie Donovan

Marsha Fredericks

Finance Chair (2015-2017)

Robin DeMott

Membership Chair (2015-2017)

Inga Schowengerdt

By-Laws Chair (2015-2017)

Fran Schlesinger

College/University Relations Chair (2015-2017)

Barbara Burgo

Public Policy Chair (2015-2017)

Stacy Fatale

AAUW Funds Chair (2016-2018)

Margaret Chalupowski

Board Member at Large (2016-2018)

Open

Board Member at Large (2016-2018)

Open

AAUW MA Co-Presidents' Message (Continued)

We want to give a special shout out to our Public Policy Chair, Stacy Fatale for her excellent work on the Pay Equity Bill. Katie Donovan, Public Policy Chair for the North Shore Area Branch has also been an instrumental member of the Equal Pay Coalition. Katie authored several sections of the bill which were critical to prohibiting employers from asking about the past salary of potential employees. These two women have shown outstanding leadership and advocacy abilities (see pages 4, 5, and 9). Thank you both for representing AAUW so admirably. Note: the Pay Equity Bill must still pass the state House of Representatives; our work is not done!

AAUW-MA is only as effective as we, the members make it. As you can see we have members who are working hard every day to further the AAUW mission. In addition to the strong efforts on public policy, we want to acknowledge the excellent outreach done by Barbara Burgo, our College/University Relations Chair. Barbara has engaged Wheaton College in hosting an Elect Her event on campus (see article on page 3). Great work, Barbara, thank you. Thanks also to Fran Schlesinger for her tireless efforts to assist us all with our branch and state by-laws updating. This is not easy task and we appreciate the patience and precision Fran has shown in completing it. If your branch has not yet updated its by-laws, please get to it!

We know branches are doing great work every day. Some of you have let us know what your branch has been up to; thank you for sharing. Let's take the time to read about branch happenings and maybe pick up some ideas for our own branch activities. Please connect with other branches if there's a program or activity you'd like to replicate. Even better, come to the Annual Meeting and Conference on May 7. We need your participation as we vote in a new board and catch up with friends and colleagues. We look forward to seeing you all in May as we continue to empower women and promote equity as AAUW has been doing since 1881.

Liz and Margaret

AAUW MA on Facebook & Twitter

Have you been following AAUW MA on social media? Tia has been busy sharing and retweeting updates and interesting articles about women through sources like NCCWSL, AAUW, National Women's History Museum, Ms. Foundation, and more. If you are not already following us on Twitter and Facebook— be sure to do so and share with your networks and friends.



<https://www.facebook.com/aauw.massachusetts>



<https://twitter.com/aauwma>



By-Laws Reminder

Fran Schlesinger, By-Laws Chair

Time is ticking away -- All branches must make mandatory branch bylaw revisions by May 15, 2016. AAUW made this task easier by providing [model branch bylaws](#) to follow. After you have updated your bylaws, please email them to me, Frances Schlesinger, Bylaws Chair, frances_schlesinger@yahoo.com. I will check them. The mandatory revisions do not need a vote of the branch membership. But the branch board should review the final version of the revised bylaws. After my review and the branch board's review submit your bylaws electronically via connect@aauw.org. Email me the final version as well. AAUW Massachusetts keeps a file of all branch bylaws. I am happy to answer questions. When I do not know the answer, I ask [Sandy Camillo](#), Governance & Compliance, AAUW National. She has been a wonderful resource person.

Future Submissions

When sending Tia your submissions for the BayStater, please use the subject line "BayStater Submission" so she is able to easily sort information intended for the BayStater. You can send your submissions to Tia at roytm@merrimack.edu

College & University Relations

Barbara Burgo, College and University Relations State Chair

Over 30 Colleges and Universities across the state were contacted last Fall by your Chair in support of the National initiative to hand deliver, e-mail or snail mail information packets regarding the Historic New Resources regarding Title IX which were developed by the U.S. Department of Education. Additionally, all branches were encouraged to contact schools in their areas as part of our National initiative. The documents were welcomed by resource coordinators, principals and Superintendents of Schools agreeing on the importance of the new research, with most acknowledging that ongoing trainings were being held at their schools. If you have any information to report regarding your branch's connections with local schools, please forward it to me for entry into our National database.

