



AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

# *Green Mountain AAUW*

*American Association of University Women of Vermont*

*Volume XXXX No. 2*

*April 2006*

## ***State Convention in Bennington May 5 – 6, 2006***

***“Education as the Gateway to Women’s Economic Security”*** will be the theme of this year’s Vermont AAUW convention. Participants will have a choice of two interactive workshops, keynote speaker Cynthia Browning will address the topic, a panel of senior administrators from three colleges will tell us what their institutions are doing to prepare young women for economic as well as academic success, and Educational Foundation Fellowship recipient Kathleen Liang will tell us about her study of female farmers and entrepreneurship in Vermont. Please see the complete description of the May 6 convention program on pages 7 to 9 of this newsletter. The registration deadline is April 15 and we hope that many AAUW members from other parts of the state will join us for this outstanding program. The convention will be held in the Everett Mansion on the campus of Southern Vermont College. This venerable building is worth a visit all by itself and we are grateful to the college for co-hosting the conference.

A new feature this year will be our ***“Fun on Friday”*** social and cultural program. We hope out-of-county AAUW members will take advantage of museum visits and tours, a pot luck dinner close to the Bennington monument, and overnight accommodations with Bennington branch members. We hope this will allow all conference participants to become better acquainted.



### ***State and Regional AAUW Calendar***

#### ***Saturday, May 6, 2006***

Vermont AAUW Convention in Bennington. The Bennington Branch invites members from other counties to stay overnight and share a pot luck supper with them on ***Friday, May 5, 2006***. Museum visits and tours are available on Friday afternoon. See pages 7 to 9 for convention details.

#### ***Saturday, October 28, 2006***

The New England Regional Conference will be held at the School for International Training in Brattleboro. It has been quite a few years since Vermont hosted a regional conference; this is a great opportunity for Vermonters to attend.

### ***What Vermont Teen Girls Say – Louise Luring, Public Policy Coordinator***

Girls Scouts gathered at the Statehouse during Girl Scout Week to share with legislators the results of a survey about what life is like for teens in Vermont. Substance abuse, bullying and harassment, media and body image, leadership, and education and their future were topics addressed by more than 200 girls in grades 6 through 12 through a survey of teen girls in Vermont conducted by the Vermont Girl Scout Council in collaboration with the Vermont Commission on Women. Copies of the report “What Girls Say About Life in Vermont” can be downloaded from the Vermont AAUW web site [www.aauwvt.org](http://www.aauwvt.org) There is a link to the report on the home page.

In addition to the above topic areas, the girls were also given an opportunity to tell a Vermont Senator or Representative about growing up in Vermont or  
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## ***President's Perspective:***

*Dot Rand, State President*

This is my last chance to tell you what's on my mind. Given the number of AAUW emails I send and receive every day I often have you on my mind.

I wonder how well we are appealing to Vermont women upset or even angered by the efforts to roll back our hard won progress toward equal worth with men. Do we tell them AAUW advocates for all women? Currently AAUW is making a great effort to raise the issues of pay equity, the need to keep Title IX strong, protecting a woman's right to choose, putting a stop to sexual harassment, and encouraging more diversity in our membership.

I am thankful that we have a Lobby Corps, made up of members in Maryland and Virginia, who make the rounds on Capital Hill on our behalf week after week after week. I believe that the voice of AAUW is more likely to be respected than the single voice of each us. I am impressed by the volley of material I receive from Linda Maatz, Director of Public Policy & Government Relations, and other staff members that educates me and keeps me informed of what I can do. How much effort are we making to let the women we meet know that AAUW is taking action and working in coalition with other women's organizations to be sure we are heard? I think we can do more to promote our success. We may have joined AAUW to have intelligent conversations with like-minded women, but women today are joining to take action on the issues that affect their lives and those of their daughters. If you don't know what AAUW is doing, go to [www.aauw.org](http://www.aauw.org) and look around.

