



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

Green Mountain AAUW

American Association of University Women of Vermont

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March 2008

***Calling all AAUW Members!
Come to the State Meeting at the Chandler
in Randolph on April 26th***

This year AAUW of Vermont will hold a state-wide meeting hosted by state leaders, instead of a spring state convention hosted by a branch. It will take place in the **Upper Gallery** of the Chandler Music Hall from 9 am to 3 pm on April 26, 2008.

The first part of the program will provide information about two Girl Scout programs for possible AAUW collaboration.

The second segment will engage all members in the exciting revitalization of AAUW's work. This expanded "leadership development" on DVD will provide an update on strategic directions and our new **Value Promise**, which will guide AAUW's program, advocacy and outreach efforts. Interspersed with DVD presentations by Executive Director Linda Hallman and staff, our Regional Director Patricia Ho will be facilitating our discussion and inviting input. More information about both the Girl Scout presentation and the DVD program is given in Andrea's letter on page 2.

Schedule for the Day

9 – 9:30 Coffee and baked goods available

9:30 – 10:30 Presentation by Barbara Sirvis, Board President, and Sharon Baade, CEO, of the Vermont Girl Scout Council.

10:30 – 12:30 DVD Screening and Discussion of DVD's about a Revitalized AAUW, facilitated by Patricia Ho, New England Regional Director

12:30 – 1:30 Lunch on your own in one of the restaurants near the Chandler

1:30 – 3:00 Continuation of DVD Screening and Discussion

*There is no charge for this meeting. Please return the **Registration form** on page 2 to Andrea by **April 10** so that we can get some idea of how many will be attending. Please join us and bring additional members along with you!
(Driving directions to the Chandler on page 4)*

***Madleine Kunin's New Book
Available in April***

Former Vermont Governor and Ambassador to Switzerland Madeleine Kunin will appear at Phoenix Books in Essex on April 5th at 7:00 pm to promote her new book, [*Pearls, Politics and Power: How Women Can Win and Lead*](#) (Chelsea Green Publishing). Phoenix Books is located at 21 Essex Way # 407, Essex, VT 05452. Call (802)-872-7111 for more information. This event is co-sponsored by the American Association of University Women of Vermont, the Vermont Council on World Affairs, and the Vermont Commission on Women.

Pearls, Politics, and Power is a call to action for new political engagement and leadership from the women of America. Informed by conversations with elected women leaders from all levels, Madeleine Kunin asks: What difference do women make? What is the worst part of politics, and what is the best part? What inspired these women to run, and how did they prepare themselves for public life? How did they raise money, protect their families' privacy, deal with criticism and attack ads, and work with the good old boys?

The next generation of women will be inspired to lead by seeing women like Nancy Pelosi wielding the gavel, and seeing themselves reflected in the portraits on the walls of statehouses, courthouses, corporate and university boardrooms, and the White House. *Pearls, Politics, and Power* will help ensure that this inspiration is not soured or deflected, but channeled into successful candidacies by America's leaders of tomorrow.

"A natural storyteller, Kunin combines her personal journey in politics with the stories of dozens of female politicians. Writing with wisdom, intelligence and warmth, she provides a guide for women at all levels who might seek to enter public life." -- Doris Kearns Goodwin, Pulitzer-prize winning historian and biographer.

President's Message

Andrea Weisberg, State President

I expect all of us are hoping for an early spring. It seems so cold and gloomy here, but warm weather is coming. Speaking of warm weather is a perfect segue into plans for our state convention this spring. Initially, the decision was made not to have a convention, but at our January state leaders' meeting we talked about several possibilities which could provide an exciting and interesting state-wide meeting sponsored, not by a particular branch, but by the state leadership team.

First, at the January leaders' meeting, we had a marvelous presentation from two members of the Vermont Girl Scout Council leadership and heard about two programs that look to be perfect for partnership with AAUW. The first... "Girls Rock the Capitol", involves several events for girls from the 4th to the 12th grade that focus on learning about and participating in our state government. When the legislature is in session, the girls, who are mentored by women legislators, spend one day a week meeting with women in leadership roles, learning how bills are passed, meeting lobbyists and discussing leadership issues. The second, "Girls Beyond Bars" is a program that helps 5 to 17 year old girls visit their incarcerated mothers in Windsor, Vermont. Once every three weeks, the girls are picked up and driven to the correctional facility. They and their moms and the Girl Scout volunteers go out for a pizza lunch and do other allowed activities and then are driven home.