Collaborative efforts by AAUW National, AAUW-MA State C/U Chair and Taunton Area Branch members resulted in a partnership with Wheaton College's Women's Center Director, Andrea Holden and members of the Student Government to host a successful and exciting ELECT HER! Training in Norton on Saturday, February 20th. Dialogue, role play, and networking at the following reception- including a photo op with the college's new President, Dennis M. Hanno – left us all confident that our future is in good hands with these capable and committed young leaders!

This Spring, we will continue to reach out to the remainder of the more than 100 college and universities – as well as pre K-12 schools throughout the state - to ensure that all are informed of the new Title IX data.

NCCWSL (National Conference of College Women Student Leaders) is being held June 2 – 4 in Maryland. Please consider sending a student or two from your branch. Registration is open now! I have been trained as a facilitator for the new Work Smart! Boston program and look forward to serving in that role in the near future.

On Diversity:

AAUW Washington Update - Cheer of the Week, February 26: President Obama nominated Carla Hayden to be the Librarian of Congress. If confirmed, she will be the first woman and first African-American to hold the position. Hayden has been chief executive of the Enoch Pratt Free Library in Baltimore, Maryland since 1993 and was president of the American Library Association from 2003 to 2004.

Lisa Maatz, AAUW Vice President, Government Relations reminds us that as an AAUW supporter, we are a key part of gender of the fight for gender equality. In 1985 there were two women in the U.S. Senate. Today there are 20 – THAT'S STILL NOT ENOUGH! Currently, only one in four state legislators – and just 19 percent of the members of Congress – are women. We've never had a female president. And too many young women don't feel empowered to run for elected office or even show up to the polls. WE MUST DO MORE! Through It's My Vote: I Will Be Heard – we're turning women's issues into campaign issues, from equal pay to sexual violence! Please GIVE NOW to support AAUW's annual giving drive.

The Winter 2016 Issue of The Outlook Magazine printed an article titled: The High Cost of Hollywood's Gender Bias – While it's widely known that men dominate board rooms, news rooms and political offices, it's arguably less obvious that they also determine what we see while we're relaxing in front of the TV or theatre screen. In 2014, a whopping 85% of films had no female directors, 80% had no female writers and one-third lacked female producers...The situation is so dire that in May, America Civil Liberties Union requested that state and federal agencies launch an investigation into Hollywood's sexist and discriminating hiring practices...The Equal Employment Opportunity Commission began interviewing female directors this Fall. If evidence of discrimination emerges, the industry could face a class action law suit.

And, as we saw this month, several women of color in Hollywood have taken a stand with regard to the blatant lack of racial diversity at the Oscars over the past two years.

We join and support AAUW... Because, EQUITY IS STILL AN ISSUE!!

Activists Get Legislators to Say Yes on Pay Equity in Massachusetts

Stacy Fatale, Public Policy Chair, AAUW Massachusetts

AAUW National office provided training on use of a database and software advocacy tool named Salsa, to send messages to legislators. The Two Minute Activist registration on the national website activates one's registration on the Salsa tool at the state level.

Katie Donovan (North Shore Branch, and a leading pay equity advocate and salary negotiations expert) and I worked on using this tool for the first time when an Act to Establish Pay Equity came up for a vote in the Massachusetts Senate in January 2016.

We worked closely with AAUW National Office to review and edit the final message and blast it out. There was tight deadline as the vote approached.

We were excited by the 363 distinct supporters who sent the message to 39 legislators. The Act passed the Senate with unanimous support!

Stay tuned for further messages like this. We strongly encourage you register to be a Two Minute Activist, if you have not done so already. It is an effective and satisfying way to be involved in advocacy on the issues you care about the most.

MA Equal Pay Bill Continues its Move Forward

Katie Donovan, NSAB



S.2119 Lead Sponsors Sen. Jehlen and Rep. Livingstone (front and center) with EPC members right after the Senate passed bill.

Read story on page 5.