I hope you will attend the State Convention in Bennington on May 6 where you will learn more about Education as the Gateway to Economic Security and the many issues included under that topic. It is not just about helping poor women gain marketable skills to ensure that their education is not in vain. It is also about educating college women about valuable skills like negotiating for advancement, and about deciding where to draw the line on sexual harassment from the first day on the job. You will soon be hearing about the need for more guidance on the topic of financial literacy for all women and girls.

This year for the first time we will be celebrating the achievements of some our branches. More

importantly, as part of the recognition we are asking the branches who have submitted a program to tell the rest of us how we can use that idea in our branches. The criteria for recognition are simple: that the project/program promotes the mission and goals of AAUW. I hope that next year every branch will have a program they are proud to share.

For me it has been a great four years. It is not possible to be State President without growing on the job. I have made wonderful friends, I have enjoyed the opportunity to attend the Leadership Conference in Washington in the even years and National Conventions in the odd years. Thanks for your support to make good things happen in Vermont.

## ***What Teen Girls Say*** continued

being a student here that elected official might not know. More than a third of them identified risky behaviors such as smoking, drinking, drugs, bullying, harassment and violence as issues they deal with on a daily or weekly basis. Many also spoke of the boredom of small town life and concerns about their education and future in Vermont.

"Today's world is a whole lot different than it used to be when [you elected officials] were growing up. ...kids growing up these days really don't necessarily have it easier. We face a whole new slew of issues that previous generations never had," opined a 16-year-old.

On national issues, the girls identified the Iraq War as the issue of greatest concern for teens in every age category and region. "The War in Iraq is very important to me (us) right now because it's determining all of our fates as well as many other peoples'," said a seventh grader. The concern over the war seemed to be highest among 13- to 15-year-olds, followed by 11- to 13-year-olds, perhaps reflecting their feelings of a lack of control or understanding.

Other issues mentioned by Vermont teens are body image or weight (36 per cent), teen pregnancy, sexual activity or orientation (32 per cent), drug use and drinking (31 per cent). Vermont teen girls are concerned about the quality of their high school education. Predictably, this concern increases with age, with almost 80 per cent of girls over 17 years worried about how education budget cuts and smaller schools will affect their futures.



## ***Thoughts from Our Regional Director***

*Marcelline Barron, New England Reg. Dir.*

As I reflect upon AAUW in 2006 and sit on the Strategic Process Core Team, it has become crystal clear to me that one thing we know for sure is that change is certain.

All of us live with this fact in our daily lives, in our professional lives, and now in our Association lives. As we look at the world, we realize that while change is certain, progress is not. The choices that we make determine whether there is progress or not. These choices are made today but they determine our tomorrows. It has become clear to me that the challenges related to what AAUW will look like in the future depend upon the choices we as an association make today.

In light of these musings I would urge all of you to reflect on the following:

Recall a time of pride in AAUW and in your membership in it. What were you most proud of? What contributed to the quality of that experience? What did you value?

Think about the year 2020 or about AAUW's 150th Anniversary; what is AAUW doing, what is different, what has stayed the same?

What could be AAUW's unique role in 15-25 years? Do you value or vision something that would require a change in AAUW to fulfill that unique role? What kind of change may be required?

AAUW's livelihood and existence as a viable national organization focused on equity for women and girls throughout this century depends upon the thinking, values, and decisions that we will be making within this year and the next. Please help me and the other leaders of AAUW hear your thoughts and mold them into an appropriate set of decisions. The quality of life of women and girls depends upon it!



## ***Public Pay Equity Forum in Brattleboro***

*Judy Myrick, Brattleboro Communications Chair*

The Brattleboro Branch held a Pay Equity Forum on February 14, 2006 to publicize Vermont's new Pay Equity Laws. A report on the event follows.

Vermont employees can now disclose and discuss their wages without fear of discipline, discharge or retaliation, and employers cannot require employees to sign a wage non-disclosure agreement. This information was shared with an audience of about 30 women Tuesday at a public forum, at which three spokespersons for the Vermont Commission on Women (VCW) discussed the continuing wage gap between men and women employees.

