



Green Mountain AAUW

American Association of University Women of Vermont

Volume XXXXIII No. 2

April 2009

AAUW in the 21st Century

*Ruth Z. Sweetser, President of AAUW and
Barbara L. O'Connor, President of the
AAUW Educational Foundation*

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20th- to a 21st-century organization. Since transformation depends on the human factor, how does this happen?

First, we have to work together and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference both in getting results for our mission and in branding our organization.

Whenever you read with your granddaughter, play in a bridge tournament that benefits the AAUW Educational Foundation, host a guest speaker on pay equity at a branch meeting, or write your member of Congress through our Two-Minute Activist portal, you're taking a step to break through barriers. Just asking yourself that question brings a new awareness to and appreciation of our work that is vital to making it succeed – and will help you focus as your branch plans its mission-based programming. When you take that planning up a notch – asking how can my branch join with as many other branches and members as possible to apply our collective influence to a breakthrough – barriers, watch out! With nationwide engagement by members, our results, if documentable, will prove to be powerful and persuasive. Continued on page 2

AAUW Mission:

Advance equity for women and girls through advocacy, education, and research.

AAUW Value Promise:

As a member of AAUW, you belong to a community that breaks educational and economic barriers so that all women have a fair chance.

Crossing Borders: Why We Leave Home

AAUW of Vermont Convention
Saturday, April 25, 2009
School for International Training
Hosted by the Brattleboro Branch

The conference will feature a panel of female students at SIT who have come to the United States for a variety of reasons. Why? How? What are their needs? resources? experiences with immigration laws?

What happens to women displaced by civil war in countries like Sudan? Mastora Bakhiet from the Women's Empowerment for Peace and Development Network Organization will enlighten us.

Action for AAUW? Current immigration statistics and questions for discussion will be sent to those who register for the conference. Come, learn, discuss and be empowered!

On Friday evening, branch members have planned a pot luck dinner at 6 pm followed by the showing of a DVD about Mexican Farm workers in Vermont. Branch members will provide overnight accommodations in their homes for a \$25 donation to EF. The convention details and registration are on pages 4 and 5.

AAUW in the 21st Century

Continued from page 1

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26–28, in St. Louis. There you'll have the chance to experience the new AAUW firsthand, to see with your own eyes what the future holds for our organization. You'll make AAUW history by participating in the bylaws votes, and, of course, you'll reconnect with old friends and make valuable and enjoyable new connections. But, please, come to convention well versed in the proposed bylaws and rationales; the briefings provide extensive information on these new approaches.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Yes, organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire organization. So to finalize the corporate restructuring from three separate entities to one tax-exempt umbrella organization (501(c)(3) with a very small 501(c)(4) subsidiary, the Action Fund), we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21st-century ways of engaging with each other, and other practices.

A number of these innovative tools have been introduced through the series of Current Topics Briefings that AAUW has provided since early fall 2008. These tools include the Programs in a Box, which provide how-to's for mission-based programming; the Membership Pilot Program, which will allow leaders to manage their membership records online; and the Branch and State Local Scholarship Clearinghouse Pilot Program, which will help branches market their scholarships and select their recipients from a pool of prescreened applicants.

Our new method of submitting a leadership position application will allow members to express general and specific areas for service, along with an inventory of skill sets they can bring to these positions. The type of work expected of the regional

director is so valuable that we are revamping and strengthening that role to ensure grassroots engagement for the new AAUW.

At the AAUW state spring meetings, board members and other leaders—champions—will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/ procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You – both individually and collectively as the AAUW community – are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective – to break through barriers for women and girls – we will be unstoppable.

What will not change with the Restructuring of AAUW:

The name stays the same, although members and branches are encouraged to use just "AAUW."

AAUW's purpose does not change: advancing equity for women and girls through advocacy, education, and research. The promotion of women's education remains the core value.