We were very excited to learn about these programs and wanted to give the general membership a chance to learn about them also. This could prove to be a very exciting partnership for our branches. We know the Burlington Branch has been involved in the first program so we might replicate their efforts or decide on something very different.

National AAUW has announced a new series of leadership-focused DVD's to assist us in strengthening AAUW for the future. The DVD's are divided into modules which focus on leadership development as it relates to particular aspects of our mission. The introduction module features a conversation with new Executive Director Linda Hallman. She and staff will review AAUW's strategic process for change and chart an inspiring course

for AAUW's future that members will want to share with their local branches.

DVD content also focuses on advancing equity through advocacy, education and research and building a stronger community through membership, fundraising, communication and marketing. In prior years only two state leaders received this kind of valuable information and training at a Leaders' Conference in Washington ... now it is open to all members.

Discussion of the DVD's will be facilitated by Patricia Ho, our Regional Director and member of the Association Board. It behooves all branch presidents, officers, leaders and members to attend this meeting, as everyone plays an integral role in advancing AAUW's work for equity.

No fee will be charged, as New England regional funds will cover the expense of the leadership training, and the Girl Scout presentation is gratis. The state leaders are planning to provide some baked goods for all for breakfast; lunch on our own works well as there are numerous restaurants right near the theater.

Please send the requested information below to Andrea by mail or email by April 10 so that we can get a sense of how many are attending. Feel free to bring anyone else along when you come to attend the meeting.

Reservation Form for April 26, 2008 State AAUW Meeting in Randolph

Name _____

Branch _____

Email or telephone _____

Yes, I plan to attend

No, I do not plan to attend

No fee is charged; lunch is on your own.

Please Email the requested information to auwandrea@gmail.com or clip and mail to Andrea Weisberg, 546 West Mountain Rd., Shaftsbury, VT. 05262. Thank you!

Striving toward a Revitalized, Unified National AAUW with a Single Board

[Editor's note – At the 2007 convention in Phoenix the delegates voted to create a single unified corporation with a single board as recommended during the strategic process. This means that the AAUW Association and the AAUW Educational Foundation Corporations will merge into one Corporation to be ratified at the 2009 convention. The key messages below were reported in the latest EdEqChange and were edited slightly to shorten them. The “*Value Promise*” is a powerful message to pass on to members and prospective members.]

Key Messages from the Joint Meeting of the Association and Educational Foundation Boards, February 22–24, 2008

The boards of the Association and the Educational Foundation met jointly to conduct business for the organizations in concert, carrying forward the mandate from the members to create a single, unified AAUW 501(c)(3) organization.

The meeting was congenial and effective and represents the first step in our journey to consolidate our activities and our mission as we work together to lead AAUW toward a revitalized future. It also put us ahead of the scheduled date for this undertaking.

Linda Hallman participated as our new executive director and brought in Jill Birdwhistell who will work with staff to implement the transformational mandate of our members.

At the core of all the work of the boards was the unanimous commitment to the following Value Promise:

“By joining AAUW, you belong to a community that breaks through educational and economic barriers so all women have a fair chance.”

The Value Promise is a guiding principle that serves as a filter for all the complex decisions we face in our work to consolidate AAUW while

expanding our reach and impact. It is a simple concept with far-reaching implications that unifies our organization, reflects our values, and provides a vision for our future.

With this unifying concept, the board premised its discourse and decision making on best practices in the nonprofit arena and extensive research into the methodologies and experience of other organizations.

The board is dedicated to comprehensive review of all our programs and activities, involving staff, boards, and committees in assessing the impact of each and how it aligns with our mission.

The board, with input from member committees, staff, and an independent consultant, determined that the most efficient and effective approach would be a total rewrite of the bylaws to reflect the consolidation.

Probably the most significant guidance from the board to the bylaws committee was their support of “one member, one vote”—every member will have an equal vote for the board and officers of AAUW.

The board committed to having our annual meeting in St. Louis by June 2009.