Two landmark pieces of Vermont legislation - one passed in 2002 and the other in 2005 - have sided with the rights of women to earn equal pay for equal work and to discuss their wages without fear of retaliation.

Mary Claire Carroll, who was appointed to the VCW in 2001 and who serves as the chair of the Pay Equity Task Force, described some of the history of closing the male-female wage gap.

In 1963, when President Kennedy signed the Equal Pay Act, women made 59 cents to every dollar a man made. By 1995, the wage gap was 71.4 cents to a dollar.

"In the late '90s, pay equity advocates (at the national level) decided to turn to the states to enact equal pay legislation," Carroll explained. "Several years of hard work and education led to the passage of Vermont's Equal Pay for Equal Work Act in April 2002." But more was needed, she added. "Vermont advocates had one more protection that we felt would make this legislation more effective. We needed to remove the secrecy around wages. The question we asked was: How do you know if you are being paid inequitably if you can't talk about your wages with your co-workers?"

All three speakers emphasized that the work to close the wage gap is unfinished. Sandi Everitt, assistant attorney general and director of the civil rights unit,

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**Brattleboro Pay Equity Forum** continued

said that “not many cases have arisen since the law was passed. There is still a lot of secrecy - women are fearful of losing their jobs, or of getting a raise or promotion, if they try to talk about their wages with their co-workers. Women are still afraid of being called trouble-makers!”

Wendy Love, VCW’s executive director, said women often are not given a clear job description or an annual job evaluation, and they are more hesitant to negotiate a higher salary upon being hired than are their male counterparts. “Men sell themselves more easily,” added Everitt. “They usually don’t have to make the same choices as women, in terms of whether to stay at home, work part-time with no benefits, or just take what is offered at a given moment.”

When asked how non-white women fare, the presenters said the wage gap is likely to be between 50 - 60% of men’s wages for equal work. Whether one has a college degree or not also makes a considerable difference for women of all races.

The event was co-sponsored by the American Association of University Women (Brattleboro Branch), the League of Women Voters (Southeastern Unit), the Brattleboro Area Chamber of Commerce, and the VCW.

**\$\$\$ Pay Equity Day \$\$\$**

To match men's earnings for 2005, women have to work from January 2005 to April 2006 – an extra four months. This year, Equal Pay Day will be “celebrated” on April 25. For actions you can take to promote pay equity, such as encouraging your local select board or mayor to proclaim “Equal Pay Day” in your community, check out the new AAUW Pay Equity Resource Kit.

**Note from Website manager :** The home page of the Vermont website [www.aauwvt.org](http://www.aauwvt.org) now has links to reports and other material of current interest right near the top where they can be found and accessed easily by our members. The Pay Equity Resource Kit is one of the links to useful and timely information. Please check our website frequently for new links and news.

**Burlington Branch News -- Hot Topics**

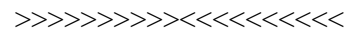
*Pat Morgan*

An interesting group the branch started this year is called "Hot Topics" where subjects of interest are studied and discussed at monthly afternoon meetings in each other's homes.

One of our newer members is an art historian and gave us folders containing articles from prominent magazines and newspapers on art. She asked us to read them and then answer the question: Is this art? We met at her house where she showed us a video of art in different locations and we had a chance to report on each of our folders' contents. It was an exciting learning experience.

Another time, we each shared our store of books written by Vermonters and were surprised at how many there are and how good many were.

We pursued subjects of an environmental nature: genetically modified organisms, sprawl, energy from wind towers, and water. We discussed health issues and death with dignity. Early on we talked about why and how Vermont often seems out of sync with much of the rest of the country. Each meeting has been stimulating and mind stretching. We recommend it to other branches.