Program Planning Ideas

Diane Telford, State Program Chair

As we come into the season for electing new officers and planning programs for the coming year, I offer some resources to your program chairs and committees. Our Vermont AAUW website has a copy of a booklet entitled Mission Based Programs. This booklet outlines many programs presented by our own local branches. It not only provide program topics; it focuses on mission based topics and provides names of speakers, suggestions for groups to collaborate with, and other resources necessary for presenting programs. This information can be found by going to: <http://aauwvt.org/news.html> and clicking on Mission Based Program Suggestions. The content is in the process of being updated with 2008-2009 programs presented around the state, so check back in May for new listings. A limited number of hardcopy versions of the booklet will be available at the convention in Brattleboro.

In the past I have mentioned the Programs in a Box found on the national site http://www.aauw.org/member_center/programs/index.cfm . Although the programs in a box do not contain as many specifics as our booklet, they do provide a framework for planning, presenting, and evaluating a program. If you haven't already looked at them I would urge you to do so as the framework can be applied to planning any program. Another link on the national site, http://www.aauw.org/member_center/programs/OLD/upload/Working-Together-Mission-Based-Programs-Brochure.pdf contains more Mission Based Programs in a brochure format that you can download.

Most of our branches have book clubs or a meeting where they discuss books. A diversity focused reading list is available under the Adelante book group link at http://www.aauw.org/education/community_programs/adelante/index.cfm . I recently read, the July 2008 book, *Infidel* by Ayaan Hirsi Ali, for my local bookgroup. It is an eye opening book dealing with one Muslims woman's life, but it is so much more. It touches on human rights, women's rights, the role of education, the power of one woman's voice. Toward the end it also touches on issues surrounding immigration. Granted, Ayaan's life has been mostly lived in Africa and Holland, but the issues raised

are broader than that. The discussion at our meeting was the most spirited and broad ranging of any book group discussion that I have ever attended. I would highly recommend this book as it touches on so many topics that are dear to us in AAUW. It might spark a number of ideas for interesting programs for the coming year.

From your Editor and Web Manager

Gudrun Hutchins

While you are on the AAUW of Vermont website to look at the mission based programs as recommended by Diane, also click on the new link below it called "AAUW Program Chart". The chart is taken from a power point presentation on the restructuring of AAUW and it and gives a real sense of the breadth of our organization. I will bring more legible copies of this chart printed on legal size paper to the convention in Brattleboro. You can find out more about each program or on-line newsletter by searching for it on the national website www.aauw.org .

All of the newsletters can be read on-line or you can subscribe to some of them so they arrive directly in your email box for timely action. Take a little time to read and blog the AAUW Dialogue which is full of really interesting information and people such as past fellowship recipients. You can also subscribe to it and have new postings arrive directly in your email box.

Nominations

The following members have agreed to serve as AAUW of Vermont Officers for fiscal year 2009-2010. We were not able to find a candidate for President-Elect as of this date.

President: Andrea Weisberg
Program Chair: Diane Telford
Membership Chair: Jennifer Kern
Finance: Jenifer Ambler
Public Policy: Louise Luring
Educational Foundation, LAF: Kathy Corrao
International Affairs: Margaret (Peg) Galgano
Web, Newsletter, Bylaws: Gudrun Hutchins

Nominating Committee: Gudrun Hutchins,
Louise Luring, Kathy Corrao

Crossing Borders: Why We Leave Home

Saturday, April 25, 2009

The Rotch Center, School for International Training/SIT Graduate Institute

Dickinson Road, Brattleboro, Vermont

Schedule for Saturday, April 25, 2009

9:00 am

Registration and Coffee

9:30 am

State Business Meeting

10:00 am

Immigration: The Female View ---
A panel of Women who have come to the United States for a variety of reasons
Why and how have they come?
What are their needs and resources?