Underlying each decision and direction of the board was their commitment to the mandate of the members to undertake a process of analysis and to implement fundamental changes that

- (a) respect the legacy of our historic organization and its contributions to advancing education and equity for women and girls,
- (b) respect the worth and contributions of each member,
- (c) establish and implement a plan that will attract and retain membership of women,
- (d) reinforce our commitment to the Value Promise as a unifying concept for member affiliation, and
- (e) carry forward our dedication to the advancement of education and equity for women and girls in all aspects of their lives.

Driving Directions to the Chandler Music Hall for April 26 Meeting

Chandler Music Hall
71-73 Main Street Randolph, VT 05060

From the North via I-89:

Take exit 4. Turn west (right) onto Route 66. Drive about 3 miles until you see sign for Route 12 south. Turn left onto the bridge (Main Street) Chandler is stone building immediately on the left.

From the South via I-89:

Same as the above except turn west (left) off the ramp.

From Bethel:

Take Route 12 North about 10 miles into downtown Randolph. Cross railroad tracks on Main Street. Drive about 2 city blocks and Chandler is on your right.

Facing Chandler, enter the far right door.

Many Ways to Give

Kathy Corrao, EF Chair

The AAUW Educational Foundation is the world's largest source of funding exclusively for graduate women. The Foundation funds groundbreaking research, fellowships and grants, special awards, symposia, roundtables and forums.

There are many tax-deductible contribution options. I found the following on the website: memorial gifts, in-honor gifts, gifts of stock, matching gifts, workplace gifts, bequests, life income gifts (annuities), pooled income funds, retirement plans, insurance policies, real estate and savings accounts.

One I was unaware of is Mission Fish. It is selling items on Ebay. Log on to www.missionfish.org to read more about it or call Jennifer Steenberg at 202-728-7618 (steenbej@aauw.org).

Please remember to send your personal donations to your branch EF chair who will send it on to me at Kathy Corrao, 52 Corrao Road Randolph Center, VT 05061. The EF chair will also send branch contributions to me at this address. If you wish, you can designate the fund to which you want the donation to be applied. For more information, please email me kathywigetcorrao@yahoo.com

Membership Perks, New Members, & More

Jennifer Kern, Membership Chair

Do you know that AAUW Members have a list of Discounts and Benefits? Are you aware that AAUW receives a percentage or royalty from them? This is used to support our programs like the National Conference for College Women Student Leaders. Have you checked out their Automobile Insurance or Health-Care and Life Insurance? Is it cheaper than what you have? Do you order from Amazon? Do you order through AAUW so we get the percentage? Are your magazines cheaper through AAUW'S plan?

Learn more about your discounts and benefits by entering the Member Center on www.aauw.org On the left side bar, click related links of interest, click on member discounts. You can click on any benefit you want to know more about.

I am pleased to announce that since last June 16 new members have joined. Welcome to AAUW and AAUW of VT. We are now 172 members strong. One of the powers of AAUW is our collective strength in numbers. Because of this, Congress listens to our advocacy, schools use our research, and individuals contribute to helping all women.

The Every Member Poll drew a record response of nearly 12,000. Results of this poll will be on the website in late June. Thank you for responding!

Reminder – Next year's dues:

National \$49 + State \$7 + Branch

Student dues:

National \$17 + State \$3 + Branch

Women in Crisis

Martha Fenn, Brattleboro Branch President

A public forum on "Women in Crisis," held in Brattleboro on February 12, brought out a large attendance of members and women from schools and the community. Co-sponsored by the Brattleboro Branch and League of Women Voters, the hour-long noon meeting was covered extensively by the Brattleboro Reformer and videotaped by the local TV channel. Louise Luring, public affairs chair of the branch and state, moderated the panel. Representatives from the Women's Crisis Center, Drop-In Center and the
(Continued on page 5 right column)

Legal Advocacy Fund News

Mary Feidner, LAF Chair

The Legal Advocacy Fund (LAF) of AAUW continues actively to achieve equity for women. LAF currently supports 14 lawsuits. The AAUW Educational Foundation board has awarded a total of \$32,500 in support of ongoing and new cases for FY 2008. Some of these cases have been going on for years and include issues of sex discrimination and retaliation, pay equity, Title IX, tenure, Title VII of the Civil Rights Act of 1964, and sexual harassment. With AAUW's support, the women in these cases are not only fighting for themselves, but setting an example for other women who find themselves in similar positions. Our contributions to LAF are a critical element in their battles. Their appreciation for our assistance is shown in the following quotes:

Laurel Wartluft, an LAF-supported plaintiff stated "I feel fortunate and blessed to have the support and encouragement of LAF. The expressions of care, concern, and encouragement from the members give me the courage to go on. Thank you again for your support."