**Randolph Branch News**

*Kathleen Corrao, Branch President*

The Randolph branch presented the second *Woman in Charge* Award on March 22, 2006. A committee of two branch members and the first recipient selected this year’s award recipient. Betsy Arnold was presented with the award at the Randolph Union High School Exchange Student Dessert event. Sue Forcier, chair of the selection committee, introduced Betsy and presented her with an AAUW pen, flowers, and a card to honor her for her long-time service to the Randolph Community. Of course, we also had a display of brochures and membership materials. If your branch would like to replicate this event, please contact me at 802-728-3790.

## *A Tribute to Dot Rand*

*Andrea Weisberg, State President-Elect*

As I thought about communicating with you today, it became apparent how necessary it is for branches to host state conventions in an effort to bring Vermont's membership together to explore new and innovative ideas. I hope that you will make an effort to attend the Bennington State Convention on Saturday, May 6th. I have been working with the planning committee for this convention and know that the issues to be discussed, the workshop leaders and the spectacular setting of Southern Vermont College will surely afford you a worthwhile learning experience and a most pleasurable day.

In accepting the presidency of Vermont's AAUW, I gave much serious thought to this organization, its mission and the interests of its members. I have been associated with Vermont's AAUW for the past eight years serving on the Bennington Branch board and on the state board. It has been a pleasurable and productive experience. I have worked with a host of intelligent and dedicated women and the knowledge I have gained has been most meaningful to me. Among the women with whom I have worked, one stands out as the hallmark of leadership for the state of Vermont....our current president.....Dot Rand.

Dot has been our state leader for the past four years and has been determined to have us focus on AAUW's mission and accompanying goals. Her knowledge and intelligence coupled with her sense of humor and cheerful manner has been a gift to all of us in Vermont. Despite personal battles, Dot has championed the cause to keep us informed, motivated and active in the organization. Her dedication to the AAUW mission has been inspiring.

From the very beginning of her presidency, Dot has brought national's excitement to the state board as she urged us to collaborate with other local organizations on topics of joint interest. At the Middlebury State Convention in 2003, Dot asked each branch to research and lead a presentation and discussion on an educational topic. At the National Convention that year in Providence, Dot led and mentored the Vermont delegation of 13 women, many of whom were attending a national convention for the first time. She spoke eloquently on the convention floor in favor of opening

membership to women without four year degrees. She has kept up the push for open branch enrollment here in Vermont.

Dot championed the Forum on School Choice in several areas of the state to give AAUW visibility and disseminate information on this topic. Bennington and Middlebury held very successful school choice forums in their respective communities.

Dot actively participated in the coalition that organized the Vermont contingent of the March to Save Women's Lives on April 25, 2004 in Washington, D.C. At her urging, AAUW-VT leaders voted to officially sponsor the march. She suggested a single theme for the Brattleboro State Convention in 2004 and together with Louise Luring developed a program on "Women and Justice: Local and Global Issues." Dot also worked with the Montpelier group to revive and revitalize the Central Vermont-Montpelier Branch. This was accomplished in the fall of 2004.

Dot has been actively involved in the Sister-to-Sister conferences held at Middlebury College in 2005 and 2006 and has offered hands-on assistance to any other branch wishing to provide this opportunity to empower young students. During this fall, Dot, Jennifer Kern and I visited each of the branches to speak about the new direction for AAUW....Education as the Gateway to Women's Economic Security. We were warmly received. And recently, Dot pulled together the individual branch recognition program which will highlight individual branch programs with an eye to sharing best practices.

Dot always made sure we were up to date on the rules from National....getting each of our branches to complete our by-laws. Her focus was on the present, but equally important.... the future and how AAUW can make it better for women and girls.

She has done an outstanding job. I have thoroughly enjoyed working with her as have all of you. Her shoes will be very difficult to fill. Under her guidance, I will attempt to keep us on track and moving forward. I hope to get to know all of you better and to continue working on the impressive challenges that Dot has set for each of us. I know together we will work to continue to further develop and support the mission and goals of AAUW.

