



AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

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# Green Mountain AAUW

*American Association of University Women of Vermont*

*Volume XXXXI No. 1*

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## ***State Convention at Middlebury -- Plans for April 20 and 21, 2007***

*Peg Galgano, Middlebury Branch President*

Middlebury Branch Members are working hard on plans for the upcoming convention which will be held on Saturday, April 21, 2007 at the Kirk Alumni Hall on the Middlebury College Campus. Our theme will be "***Finding our Voices in the 21<sup>st</sup> Century***".

Gail Smith, our College Coordinator, arranged for a meeting with a diverse group of twenty-one women to help us identify the challenges that women face in the 21<sup>st</sup> century. The women represented a range of ages and marital status, backgrounds, and professions, and had completed different levels of education. Among the group were three students (one of color), a lawyer and writer, a young single mother, and an Addison County Agriculture graduate who is a farmer. We also had a natural resource planner, a consultant, a married mother of young children who runs a hairdressing shop from her home, and another mother who had been manager of a county fair and now works in a hardware store.

With Gail moderating, the women were split into small groups in which they animatedly discussed what they felt are the issues facing women today. The group then reassembled as a whole, with each small group presenting its ideas. Common threads appeared in the discussions and led to the theme and direction for the convention. Participants say they found the evening very interesting and productive, and we plan to meet again in the next year.

We are now in the process of contacting interesting and stimulating speakers. ***Emerging Voices*** will be the subject of the morning speakers, including women who have achieved a leadership position in a traditionally male dominated field. The afternoon session on ***Critical Mass*** will include women who are part of an

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

***Saturday, January 27, 2007 9:30 am to 3 pm***

State and Branch Leadership Meeting at the Mitchell Green Lounge, Middlebury College. All branch members are welcome! For more information please contact Andrea Weisberg [aauwandrea@gmail.com](mailto:aauwandrea@gmail.com)

***Friday and Saturday, April 20 and 21, 2007***

State Convention at Middlebury College. Please see the article on this page. More information will be the March newsletter and it will be posted on the website [www.aauwvt.org](http://www.aauwvt.org) as soon as it is available.

***June 29 – July 2, 2007***

National AAUW Convention in Phoenix, Arizona.

organization that has achieved a "Critical Mass" of women, so that women can be comfortable bringing their true selves to the table.

We hope everyone will attend and that you will bring non-members with you, as the topic is broad enough to interest all women.

Friday night our members are inviting you to join them as guests in their homes. Our members so much enjoyed the hospitality of Bennington last year that we want to do the same thing. Our talented cooks will be providing a supper Friday night which will feature a panel of students.

Please plan to arrive on Friday afternoon if at all possible. We will have information on different afternoon activities to enjoy in our town of Middlebury. We are very much looking forward to being your hosts!

## ***President's Perspective***

*Andrea Weisberg, State President*

I hope you have enjoyed the holidays and have made those wonderful New Year's resolutions that we are so inclined to break!

During the fall, there were many email documents sent your way, keeping you abreast of some of the issues and ideas that are coming from national AAUW.

As you know, at the present time 70% of our members are over the age of 60. If we are to survive and thrive as a national organization, change is necessary and inevitable. The AAUW Association Board of Directors and the AAUW Educational Foundation Board of Directors met in Washington, D.C. to reflect on a new **Strategic Process** for the organization.

Both boards jointly adopted a single mission statement and vision statement to serve both organizations. Previously each organization had a separate (and longer) mission statement. This did not portray the close working relationship of both entities that are separated primarily because of their different non-profit status.

*New Mission Statement:*

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

*New Vision Statement:*

***AAUW will be a powerful advocate and a visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.***

The principles for change include:

- Commit to a single mission as the cornerstone of the organization.
- Transform the organization's demographic composition.
- Undertake a strategic restructuring of both the Association and Foundation that directly supports achievement of the mission and vision.

As part of the reorganization effort, the ten regional directors have been directed by the Association to address each of their State Conventions regarding the on-going Strategic Process Roadmap and the resulting proposed by-law amendments which will be

introduced at the National AAUW Convention in Phoenix in June 2007.

