



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

Green Mountain AAUW

American Association of University Women of Vermont

Volume XXXXI No. 2

March 2007

Middlebury Convention April 21, 2007 ***“Women Finding a Public Voice*** ***in the 21st Century”***

Come to Middlebury on April 20 and 21 to renew acquaintances with AAUW members throughout the state and participate in the excellent program that the Middlebury Branch has planned for us. Please invite non-members to join you on April 21; the program should be of interest to women in all walks of life.

The theme will be introduced by two outstanding keynote speakers: Cheryl Hanna, J.D., is a professor at Vermont Law School and an expert on constitutional law, criminal law, and the United States Supreme Court. Much of her scholarship focuses on the legal status of women and girls in America. Eleanor Capeless, M.D., is a professor at the University of Vermont Medical School. She is an expert in Maternal Fetal Medicine and her clinical research centers on preterm birth prevention and high risk obstetrics.

In the afternoon, a panel of women with expertise in a wide variety of professions will discuss the rewards and difficulties associated with working in fields or positions in which women are underrepresented. The panel will be moderated by Gail Smith, the Middlebury College Representative to AAUW.

Last but certainly not least will come our AAUW-specific programming. We will elect state officers and award branch recognition certificates for mission based programs. Then our New England Regional Director, Patricia Ho, will share with us the plans for the restructuring of national AAUW so that it will continue to be a viable organization advocating for women and girls for many years to come.

Arrive early on Friday to participate in tours or museum visits and a buffet supper prepared by talented cooks. Then stay overnight with a Middlebury Branch member and expand your AAUW friendships!

State and Regional AAUW Calendar

Thursday through Saturday March 15 – 17, 2007 “Breaking Down Barriers: Women in the Workforce”. This conference was planned by Middlebury College Students with a \$5,000 Campus Action Grant from AAUW. It is free and open to the public. AAUW members are cordially invited to participate in any portion of it.

Friday and Saturday, April 20 and 21, 2007
State Convention at Middlebury College.
Information and registration materials are included in this newsletter on pages 6 and 7 and are posted on the website www.aauwvt.org.

June 29 – July 2, 2007
National AAUW Convention in Phoenix, Arizona.

“Breaking Down the Barriers: Women in the Work Force” Symposium on March 15-17

Middlebury College students received one of ten Campus Action Project grants nationwide from AAUW. A student team, with the help of several advisors including past president Dot Rand, will present a three-day symposium focused on pay equity and gender inequality in the workforce.

The conference will open on Thursday evening with a keynote address, titled “Memo to John Roberts: The Gender Wage Gap is Real” by Heidi Hartman, President of the Institute for Women’s Policy Research and a MacArthur Foundation Fellow. The conference will continue over the next two days with speakers, a panel discussion, a movie screening, a deliberative dialogue, and a policy writing workshop.

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President's Perspective

Andrea Weisberg, State President

Well, we knew it was too good to be true...all that nice weather in December and early January. I hope you have all shoveled out from under the many inches of snow and life has returned to normal.

I have received answers to my question regarding changing the location of state meetings and it appears as though we should remain in Randolph for September and Middlebury for January.

Our state leaders' meeting in January proved to be very interesting and informative. There is so much positive feeling among all of you about our branches and their involvement in AAUW. It is really quite special to observe.

I urge all of you to attend the State Convention on Saturday, April 21st in Middlebury. That branch has been working overtime to plan a great day and many interesting speakers for us. "Women Finding a Public Voice in the 21st Century" should be a valuable topic for presentations. In addition the Friday before will be a great chance to spend a little extra time getting to know the members of the Middlebury Branch and enjoying a pot luck supper, tours of the campus, an international student panel plus a sleep-over at branch members' homes. There is a form on page 7 of this newsletter to fill out and mail to insure a space at the Convention. Or you can go to the web site and find the registration form there. Our Nominating Committee will also present a slate of officers for your approval at the Convention.

In addition to the Convention discussion, the state leaders decided to help fund college women interested and motivated to attend the National Conference of College Women Student Leaders in Washington, D.C. in June. We have some funds in our treasury and a planned fund-raiser could help defray the cost of travel or conference fees for a worthy student. We need to get our younger women involved in AAUW and this is a good first step for them.