***Vermont AAUW Convention May 5 - 6 in Bennington  
Hosted by the Bennington Branch and Southern Vermont College***

***May 6 Convention Program***

- 9 – 9:30 Registration and Continental Breakfast
- 9:30 – 10:15 Welcome by Dr. Barbara Sirvis, President of Southern Vermont College, and Judy Murphy, Bennington Branch President. Business meeting.
- 10:15 – 11:30 Choice of Interactive Workshops
- Workshop 1 Strategies for Success led by Janice LaRouche.
- Workshop 2 Economic Justice led by Emma Mulvaney-Stanak.
- 11:30 – 11:45 Break
- 11:45 – 12:30 Keynote Speaker  
Dr. Cynthia Browning
- 12:30 – 1:30 Catered buffet lunch
- 1:30 – 2:00 Dr. Chyi-lye (Kathleen) Liang, AAUW Fellowship Recipient
- 2:00 – 3:00 A panel of College Leaders will address the theme of the conference. Panel Members: Dr. Barbara Sirvis, President of SVC, Dr. Monica Neset Joslin, Dean of Academic Affairs at Massachusetts College of Liberal Arts, Joyce Judy, Provost of Community College of Vermont
- 3 – 3:30 Presentation of Vermont AAUW's first Branch Recognition Awards.

***Directions***

From the intersection of routes 7 & 9 in Bennington, go one block south to Elm Street and turn right. Take Elm Street to the end and turn left at three-way stop onto Monument Avenue. Take the second right onto Redgewood Drive and take an immediate left at the fork in the road. Continue up the hill as far as you can go to the Everett Mansion. Park in the parking lot close to the Mansion.

***Workshop 1 Strategies for Success***

**Janice LaRouche** is the author of the highly acclaimed book, *Strategies for Women At Work*. She was the first management/career consultant to apply the new awareness of women's needs to practical strategies in career planning and advancement. She developed the first assertiveness training programs for women.

This workshop focuses on aspects of education that emphasize strategies, assertiveness and a sense of equality. It offers women an opportunity to visualize and practice that sense of equality in their personal and work relationships. Believing in equality is not quite enough. The difficult task of *feeling* and *acting* equal is truly the gateway to economic security.

***Workshop 2 Economic Justice***

**Emma Mulvaney-Stanak** is the current Director of the Vermont Livable Wage Campaign at the Peace & Justice Center. Previously she has worked with Vermont Public Interest Research Group, American Civil Liberties Union of Vermont and Senator Patrick Leahy's Office. She grew up in Barre, Vermont and holds a BA in American Government from Smith College.

This interactive workshop focuses on how women are doing in today's economy. We will discuss the real economic factors that lead to the wage gap between men and women, how gender segments occupations in the workforce, and how economic public policy issues relating to poverty disproportionately affect women. We end with ways to get involved to find solutions for achieving economic justice for all Vermonters.

**Keynote Speaker Dr. Cynthia Browning** holds a PhD in Economics from the University of Michigan Ann Arbor and a BA in Social Sciences from Bennington College. She has taught Bates College, Smith College and Williams College. She serves on the Arlington Select Board, Arlington Planning Commission, Bennington Regional Transportation Advisory Committee and Battenkill Watershed Alliance.

Many of you may have read Dr. Browning's columns in the Bennington Banner or heard her speak when she was running for state senate in the last election

## *Vermont AAUW Convention May 5 - 6 in Bennington*

### *Panel of Educators*

**Dr. Barbara P. Sirvis** has been President of Southern Vermont College since 1997. Prior to this position she was Vice President for Academic Affairs at SUNY Brockport. During her time as president, Dr. Sirvis received the prestigious Athena Award recognizing her commitment to the community and to serving as a role model and mentor for young women. She was recently honored as the Education Partner of the Year in Bennington County. SVC students have awarded her their highest honor, the Mountain Award, in recognition of her student-centered focus. Dr. Sirvis received her doctorate from Teachers College, Columbia University. She holds a Masters of Education from Columbia, a Masters of Science from the University of Oregon and a Master of Arts from San Francisco State University.