This new process has been on-going for 16 months. All members were asked for input regarding change within the organization. The historic new direction for AAUW that our Regional Director, Patricia Ho, will be discussing with us at the end of our State Convention on April 21<sup>st</sup> in Middlebury will include:

- The new mission and vision statements which we should be using in all literature and newsletters.
- The three principles for change.
- The proposed new corporate structure regarding the AAUW Association and Educational Foundation.
- The proposed National Board structure.
- Possible changes in options for regional, state, and branch structures.

The Conference of State Leaders this past June in Washington, DC took as its theme, a quote from Oprah Winfrey,

*"We can't expect to change by staying who we are"*

That quote set the stage for all that is going on in Washington and elsewhere around the country. We will all remain committed to the mission of AAUW. In fact for many of us all this verbiage may not make any difference in our branch or individual functioning. We do need, however, to be aware that National is committed not only to our mission but to insuring that AAUW continues to stay alive and to thrive for many decades to come.

I welcome your thoughts on the above. You can reach me at [aauwandrea@gmail.com](mailto:aauwandrea@gmail.com).

### ***Members Honored by Gifts to the Educational Foundation***

**Ann Livingston**, who has served as branch treasurer for a number of years, was honored by the Burlington Branch.

**Mary Kirkpatrick**, who is completing her fourth year as program chair, was honored by the Bennington Branch

**Andrea Weisberg**, the current president of AAUW of Vermont was honored by a gift from her husband Stuart Weisberg.

## ***Member ... Got a Member ... Got a Member ... Got a Member***

*Jennifer Kern, State Membership Chair*

On November 28<sup>th</sup>, 1881 Marion Talbot and Ellen H. Richards invited 15 other women who had college degrees to a meeting in Boston to discuss creating an organization in which women would join together to better the education and lives of all women and girls. Their organization was formally organized in 1882 with 65 members.

By AAUW's 50<sup>th</sup> year we were 36,500 members strong and by 1981, we had 190,000 members! How did we recruit 189,945 members in 100 years?

My guess?...They all joined because AAUW had the best advertising agents going!

**MEMBERS!**

**Women were ASKED to come** to meetings, events, and community projects to learn what AAUW and its mission are all about.

**They were ASKED to join.** Why did they join? Why did they stay members? For the very same reasons you joined and stayed!

***My point being??***

It is our turn to put into action their strategy: Member... get a member... get a member... so that our legacy of involvement and advocacy on the Branch, State and Association levels will continue to work on behalf of the education, financial security and health care of all women and girls

**ASK other women to come ... ASK them to join!** We all know AAUW is losing members. Ask as an individual or as a Branch effort, but **ASK** for us because **membership does matter!**

We are now in Phase 2 of AAUW's Member-Get-A-Member Campaign (November 29<sup>th</sup> through March 15<sup>th</sup>)

**Think** ½ price dues! \$22.50, plus \$3.50 State, plus Branch

**Think** ½ price Student Dues \$8.50, plus \$1.00 State, plus Branch.

**Think** Shape The Future \$11.25, plus \$3.50 State, plus Branch (if 2 join national the second membership is free)

Remember to ask your treasurer to put your name and ID number in the comments section at the bottom of the form so you are credited for the new member...then see your name on the Hall of Fame Website at the end of March under Vermont and **smile!** You are helping to keep AAUW working for the next generation! (Find Hall Of Fame by going to the Member Center, click Branches and States, scroll to Membership, click Hall of Fame). Check it out now for phase one.

Education and Promoting Equity has been our driving mission for 125 years...our work is far from done!

## ***Sister-to Sister Summit at Middlebury College***

*Gudrun Hutchins, State Communications Chair*

I had a wonderful opportunity to observe and photograph the third Sister-to-Sister Summit held on the Middlebury College Campus on November 18, 2006. A core group of college students had been meeting weekly since early September to plan the event with a few branch members as advisors. On the final day college friends and roommates, as well as a choral group and a jazz dance troupe, were pulled in to assist, so that altogether, more than 30 college sisters were involved. More than fifty middle school sisters participated – an energetic crowd that tired me out, even though I did nothing but watch and photograph.