Kimberly Hult, attorney for an LAF-supported plaintiff commented, "LAF serves an incredibly important role of providing support, both financially and emotionally, to young women courageous enough to take on powerful educational institutions in what are often complex, painful cases."

LAF also provides hundreds of hours of technical assistance and information to campus women and men each year. Through LAF's nationwide referral network, experienced lawyers and social scientists serve as consultants to individuals seeking advice on sex discrimination in educational settings. The network – with more than 250 participants across the country – provides the information people need to make the best decisions about their legal recourse and options.

In addition, LAF believes that a key strategy in the elimination of sex discrimination is proactive education about the continuing barriers and the laws and policies that prohibit discrimination. Through our outreach and public education efforts on campus and in communities, LAF calls attention to continuing campus inequities, legal rights and remedies, and strategies to address sex discrimination in higher education.

Let's Discuss Pay Equity

Dot Rand, Special Projects Chair

I hope you returned the Every Member Poll found in the last copy of *Outlook* magazine. One of the questions was: Is pay equity the most important issue for AAUW?

Now is the time, before your program committee meets, to select a pay equity topic that you think will appeal to your members and *also to potential members*. If you have already held a program, please find another one for this year.

Readers of "Mission in Action" may have notice that the colleges have submitted their applications for the \$5,000 grants to work on Pay Equity and the eight winners are focusing on:

- Promoting careers in science, technology, engineering and mathematics among women and girls
- Encouraging women to negotiate for better quality jobs and pay
- Raising awareness of the gender pay gap with the goal of eliminating discrimination.

Has anyone tried to have a program on learning negotiating skills? I tried to persuade the Middlebury College students to include a work shop on this last year when they received a \$5,000 grant from AAUW. Although it was too late to implement it, the student realized it was a good idea. I think lots of you could have used better negotiating skills back when your career was developing. If you have experience with how women can improve their negotiating skills please share your thoughts with your program committee and your state board members. It is a vital part of EQUITY FOR WOMEN AND GIRLS.

Women in Crisis

(Continued from page 4)

Vermont Department of Corrections spoke and answered many questions.

Substance abuse, homelessness, lack of access to health and dental care, battering, harassment, hunger, incarceration, child care, lack of living wages and affordable housing -- Speakers said these are all intertwined parts of problems of a hidden population, people we do not see. The community must do the work of finding solutions, speakers emphasized.

Mission-based Programming

Diane Telford, Program Chair

We have been moving towards mission-based programming for a while now in our AAUW branches. Anything that advances the ability of women or girls to function well in our society qualifies as mission based.

In order to continue down this path and to maximize the return on the effort you and your branch members have put into these programs, I'm gathering some information on your programs to share with the other branches in Vermont. I will compile this information into a brochure to share with incoming programs chairs this spring so that they can hit the ground running as they start to plan for the 2008-2009 program year. My goal is to have this in the hands of the new program chairs as soon as I know who they are.

Some example program titles from this year include *Fundraising* (what did you do) for local and national scholarships, *Sexual Harassment Awareness* and Legal Advocacy Fund information, *Women in Crisis*, *Empowering Women*, *Mentoring*, *Attracting and*

Empowering Women in Political Life, women's issues related to the election, *Sister to Sister* programs, *Women in Charge*, etc. Don't forget to look at programs from prior years as well as programs from the regional conference and state conventions. Perhaps the latter could be scaled down to branch needs.

Would you please help me by providing a few details of recent (anything since 2005) mission based programs and projects that were inspiring as well as enlightening? Please take a few minutes to provide me with the following information for each program you would like to include. I know that each branch will have several to share.

Program Title:

Description:

Speaker or Speakers:

Collaborating groups, if any:

Requirements for presenting this program:

Costs:

Publicity:

Contact Person for further information:

Thank you in advance for collaborating with me.

Green Mountain AAUW

American Association of University Women
Gudrun Hutchins, Editor
421 Barber Pond Road
Pownal VT 05261

Join us on April 26th in Randolph!