**Dr. Monica Neset Joslin** is the Dean of Academic Affairs at Massachusetts College of Liberal Arts and has held this position since 2002. A native of Norway, she received her Ph.D. in Neuroscience from the State University of New York at Albany in 1982. Dr. Joslin was hired in the Biology Department at MCLA in 1986 and served as a faculty member in that department for 16 years. She was the coordinator of the First Year Seminar for many years as well as coordinator of the newly implemented Core Curriculum. Her interests and research span from pedagogy of teaching and student retention studies to nutrition.

**Joyce Judy** is the Provost at the Community College of Vermont and has held this position for the past three years. Prior to this position she served as the Dean of Students at CCV for nine years. Joyce has been a member of numerous state and regional boards including the New England Resource Center for Higher Education Think Tank for Student Affairs and Vermont Institute for Science Math and Technology Equity Advisory Committee. She was also a member of the Vermont delegation to visit and study the educational and training systems in Austria. She received a BA from the University of NH and an MA from Antioch.

**AAUW Fellowship Recipient Dr. Chyi-lyi (Kathleen) Liang** earned her MS and PhD from the Department of Agricultural Economics at Purdue University. She came to the University of Vermont in 1998 and has focused her research on Agricultural and Entrepreneurship issues. In 2002 she became the lead faculty member in Agricultural and Entrepreneurship Education. This is a unique program for non-traditional, non-business majors.

Dr. Liang received a publication grant for 2005-2006 from the AAUW Educational Foundation. She is studying the demographics of female farmers in Vermont and will document their intentions and expectations of organic practices, the challenges and risks of such practices, and the learning experiences associated with personal and family businesses issues.

### *Nominating Committee Report*

The nominating committee presents the following slate of officers for election for the term of July 1, 2006 to June 30, 2008:

President Andrea Weisberg  
Public Policy Coordinator Louise Luring  
Membership Coordinator Jennifer Kern  
College/University Coordinator Kimberly Swartz  
Legal Advocacy Fund Coordinator Mary Feidner  
Special Projects Coordinator Dot Rand  
Assistant Treasurer no candidate

Louise Luring, Jennifer Kern and Kimberly Swartz are running for their second two year term.

Kathleen Corrao (Chair)  
Jennifer Kern  
Louise Luring

## Vermont AAUW Convention May 5 - 6 in Bennington

### *Fun on Friday Program*

1 – 6 p.m. Arrivals, check in with overnight hostess if there is time before other events.

3:00 p.m. Choice of Tours and Escorted Museum visits will leave from Staples parking lot. All museums close at 5 p.m. Bennington members will drive so that no one gets lost.

1. Tour of Robert Frost Stone House Museum and grave site with Lea Newman, a recent author of a book about Frost (Admission \$5)  
[www.frostfriends.org/stonehouse.html](http://www.frostfriends.org/stonehouse.html)

2. Escorted visit to Clark Art Institute in Williamstown – classical art gallery with many French impressionist paintings (free)  
[www.clarkart.edu](http://www.clarkart.edu)

3. Escorted visit to the Williams College Museum of Art – American art, modern and contemporary art (free) [www.wcma.org](http://www.wcma.org)

4. Self guided visits to Bennington Museum (American history, Grandma Moses Paintings, Art Glass \$7), Covered Bridge Museum (\$5), Top of Bennington Battle Monument (\$1.50)

6:30 Pot luck dinner provided by Bennington AAUW at the historic Barn opposite the Bennington Battle Monument. Martina Achieng from Kenya will speak.

**Directions to Pot Luck Dinner:** From the intersection of routes 7 & 9 in Bennington, go west on route 9 (Main Street) past the Bennington Museum on the left. Continue on route 9 to the top of the hill and turn right onto Monument Avenue. Continue until you are facing the Bennington Battle Monument. Make a right turn onto Monument Circle and turn into the first driveway. The Barn is the large gray building.