The events of the day consisted of serious small group discussions about topics such as body image, bullying, and boys, interlaced with fun workshops. While I can't report on the serious discussions because they were off limits to adults and photographers, the fun workshops were a blast for the sisters and fun to watch. They consisted of topics such as learning the Samba, kickboxing, yoga, creative writing, crafts, cooking, hand and arm massage and learning a hip-hop routine from one of the jazz dancers. Each sister participated in two workshops.

An enormous amount of food was consumed during the day – this was the main assignment of the Middlebury Branch members. The Middlebury College Chef even assisted in cooking the donated frozen pizzas and slicing them up for lunch. Later she helped the cooking workshop to make enough apple pies for everyone.

You can find a plan for the day and my photo review on the AAUW of Vermont website. Go to [www.aauwvt.org](http://www.aauwvt.org) and click on "News and New Postings" to find the link.

## ***From Our Regional Director***

*Patricia Ho, New England Regional Director*

Dear Vermont AAUW Members,

Greetings! As some of you may know, on October 1, 2006, I was appointed your Interim Regional Director during the extended illness of Marcelline Barron. We wish Marcelline the very best for a full recovery in her courageous struggle against cancer. Her spirit is indomitable!

I have declared my candidacy for my own term as RD 2007 - 2009, with election at National Convention 2007. Meanwhile, I offer any assistance as your direct liaison with the Association. I will make every effort to keep you informed, to keep you connected with the Association and Educational Foundation and to make your voices heard. I also hope to facilitate the sharing of updates and resources and strengthened collaborative efforts among our New England states. Please contact me if you have any questions or concerns.

As background information, I have been a branch and state president in Massachusetts, and national chair of the AAUW Conference of State Leaders 2006. I also serve on the Association Program Development Committee and on the boards of other state and regional organizations.

In October, I participated in the Association and Educational Foundation joint board meetings in Washington DC, which considered historic new directions for AAUW -- as proposed by the sixteen-month Strategic Process, to which 11,000 members offered input.

The *Principles for Change* address commitment to a single mission, transformation of the membership profile, and strategic restructuring of the organization. The joint boards have commissioned working groups to make specific recommendations regarding the issues of corporate, board, single governance and organizational structures, communications, and proposed bylaws amendments for delegate vote at National Convention.

These are the issues that I need to discuss with you at your spring convention. I look forward to meeting you.

Best wishes, Patricia

[PatriciaHoAAUWMA@aol.com](mailto:PatriciaHoAAUWMA@aol.com) 978-921-6658

## ***Middlebury College Receives Campus Action Grant***

*Dot Rand, State Special Projects Chair*

The second Campus Action Project (CAP 2) is under way! Late in November, Middlebury College was informed that they would receive a \$5,000 grant to help women "Planning for an Economically Secure Future."

Last year several Vermont colleges either applied for or gave serious thought to applying for CAP 1, known as Building a Harassment-Free Campus. None were winners. Now you know that even small colleges in Vermont have a chance, as long as you are willing to work with them. Every college must provide the name of a branch member who will serve on their advisory board. As the one responsible for Theme Team activities in Vermont, I offered to be AAUW advisor for Middlebury College.

Middlebury College students are awarded the grant to fund their proposal to host an Economically Secure Future weekend symposium tentatively scheduled for the last weekend in March. Of the 10 colleges that won awards, Middlebury is one of three to provide a Campus Dialogue "to help students, faculty and staff engage in and address issues related to women's economic success including work-family balance, career development and pay equity". The weekend symposium will feature a key note speaker on Thursday, panel discussions to hear varying perspectives on equal pay in the work place on Friday, deliberative dialogues and a policy workshop on Saturday. The event will close with an evening reception.

From my meetings with the students and their advisors, I think their emphasis on a policy-writing workshop is one of the most important segments of the symposium and the one with the most lasting impact. The expectation is that students will learn how "to think critically about the issue and create solutions for more gender-friendly work environments", hoping some of their ideas will be published.

This symposium is open to the community. You are invited to attend the programs and speakers that interest you. More information will follow. Projects like this and Sister-to-Sister are building our image on campus as a women's organization that works to address the issues of concern to all women and girls. Some of these students may very well be part of our future.