MA Equal Pay Bill Continues its Move Forward (*Continued*)

Katie Donovan, NSAB

January was an exciting month for equal pay progress in MA. The Greater Boston Chamber of Commerce, one of the most influential business organizations in MA, [announced its support](#) of An Act to Establish Pay Equity (S.2119). The next day, the Senate unanimously voted to pass the bill. It now is in the House Ways and Means Committee. The efforts of AAUW and all the Equal Pay Coalition members have been consistent, imaginative, effective, numerous, and impressive to-date. Yet, more is needed to get this legislation to the floor of the House for a vote and finally to Governor Baker's desk for signature all before the end of this legislative session. The next few months are critical to make this bill become law and help ourselves, our daughters, and their daughters have one less battle for equality. The Coalition is working on getting more businesses and business organizations to support the bill as well as individuals. International Women's Day on March 8th and Equal Pay Day on April 12th are too perfect to not have events those days. You are welcome and encouraged to attend. The greater the attendance, the harder it is for the bill to languish in Ways and Means. The greater the attendance, the harder it is for Representatives to be against the bill. The greater the attendance, the harder it is for Governor Baker to veto the bill.

April 7, 11 am - 2 pm, MA State House in Boston. Negotiate. Yvette Villa-Barry with Kristina Desir, Program Manager for AAUW Work Smart Boston, will conduct a salary negotiation workshop. This is part of a week of Equal Pay Day Events supported by the MA Equal Pay Coalition (AAUW is a member) and hosted by the MA Caucus of Women Legislators.

April 12, MA Omni Parker House Boston. Equal Pay Day Event hosted by Treasurer Deb Goldberg's [Register here](#).

April 13, Time TBD, MA State House in Boston Grand Staircase. An Equal Pay Week Event hosted by the Caucus of Women Legislators and supported by the MA Equal Pay Coalition. Many elected politicians and some members of the business community will be speaking in favor of Equal Pay and S.2119.

For those who cannot join the events or want to do more here are some other the things you can do:

- ⇒ **Call, email, or write your State Representative** and ask for support for the bill. You can find [contact information here](#). Visit your State Representative during **district office hours**.
- ⇒ **Ask friends and family** and anyone willing to listen to do either of the above.
- ⇒ **Tell business friends or business organizations that are a member** about the bill and that an update of the 71 year old MA Equal Pay Bill helps businesses as much as women. Currently, the only legal reason a business should have pay differentials is SENIORITY. That just is not how employers decide on differentials in today's world, which would make it hard for employers to defend.

Thank you for all the great work done to date. Here's to celebrating sometime this year the passage of this bill into law. Feel free to get in touch with me (Katie@EqualPayNegotiations.com) or Stacy Fatale, MA AAUW State Public Policy Chair (aauwmapublicpolicy@gmail.com), to find out more about any of the efforts for the Equal Pay Bill.



Women's Financial Security – a Public Health Issue

Interdisciplinary Symposium and AAUW-MA Annual Convention



Women's Financial Security – a Public Health Issue

Interdisciplinary Symposium and AAUW-MA Annual Convention
presented by

American Association of University Women
City of Boston Mayor's Office - AAUW Work Smart Boston
Harvard T.H. Chan School of Public Health
Office for Alumni Affairs and Career Advancement
Harvard Chan Women in Leadership

Saturday, May 7, 2016
8:00am – 8:00pm

Harvard T. H. Chan School of Public Health
677 Huntington Avenue, Boston, MA 02115
Snyder Auditorium



For further information please visit: www.aauw-ma.aauw.net

08:00 – 10:30: Continental Breakfast and Registration

09:00 – 10:30: AAUW- MA Annual Meeting (prospective new members welcomed)

10:30 - 11:00: Conference Opens - Introductions and Keynote Speaker

11:00 – 12:00: Starting your career/new job; negotiating your options

12:00 – 13:30: Working Lunch and Workshops

Workshop 1: Work Smart – AAUW/City of Boston

Workshop 2: Financial Institutions' Sponsored Session

Workshop 3: Financial Institutions' Sponsored Session

01:30 – 2:30: Mid-Career Challenges

2:30 - 2:45: Networking Break

2:45- 3:45: Golden Years – How to keep what you have earned

3:45 – 4:00: Networking Break

4:00 – 5:00: Global Dimension – Understanding the Bigger Picture

5:00 – 5:15: Closing Remarks

5:30 - 6:30: Reception

Registration Options:

<https://www.eventbrite.com/e/womens-financial-security-a-public-health-issue-symposium-aauw-ma-annual-convention-tickets-21049729307>



South Shore Area Branch, Hollie Bagley

South Shore Area branch kicked off its year with its annual Pot Luck dinner reconnecting with our friends, introducing our programs for the year and showcasing our branch to prospective members. In October we learned about the many interesting and educational travel programs offered by Road Scholar, an exhibitor at our national convention. We joined with the local chapter of Delta Kappa Gamma in November to hear a report on Harvard's study on aging for our program, "Keeping Memories Alive." December had our members travelling to Marshfield to tour the Victorian Christmas Show House at Daniel Webster's Estate in the mansion designed by Webster's wife. The tour was followed by a delightful high tea at the home of Sheila Doherty. In January we welcomed author Robine Andrau at our annual casual supper and book discussion. Members read Andrau's *Bowing to the Emperor* and were delighted to hear Robine's experiences in person. Unfortunately, our STEM program scheduled for February had to be cancelled due to weather conditions. We are looking forward to our March program hearing about the role of women in the FBI from the daughter of one of our members. In April we will revisit gender equity. We will end the year with our celebration banquet.

In between branch programs, our branch members stay in touch through our special interest groups which includes book discussion, adventures in dining, girls game nights and a decluttering support group.

Our focus in recent years has been a STEM project spearheaded by Lynn Howard. The South Shore Area branch partnered with the Weymouth Public Schools to present a very successful day long STEM Conference for girls in grades 5 through 8 in 2014 and 2015. Interactive Workshop included Programming, Robotics, Engineering, Exercise Physiology, Banking, Veterinary Science and more. This year we are extending the conference to 4th graders. It will be held Saturday, April 9th at Weymouth High School.

Our branch is excited to again be sponsoring a female college leader to attend NCCWSL.

North Shore Area Branch, Liz Fragola

The North Shore Area Branch completed its fundraising for two NCCWSL scholarships at its Holiday Brunch in December. \$1200 is raised solely through the generous contributions of its 37 members. Each year at the brunch the previous year's NCCWSL scholarship recipients come to speak about their experience at the conference and how it has impacted their future plans.

NSAB's public policy committee will continue to take an active role in advocacy work for the passage of the Pay Equity Bill. We plan to attend the activities on April 7, 12, and 13th at the State House. On April 7, our branch co-president, Yvette Villa-Barry, trained as a Work \$mart facilitator, will conduct a workshop at the State House. All are welcome to attend.

Our April branch meeting will focus on "Barriers and Bias: the Status of Women and Leadership". The discussion will be led by national board chair, Patricia Ho. We welcome AAUW members from all branches to attend. Contact Liz at ekf226@comcast.net for further information.

Feature your branch in the Baystater!

Send news notes, articles, and calendar notices to

roytm@merrimack.edu



Bedford-Lexington Area Branch, Ruth Ladd

The Bedford-Lexington Area Branch had a potpourri of fascinating programs in the fall of 2015.

In September, Anne Watt, co-founder of Primary Source, spoke on “Inspiring Global Citizens.” Primary Source is an organization that provides multicultural and global educational training workshops for teachers in Massachusetts as well as providing study abroad tours. The teachers in many towns in Greater Boston take advantage of their programs. See <http://primarysource.org/> for more information.

A panel of three women lawyers provided our October program entitled, “Career Paths and Challenges.” Each had different experiences to report but there were some common themes. Each was asked questions such as: How did you become interested in the law? What has your career path been? How has your practice evolved? What kinds of challenges have you confronted? How have you balanced your professional and personal commitments? The discussion between the panelists and with the audience was fascinating and spirited.

Legal Advocacy Fund was presented as a Readers’ Theater in November. Members took on the roles of several women whose cases have been supported by AAUW: Susan Burhans, Celina Baldwin, and Professor Lulu Sun. AAUW’s role in each case was also discussed.

December was our annual Educational Opportunities Fund meal – a Saturday brunch this time. We had two Fellows speak after the meal: Tori Anderson, a 2015-16 Selected Professions Fellow at Harvard Law, and Beste Mutlu, an International Fellow from Turkey. Over the decades we have had many dozens of AAUW Fellows speak to us and each year we are so impressed and amazed at what these women have done, are doing, and want to do after their academics are complete!