**Directions to Staples Parking Lot:** From the intersection of routes 7 & 9 in Bennington, go north on route 7 through 2 lights and turn right onto Kocher drive at the third light. Make a right turn into parking lot and meet close to Staples store.

### *Registration Form*

#### *AAUW-Vermont Convention May 5-6, 2006*

Registration deadline: April 15, 2006  
Please mail with check (payable to AAUW) to Madeline Kennedy, 169 Fox Hill Road, Bennington VT 05201. Tel. 802-447-7996  
Email: [kennedy@surfglobal.net](mailto:kennedy@surfglobal.net)

Conference fee: \$20 before April 15;  
\$30 Late registration; \$13 student registration

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Branch \_\_\_\_\_

I would like to stay overnight with a Bennington Branch member on Friday. (Your hostess will contact you with directions after April 15)

I am traveling with \_\_\_\_\_  
\_\_\_\_\_

I will attend the pot luck dinner in Bennington on Friday evening.

I am interested in an escorted tour or museum visit on Friday afternoon and would like to visit  
\_\_\_\_\_

## ***Drawing the Line: Sexual Harassment on Campus***

*Kim Swartz, Vermont College/University Coordinator and St. Michael's College C/U Rep*

As part of the new national AAUW theme, ***Education as a Gateway to Women's Economic Security***, three priority areas, or sub-themes, have been identified for more concerted attention and action: building harassment-free campuses, addressing the continued wage gap, and women's financial literacy.

To better prepare member institutions and individuals with information and tools to build harassment-free campuses, the AAUW Educational Foundation recently released ***Drawing the Line: Sexual Harassment on Campus***. The report, written by Catherine Hill and Elena Silva, examines the issue of sexual harassment on college and university campuses, and serves as an important follow up to *Hostile Hallways: Bullying, Teasing and Sexual Harassment in School* (2001), which documented the prevalence and impact of sexual harassment in public schools. The report intentionally defines sexual harassment in broad terms as any "unwanted and unwelcome sexual behavior which interferes with your life" (p. 6). This broad definition was used to *examine any conduct that could affect the learning environment of college students*, regardless of whether the behavior is or should be illegal.

As reported in *Drawing the Line*, "College students' attitudes about sexual harassment are a combination of uncertainty and contradiction. Students recognize that lines are being crossed, but they also know that these lines are blurry and open to interpretation" (p. 38). Some of the key findings from *Drawing the Line* include:

- ***Sexual harassment is common on college campuses:*** 62% say they have been sexually harassed; 66% say they know someone personally who has been sexually harassed; sexual comments, jokes, gestures, and looks are the most common forms of sexual harassment; while both men and women report being harassed in almost equal numbers, both are most typically harassed by a man.
- ***Men and women are equally likely to be harassed, but in different ways and with different responses:*** While female students are more likely to be the target of sexual jokes, comments, gestures, or looks, male students are more likely to be called gay or a homophobic name. Sexual harassment takes a particularly heavy toll on women. Female students are more likely to feel compelled to change their behavior in some way, and report having trouble with paying

attention in class and trouble with sleeping due to sexual harassment.

- ***Lesbian, gay, bisexual, and transgender students are more likely to be harassed:***

LGBT students are more likely to be harassed than students who identify as heterosexual. As a result, LGBT students are more likely to worry about graduating from college and having a successful career. They are also more likely to want their college or university to do more to prevent sexual harassment.

- ***Men are more likely than women to harass:***

One-fifth of male students surveyed admit that they harassed someone often or occasionally. Almost one quarter of males who report having harassed, admit to harassing male students. Many students who admit to harassing others have been harassed themselves.

Additional findings that serve to support previous research on sexual harassment include:

- The perception that sexual harassment is not a serious matter, and harassers often think of themselves as "misunderstood comedians";
- Most victims do not report their experiences with sexual harassment for fear that they will not be taken seriously, and due to lack of awareness about the best avenues for reporting.