11:30 am

Restructuring of AAUW and Bylaws to be passed at the St. Louis Convention ---
Patricia Ho, New England Regional Director

12:15 pm

Lunch in the cafeteria: A brunch buffet of eggs, sausage, soups, salads, bagels, etc.

1:00 pm

Where do we come from? A brief map exercise.

1:15 pm

Women displaced by Civil War: Improving Women's Status in Sudan ---
Mastora Bakjiet, Women's Empowerment for Peace and Development Network Organization

2:00 – 3:00 pm

The Changing Face of America: Action for AAUW
Facilitated discussion based on the day's content.

Some immigration issues: guest workers, driver's licenses for illegal immigrants, the US citizen children of illegal immigrants, profiling, health and safety, our workforce needs vs. the law.

Current immigration statistics and questions for discussion will be sent to those who register.

Excerpts from AAUW Historic Principles 1881-2007

1935

"AAUW [supports the] formulation and maintenance of a foreign policy by the United States of America ... predicated on the assumption that human life and civilization are more important than material interests."

1953

"AAUW [urges] modification of the immigration laws to permit freer movement of persons."

1983

"AAUW [urges] formulation of a just and humane immigration policy."

Friday Evening Program

Friday, April 24, 2009

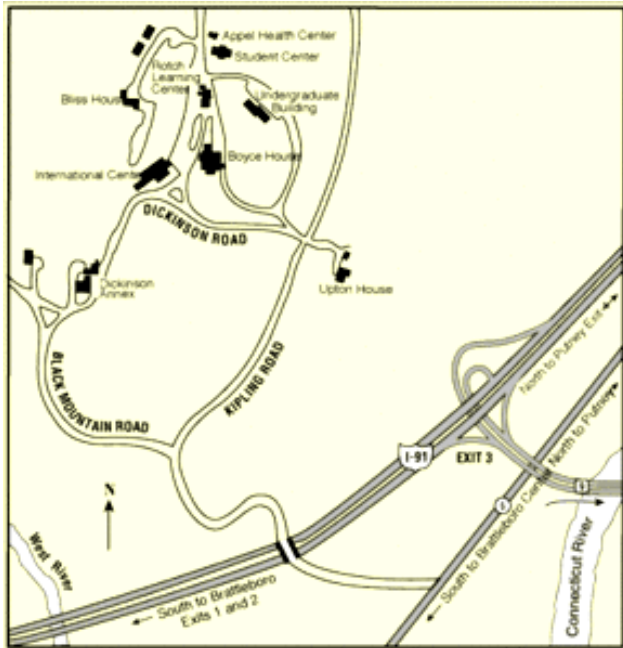
First Congregational Church,
Route 9, West Brattleboro

The church is located west of I-91,
Street address: 880 Western Avenue

6 pm Potluck supper provided by
Brattleboro Branch members

Showing of the DVD "Under the Cloak of Darkness" by Bjorn Jackson. This is a look at Mexican farm workers in Vermont.

Home hospitality with Brattleboro Branch members by pre-arrangement.
(See page 5.)



Directions to Rotch Center at the School of International Training / SIT Graduate Institute

From the North or South of Brattleboro:

Take Interstate 91 to Brattleboro, get off at Exit 3. Stay to the right coming into the rotary, and take the first right onto Putney Road (Route 5) south. Then follow directions in last two paragraphs.

From the West of Brattleboro:

Take Vermont Route 9 to I-91, get on at Exit 2 and off at Exit 3. Stay to the right coming into the rotary and take the first right onto Putney Road (Route 5) south. Then follow directions in last two paragraphs.

From the East of Brattleboro:

Take New Hampshire Route 9 West to Brattleboro and enter the rotary. Take the third exit off the rotary onto Putney Road (Route 5) South. Then follow directions below.

Proceed southbound on Putney Road one quarter mile to the first traffic light which is at Black Mountain Road. Turn right onto Black Mountain Road and follow the road over I-91, past a residential area and through two very sharp curves. After the curves, Black Mountain Road bears left. Do not turn left but bear right on Kipling Road to the top of the hill.