Taunton Area Branch, Cris Ajemian

Mary Anderson Memorial Scholarship

Each year, the Branch offers a scholarship to a local woman entering her junior or senior year of college. Criteria include academic performance, motivation, and an expressed commitment to women in the community and in the world. The Branch-sponsored Women’s History Month Concert in March is the primary fundraiser for the Mary Anderson Memorial Scholarship. Find more information [here](#).

Upcoming Events

Wednesday, April 13, 2016, 6:30pm, The Arbors, Taunton

Program: Around the World Adventure

Guest Speaker: Dr. Barbara Balboni, Anthropology Dept., Bridgewater State University

Wednesday, May 4, 2016, 6:00pm, Vicky Casey’s Home, Taunton

Annual Meeting and Potluck Dinner

32 Stevens Street, East Taunton

Saturday, May 14, 2016, 11:00am, Pilgrim Congregational Church, Taunton

Remarkable Young Women Tea

Speaker: Sarah Hilton, SGA President, Wheaton College

Mark Your Calendar

(These have originated with the Massachusetts Commission on the Status of Women, and most will be located at the State House, Boston. For details of events such as times, pay attention to future messages from Branch communicators such as Presidents and Public Policy Chairs.) Check out Facebook, too.

April 7: Equal Pay Negotiation

April 12: Treasurer Goldberg's Equal Pay Day Celebration

April 13: State House Equal Pay Day

May 7: AAUW MA Conference, Boston

May 24: Massachusetts Commission on the Status of Women Advocacy Day

Current Officers

Below you will find the list of current AAUW MA officers. We offer continuous thanks and gratitude to these folks as they support and lead our state organization.

Co-Presidents (current)

Margaret Chalupowski

Liz Fragola

Treasurer (current)

Robin DeMott

C/U Partnerships Chair (current)

Barbara Burgo

By-Laws Chair (current)

Fran Schlesinger

Public Policy Chair (current)

Stacy Fatale

Communications Coordinator

(current)

Tia Roy

Membership Chair (current)

Inga Schowengerdt

Board Member at Large (current)

Karen Bragaw

Lobbying and Upcoming Activities and Events

Stacy Fatale, Public Policy Chair, AAUW Massachusetts

On Tuesday, March 8, International Women's Day, four AAUW members joined the lobbying on Beacon Hill for a S2119, An Act to establish pay equity. After a unanimous yes vote in the Senate, it moved to the House Committee on Ways and Means, until it is pushed to the House for a vote by our representatives.

North Shore Branch members Katie Donovan and Yvette Villa-Barry, AAUW President Patricia Ho, and Bedford-Lexington Branch member, Stacy Fatale, visited representatives to encourage them to use their influence to move this bill out of committee to the House for a vote. We requested support and countered objections, providing information and resources to representatives who may be on the fence. We reaffirmed and thanked sponsors and supporters. Sometimes in pairs and sometimes alone, we visited offices, followed by providing reports on our office visits with representatives and staff aides, and writing and delivering thank you notes.

Mass NOW, coalition member, led the organization of the effort, calling representatives to schedule meetings, assigning activists to visit offices, and providing materials for delivery. Massachusetts Commission on the Status of Women, Women's Bar Association, NARAL, and other members, also participated in this event.

For those who watch the news from the sidelines (and who among us has not been on the sidelines, or, "sidelined?") lobbying is a way to step "off the sidelines", a phrase I like and grabbed from Senator Kirsten Gillibrand's web site, "Offthesidelines." Advocates and activists participate in our system of state government and get the participation they crave when it appears that certain issues are not getting the sounding board they merit, an issue like pay equity, for example.

Let's not forget the skill-building of showing up at events or lobbying. Being with like-minded advocates, one learns the language and methods of persuasion from people who have done this before you. One learns about the makeup of representative offices, the staff aides, the protocol, how to navigate the State House. If government, policy-making, advocacy, or honing communication skills in areas of interest is for you, this can be an educational and professional development activity, as well.

Thank you to all who showed up, and all who have made calls and sent email messages to Senators and Representatives recently in this effort, and in past efforts. Thank you, all, for your support.