Finally, the report discusses the implications of the failure to "draw the line" on sexual harassment and offers important insights about many of the underlying issues. In conclusion, "Sexual harassment on campus has serious implications for students. At the same time, a campus culture that tolerates sexual harassment has implications that extend far beyond the campus community..." (p. 39).

In *Drawing the Line*, college students offer advice on how to prevent sexual harassment. Suggestions include having a designated person or office to contact if someone is a victim of sexual harassment; providing information about the school's sexual harassment policy on the college's website; and offering increased opportunities for campus dialogues, and forums on this issue.

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## *Drawing the Line* continued

**What you can do as AAUW members:** Please help promote and consider supporting students from your area to attend the 2006 AAUW **National Conference for College Women Student Leaders, June 7-10, in Washington, D.C.** This year's conference theme is ***Sexual Harassment: Leading Change on Campus and Beyond***, which will explore a broad range of issues related to sexual harassment on campuses, and provide leadership training to help students transform their campus climates by exploring student experiences; learning about women and the law; fostering campus dialogue; creating inclusive environments; advocating for change; and learning how to navigate the workplace. For more information on the conference and the report, please go to [www.aauw.org](http://www.aauw.org), or contact Kim Swartz, Director of the Women's Center at Saint Michael's College at 802-654-2667 or [kswartz@smcvt.edu](mailto:kswartz@smcvt.edu)

Marty Machia, a student staff member at the Saint Michael's College Women's Center, and Kristen Crepezzi, a graduate student at the University of Vermont, currently an intern with the Women's Center at Saint Michael's College, contributed to this article.

## ***AAUW Highlights***

Ruth Sweetzer, President of AAUW and Barbara O'Connor, President of the Educational Foundations send their best wishes for a memorable state convention. They also listed a number of AAUW highlights and accomplishments. Here are a few:

### ***Speaking Our Minds:***

- The Lobby Corps celebrated their 30th birthday by making more than 1000 in-person visits to congressional offices.
- Member activists sent more than 76,000 messages – emails and telephone calls – to members of Congress and the Bush Administration through *Action Network*

### ***Generous Financial Support:***

- The Educational Foundation awarded \$3.6 million to more than 200 women in the United States and abroad for the 2005-2006 academic year.
- The Legal Advocacy Fund adopted its 100th plaintiff case with sex discrimination claims against institutions of higher learning.

## ***AAUW Educational Foundation News***

*Kathleen Corrao, EF Coordinator*

You helped to make a big difference in the lives of more than 200 women this year through your donations to the AAUW Educational Foundation. Here is a summary of the grants for 2005-2006:

### ***American Fellowships***

51 Dissertation fellowships  
20 Postdoctoral fellowships  
6 Publication grants  
77 Grants total \$1,681,000 726 Eligible Applicants

UVM Professor Chy-lyi (Kathleen) Liang, who will speak at the convention, received a publication grant.

### ***Career Development Grants***

20 Grants \$139,820 543 Eligible Applicants

These grants are for women whose last degree was received more than 5 years ago and who need further study to advance in their career.

### ***Community Action Grants***

6 One year grants  
5 Two year grants  
13 Grants total \$97,950 100 Eligible Applicants

Bennington's Eureka Project was awarded a two year Community Action Grant for 2004-2006

### ***Selected Professions Fellowships***

36 Grants total \$474,500 101 Eligible Applicants

Fellowships in fields where women are underrepresented.

### ***International Fellowships***

58 Fellowships  
1 Home country project grant  
57 Grants total \$1,157,00 1,355 Eligible Applicants representing 105 countries

International Fellowships are awarded for full-time study in the United States for women who are not US citizens or permanent residents. The overwhelming majority return to their home countries to become leaders in their fields.

Please send individual and branch donations to Kathleen Corrao, 52 Corrao Road, Randolph Center VT 05061. Checks should be payable to AAUW Educational Foundation. Kathy will fill out the form and mail it to Washington with your check. You or your branch may specify a specific fund or fellowship program. Fund #1310 is the Vermont Endowment for Career Development and Community Action Grants.