As you go up the hill you will pass an open field on your left and see several large white buildings in the distance and to the left. Turn left on Dickinson Road at the crest of the hill where you will see a circle of flags. The Rotch Center is straight ahead. Park in the large parking lot between the Rotch and the International Center – where we will have lunch.

**Housing Requests
Deadline April 15**

Brattleboro Branch Members will offer overnight hospitality in return for a \$25 donation to the Educational Foundation. The check, payable to AAUW-EF, should be given to the hostess. If you would like to stay overnight please contact Marty Fenn by telephone or email. Telephone: 802-254-9604 Email: mjfenn@myfairpoint.net

Please let Marty know your preferences and whether or not you are travelling with someone else who also needs accommodations. Also pass on any special needs (for example a pet-free home due to allergies). Marty will serve as the clearing house and match up members as well as possible.

Your hostess will contact you to confirm your request and give you directions to her home. Or you can meet her at the Friday evening program.

**Registration Form for April 25 Convention
Deadline April 15, 2009**

Please clip and mail with check for \$20, payable to AAUW, to:
Cynthia Terzariol, 110 Arbor Hill Common, Unit 26, Brattleboro Vermont 05301. If time is short, please give the information to Cynthia by email or telephone and pay on site.
Email: cterzariol@yahoo.com Tel. 802-254-3402.

Name _____

Address _____

Telephone _____

Email _____

Branch _____

Please check if you are planning to attend the Pot Luck Dinner and Program on Friday (no charge).

Proposed Bylaw Change on Membership Requirements

Jennifer Kern, State Membership Chair

A major change in the proposed AAUW Bylaws is the ***elimination of requirements for AAUW membership other than support for AAUW's mission and purpose.***

Rationale: The work of AAUW will still be dedicated to equity for women and girls through advocacy, education, philanthropy, and research, including the promotion and support of higher education for women. AAUW is an organization focused on equity, and this change would give us equality in membership. One does not need educational credentials to work for women's education.

Read the entire rationale on-line in the Member Center; Article IV. Section 2.

National Dues due in July 2009 remain at \$49. \$46 is tax deductible; \$3 goes to AAUW Lobby Corps and election-related activities.

How Will the Restructuring of National AAUW Affect Vermont Branches and Vermont AAUW Members?

Gudrun Hutchins, State Bylaws Chair

I have been observing the restructuring process in more detail than most Vermonters because I also wear the hat of bylaws chair for Vermont AAUW. After all is said and done, I will need to help the branches and the state organization to amend their respective bylaws.

What follows is an abbreviated overview of what is likely to happen at the St. Louis Convention and how it affects Vermonters. In Jennifer Kern's submission to the state newsletter (printed above), she discusses two potential changes that will affect members in Vermont.

AAUW is completing the merger of three separate non-profit corporations into one large umbrella organization with a very small subsidiary, to be governed by a single board. This consolidation is very likely to be finalized in June because members have already approved it in 2007.

The primary new entity will consist of the current Educational Foundation, the Legal Advocacy Fund

(which had already been merged into the Foundation), the Leadership Training Institute, and the membership and most of the program functions of the current Association. It will have the IRS status of a "public charity" or 501(c)(3) organization and contributions to it will be tax deductible. It will be named AAUW (spelled out). The much smaller subsidiary, to be called the AAUW Action Fund, will contain the lobbying and election-related functions of AAUW that are not permitted for a public charity. The AAUW Action Fund will be a non-profit "social welfare" or 501(c)(4) organization that cannot accept tax deductible contributions. All of this takes effect on July 1, 2009 if some sort of Bylaws package is passed at the convention.

Thus most of our 2009-2010 national dues will be tax deductible as Jennifer has stated. Of the \$49 national dues, \$3 will be designated for the AAUW Action Fund for lobbying efforts. The remaining \$46 will be tax deductible.