## ***University of Michigan Receives Progress in Equity Award***

*Mary Feidner, State Legal Advocacy Fund Chair*

Each year the AAUW Legal Advocacy Fund's Progress in Equity (PIE) Award recognizes a college or university program that has resulted in significant progress for women on campus. Recipients receive a cash reward and public recognition throughout their communities, campus, and AAUW. This year the PIE Award was granted to the University of Michigan, Dearborn, for its efforts to educate women in a local prison.

The University offers college level courses at the Scott Correctional Facility for Women, including women's studies, composition, sociology, and African American studies. Courses are taught by university professors on a volunteer basis. The program's effects are two-fold: giving female prisoners hope to overcome life's obstacles, and compelling the community to challenge conventional stereotypes about women in prison.

"Women who receive a college education or begin the degree process while in prison fare better when they rejoin society than those who do not," said Program Director and University of Michigan at Dearborn Professor Lisa Lempert. "College builds a context for transformation and responsibility that the women take with them as they leave the facility."

The Scott Prison project received \$5,000 from AAUW at an awards presentation on November 16 at the University of Michigan, Dearborn campus. Eleanor Siewert, member of the AAUW national board of directors presented the award.

This year the University of Hawaii, Honolulu received an honorable mention for its Bridge of Hope program, which provides on-campus student employment and support programs for welfare recipients.

Since 1987 the PIE Award has recognized efforts in the following areas:

- Women's athletics
- Tenure and promotion for women faculty
- Child care for faculty, staff, and/or students
- Family leave for employees
- Programs and policies to combat sexual harassment

- Strategies to mentor women students or junior faculty
- Recruitment of women into nontraditional fields
- Integration of women's history or other women's issues into the curriculum
- Special initiatives for women.

Editor's Note: Vermont Technical College received the Progress in Equity Award in 1988 for its Women in Technology Project which included a Summer Technology Camp for Middle School Girls, a Speaker's Bureau and a Job Shadowing Program. Louise Luring, Gudrun Hutchins and a number of additional AAUW members provided local publicity, raised money, and assisted in filming one of the technology camps.

## ***Educational Foundation News***

*Kathy Corrao, State EF Chair*

When you think of EF, do you associate it with money that AAUW awards to graduate women for fellowships or community action grants or awards to scholars? I did until recently. In reality your donations also fund the research studies that educate us and the public to issues affecting women. Over the last 15 years there have been over twenty researched and published studies. Some states and individual members have funded the dissemination.

For example, Judy Horan, Development Director for the Educational Foundation, funded the Mothers' Day Poll, May '06 in honor of her mother. The poll asked what women knew about their mother's financial situation. The results reinforced our position which opposes privatization of Social Security. It supports the need for improved retirement benefits for low income workers (primarily women).

The EF report *Drawing the Line: Sexual Harassment on Campus* is another example of research funded by your EF contributions.

In 2006 Vermont branches contributed over \$3,000 from all but one of the six branches. It would be wonderful to have 100% branch participation in 2007. Please start planning your fund-raising for the Educational Foundation now. Send checks to: Kathy Corrao, 52 Corrao Road, Randolph Center VT 05061.

Sarah Nestor of Shelburne received funding from the Vermont Endowment to study Speech Pathology at UVM this year. We hope to meet her at convention.

## ***Public Policy Update School Choice in Vermont?***

*Louise Luring, State Public Policy Chair*

With the Vermont Legislature back in session, AAUW members are keeping an eye on doings under the dome.

The State Board of Education has indicated it will again lobby the Legislature for expanded school choice, an issue that is of concern to AAUW members because it poses the question of the diversion of public funds to private schools, which AAUW opposes on Constitutional grounds.

Last year, the Board asked the Legislature to approve choice among all public school grade levels – which was rejected -- but this year they are expected to limit their request to high schools.

What does this mean to Vermonters?

Since 1869, Vermont families have been allowed to use their town's tax money to pay their children's tuition at schools in other towns, including private non-religious schools, if their town did not have a school. Today, some 8,040 K-12 students in 130 towns are tuitioned out to other towns.

Although Vermont does not permit charter schools, in 2002 it did allow public high school students to make limited choices. In the 2005-06 school year, 254 students took advantage of this option.

AAUW joins the Vermont National Education Association in opposing private school vouchers or using public money to pay for religious schools. The NEA is also lukewarm on allowing choice for students younger than high school age.

According to research by the Heritage Foundation, 40 states and the District of Columbia have charter schools, 15 states allow choice among public schools within or between districts, and seven states allow taxpayer money to be used to help pay for private school tuition.

On the D.C. front, we are happy to learn that the House has approved an increase in the minimum wage (the first in 11 years) to \$7.25 over two years. Once again, Vermont is in the forefront with a minimum wage of \$7.53 and a built-in increase expected. However, a single Vermont woman with two kids working full-time at that rate is still earning

less than the federal poverty line for a family of three (\$15,662.40 vs. \$15,735). There is lots more info and interesting facts about this issue on the AAUW website under Issue Advocacy, AAUW Issues. Current bills and AAUW's position on them are located at <http://capwiz.com/aauw/issues/bills/> The Two-minute Activist section makes it easy for you to send an e-mail to your Congressional reps. They need to hear from us!

Welch and Sanders have temporary websites as of now – stay tuned for more information about websites and email addresses.

Rep. Peter Welch  
1404 Longworth House Office Building  
Washington, DC 20515-4501  
(202) 225-4115  
Web site: [Welch.house.gov](http://Welch.house.gov)

Sen. Patrick Leahy  
433 Russell Senate Office Building  
Washington, DC 20510-4502  
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Sen. Bernie Sanders  
C2 Russell Senate Office Building  
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### ***Founding Mother Gift to Honor Marcelline Barron***

To celebrate AAUW's 125<sup>th</sup> Anniversary and honor Marcelline Barron as a "Founding Mother of AAUW", Carol Virostek, President of AAUW of Connecticut and Patricia Ho, New England Regional Director have initiated a campaign to raise \$12,500 by May 2007. The money will be used for AAUW's Leadership Training Institute, which develops programs for all women in economic self-sufficiency, leadership development, career advancement, and technical skills.

Marcelline, who has served as Regional Director and Association Board member, has been hospitalized since her surgery for uterine cancer in July. If you would like to make a tax deductible contribution in her honor, please send a tax-deductible contribution payable to AAUW with *Marcelline Barron Founding Mother Campaign* in the memo line.

## ***Brattleboro Branch News***

*Marty Fenn, Brattleboro Branch President*

Each year, in fall or spring, the Brattleboro Branch plans a car-pooling day trip to a place of historical or stimulating interest within about an hour from Brattleboro. This October, chairwomen Alice Carrier and Cynthia Terzariol arranged for us to have a docent-guided special tour of an amazing exhibit at the Hood Museum of Art at Dartmouth College. "Dreaming Their Way" presented the work of indigenous aboriginal woman painters from across Australia. The exhibit was organized by the National Museum of Women in the Arts in Washington, D.C., and Hanover was one of the few U.S. sites to show it.

We agreed that we had never seen paintings as unique as these and admired the precise work of untutored aboriginal women. All the paintings have meanings that come from the distant past of oral culture "dreaming their way". The designs had meanings we could only begin to try to understand and were unlike any art we had ever seen.

The chairmen had made reservations at the Hanover Inn for lunch. This was also enjoyed by all.

Past trips have included the Rockefeller Mansion National Historic Site in Woodstock, Vermont Institute of Natural Science, the museums in Springfield, MA., Bennington Center for the Arts and the Robert Frost Homestead in Shaftsbury. We have enjoyed lunches with the live-wire Bennington Branch members when over their way.

## ***Bennington Branch News***

*Judy Murphy, Bennington Branch President*

The Bennington Branch has been successful in forming coalitions with other organizations that have resulted in better attendance and participation at meetings and outreach into the community. We also feel this outreach will increase membership over time.