Vermont branch and state dues and donations to branches and states will remain non-deductible because branches will retain the 501(c)(4) status they currently have. To change the tax status would require about \$5,000 in legal fees per branch and much more extensive record keeping in the future. It is clearly not worth it. So it is strongly recommended by AAUW that we maintain our current tax status.

As new bylaws were considered for the corporate restructuring, additional changes were proposed by leaders and many others who participated in this strategic process (about 20,000 AAUW members). Some of the proposed changes are common sense, others are controversial. Dropping any degree requirement is one of the controversial changes nationally and it may be amended. So we don't know at this time.

Another proposed change is that every member will be able to vote on noticed national business without attending a meeting. The specifics of the voting process are still to be developed; it is expected to include voting by email, other electronic media, telephone, telegram and mail.

Branches remain in the proposed bylaws and will continue to be the lifeblood of the organization. In the proposed bylaws, branches will have more flexibility. They must be recognized as branches

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Restructuring of AAUW

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by national AAUW, but will not need to have seven designated officers or chairs as they do now. The minimum requirement will be an administrative contact (currently the branch president) and a financial contact. This will make it much easier for small branches to operate successfully and there will no longer be a required number of members to start a new branch. Branches that are happy with their current operation can continue as they are indefinitely with the same officers, meetings and schedules.

State organizations may have a smaller more flexible structure or no structure at all if the state cannot sustain one or does not find it necessary. A state may even decide to join in a multi-state structure with a neighboring state if that will be more effective. The minimum requirement for a continuing state organization is an administrative contact and a financial contact.

Regions (such as New England) and Regional Directors have been dropped from the proposed bylaws because regional conferences have been sparsely attended throughout the country.

Informal geographic, issue, or special interest groups and networks may be formed. While such groups are permitted now, providing for them in the proposed bylaws emphasizes that there are multiple ways to participate in AAUW.

The proposed bylaws give the single 15-member board of directors, mostly elected by the members, a lot of responsibility. The board will create and appoint committees and determine the amount of national dues by 2/3 vote. The only standing committees named in the bylaws are those required by nonprofit corporate law, the Articles of Incorporation or best practice – they are Audit, Finance, Governance and Advisers of the Fellowships Fund. This last committee currently oversees the investment and disbursement of the fellowship and grant endowments and will continue to do so. Designated grant funds and program funds paid for with dues will in the future be governed by the same corporation and board of directors.

Fiscal year 2009-2010 will definitely be a year of transition. Branch and state bylaws will still

reference the Educational Foundation and officers such as EF chairs this fall, even though the Foundation will cease to exist on July 1, 2009. Branches and states are being encouraged to take some time to think through the options before amending their bylaws or changing their structure.

In summary:

The proposed bylaws will

- Retain our core mission of education and equity for women and girls
- Provide more flexibility at all levels for boards and committees
- Enable branches and states to have the structure that works best for them
- Give every member a vote in electing the AAUW Board of Directors, approving the Public Policy Program, and amending the AAUW Bylaws in the future.

Why Join AAUW?

We are Breaking through Barriers. We are advancing equity for women and girls through advocacy, education, and research.

Encourage others to join by telling them some of AAUW's recent triumphs.

- Lilly Ledbetter Fair Pay Act
- Federal Minimum Wage increase
- Higher Education Opportunity Act 2008
- LAF settlements and decisions like Sherry Towers, Claire Schuster, and Dr. Brosky
- Recent research and publications such as *Where the Girls Are* and *Behind the Pay Gap*
- AAUW is currently supporting 269 scholars and projects across the U.S.
- 550 College women participated in the 2008 National Conference for College Women Student Leaders.
- International partners with CARE, One Shared World, and a Global Member for the 2008 Global Summit of Women in Hanoi.

Help promote equity! Join us and together we can work towards giving all women and girls a fair chance.

Jennifer Kern