Last spring we contacted the Bennington Business and Professional Women to describe our mission and request a meeting with them. We suggested ways our two groups could collaborate. They invited us to present at their board meeting, which we did. We made plans to begin by working together on pay equity and a candidate forum.

At that meeting, we learned from BPW that they provided a local scholarship for a woman in the Bridge to College program at the Tutorial Center. We met with the coordinator of that program and decided AAUW would raise funds for a similar scholarship -- which we have.

Planning for the pay equity panel was pretty easy because we replicated the Vermont Commission on Women program that the Brattleboro Branch held previously. The speakers were arranged by the Commission. In addition to BPW and the Commission, we invited the Project Against Violent Encounters (PAVE) to co-sponsor the event. We obtained free space at the Universalist Unitarian Meeting House through one of our members. Through the coordinator at the Tutorial Center, we invited the students in the Bridge to College program to attend. Thirteen students came and did a class assignment on pay equity!

The candidate forum took more joint planning and we met several times with BPW to divide up the tasks. It was for Bennington County and Wilmington Senate District candidates and all four attended. Both organizations collaborated on format, deciding which topics to cover and writing the questions. AAUW's Julie Mackaman was moderator and Andrea Weisberg and BPW's Diana Leazer asked the questions. The public was given an opportunity for questions also. There was a full house and we received many compliments. One legislator said it was the best forum she had attended and that we should do all the candidate forums from now on.

In another coalition with a local peace organization and Vermont National Organization for Women, our branch contributed to a Middle Eastern buffet when three women from Gaza -- a Christian, a Jew and a Muslim -- came to Bennington. The women were part of a U.S. tour to call for an end to war and suffering in the Middle East and share with Americans their experiences and hopes for a just peace. This event was well attended and AAUW was included in the publicity as a sponsor.

We will continue our collaboration with BPW and the Tutorial Center and are exploring avenues for working with Southern Vermont College. The new President, Karen Gross, spoke at our November branch meeting which was held at the college. She was a recipient of the 2004 Educational Foundation Senior Scholars Special Commendation of Honor. Immediately prior to this meeting several branch leaders spoke with students to explore potential future projects.

## ***On the Radio***

If you follow the link on the national website [www.aauw.org/aauw125th/celeb\\_other.cfm](http://www.aauw.org/aauw125th/celeb_other.cfm) you will see that Vermont is listed as celebrating the 125<sup>th</sup> anniversary of AAUW on November 28<sup>th</sup>. Carolyn Jones, of WGDR 91.1 FM in Plainfield, Vermont dedicated her radio show to AAUW's birthday. The broadcast was live and callers from the area, including Louise Luring, and AAUW Director of Membership, Christy Jones, called in to discuss AAUW's achievements over the years.

Jennifer Kern contacted Louise to ask how this all came about. Louise reports that the radio station called the Association, and the Association tried to reach Andrea Weisberg but couldn't. Then AAUW's Christy Jones called Louise about an hour before the show. The host of the show, Carolyn Jones asked Louise to call in and tell about her AAUW experiences. She had done a lot of research on the Vermont and the Association's websites and was doing most of the "telling". Louise tried to call Vivienne Adair and Cathy Devitt of the Central Vermont branch but they unfortunately were not home.

## ***Sarah S. Nestor Receives Career Development Grant***

The Vermont Research and Project Endowment this year provided funding for a Career Development Grant to Sarah S. Nestor who is a candidate for an MS degree in language pathology at UVM. Sarah was manager of the Boston University Infant Language Lab. She conducted research on the acquisition of language in infancy to elucidate predictive measures of language delay in toddlers, one of the first indicators of a learning disability.

Through her study, Sarah aims to improve our understanding of how language develops and how to help children with language-specific delays.

Editor's Note: You can designate your individual or branch gift to the Educational Foundation for the Vermont State Division Endowment (Fund #1310) by specifying this when you send your contribution to Kathy Corrao, EF Chair, 52 Corrao Road, Randolph Center VT 05061. The Endowment gives preference to Vermont or New England Candidates provided the applications are chosen for their excellence by the Foundation.

## ***Green Mountain AAUW***

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***Save the Dates for the State Convention  
In Middlebury! April 20 and 21, 2007!***