The fund raiser at the state convention will be sales of special multi-colored socks from the "sock lady" of Vermont. This fund raiser was researched by Diane Telford and we hope that you will participate by buying socks or making a donation. Socks will be sold Friday evening and Saturday morning so that this activity will not interfere with the excellent convention program.

It was also decided at our January meeting to request that branches apply for the Branch Recognition Awards that were instituted last year and were a great success. It is a way to showcase something special that your branch was involved in and learn from other branches what kinds of activities they conducted during the year. Please download the simple awards application and instructions from our website at www.aauwvt.org/branchrecognition.html or obtain the application from any of the committee members: Kim Raine, Joan Allen, Judy Murphy or Marty Fenn. The application is due on April 1 and awards will be made at convention.

Remember, Equal Pay Day is on April 24, 2007. AAUW's Pay Equity Resource Kit has been updated for this year. Use it now to plan your activities.

A word on Theme Teams. Dot Hart is the leader of the Theme Team for AAUW of Vermont. She is looking for members who might be interested in working on our Team. The first thread of the theme is Campus/Higher Education, the second is Workplace Equity and the third is Community Lifelong Learning. The themes represent a shared commitment to building a coordinated, collaborative and contemporary portfolio of programs that will serve the AAUW mission, support and engage members and move the organization forward.

It is exciting to be going to the National Convention in Phoenix this June. I will happily alert you all as to the latest goings-on that I learn.

Enjoy the rest of the winter and think spring for our Convention in Middlebury! See you all on April 21st!

Are You Planning to Attend the 2007 AAUW Convention in Phoenix?

On January 27, state leaders voted to contribute \$500 from the state account toward the convention expenses of state president Andrea Weisberg and \$300 toward the convention expenses of any other branch member who wishes to attend. If you are interested, please contact Andrea Weisberg.

Honoring the Past, Embracing the Future

*Patricia Ho,
Interim New England
Regional Director*



As AAUW proudly celebrates its 125th anniversary, we reflect on our past achievements but consider that our work for equity is far from accomplished. For this, we plan for the future by assessing the changing environment – internal and external demographics, need for a clear identity, financial pressures, emergence of new technologies and ways of communicating.

In adopting a new mission statement, we have not changed our goals. *AAUW advances equity for women and girls through advocacy, education and research.* Rather, we are dynamically adapting our organizational structure and governance to more effectively implement our mission. These changes are addressed in the proposed bylaws amendments, which I will discuss with you at your state convention, and which will be voted upon by delegates at the National Convention in Phoenix.

Organizations operate best with a strategic plan and so AAUW's strategic process sets directions and benchmarks for the way forward. Please stay informed by checking www.aauw.org under Strategic Process. You will find the Joint Boards' Report, the Proposed Bylaws Amendments, Frequently Asked Questions, and the underpinning documents for this work. If you have any questions or concerns, contact me at PatriciaHoAAUWMA@aol.com or 978-921-6658, or you can address them directly to strategic_process@aauw.org (_ after strategic)

Our identity is clarified through our action, and AAUW Vermont has initiated outstanding examples of mission-focused work, through your Emerging Voices/Critical Mass issues at state convention, Sister-to-Sister Summit, partnership through Campus Action Grants, and public policy advocacy in education and pay equity.

As a member of the Association Program Development Committee which has been encouraging theme-based programming at all levels, I am particularly proud that our New England state Organizations are modeling aspects of *Education as*

the Gateway to Women's Economic Security. Maine has presented an outstanding collaborative *Women's Pathways to Educational Leadership Conference*. Massachusetts has featured campus harassment/higher education issues and wage equity for women, in partnership with other state organizations. Connecticut has focused on diversity outreach, pay equity and financial security as they celebrate the 125th anniversary.

Thank you, everyone, for your strong efforts on behalf of AAUW. I look forward to meeting you!

Vermont Public Policy Update

Louise Luring, State Public Policy Chair

Harassment in education has been the focus of forums in Brattleboro and Bennington this year, so it might be good to take a look at relevant bills introduced during this year's Legislative session.

Sen. Jim Condos (D-Burlington) introduced a bill in the Senate (S.131) dealing with **harassment in higher education**. The introduction reads: "This bill proposes to authorize the human rights commission to monitor procedures that educational institutions are required to take in connection with allegations of harassment. It also proposes to clarify the legal standard required to prove harassment in an educational institution under the public accommodations statute. Finally, it establishes bullying of students by students as a civil violation." The bill had its first reading February 27. You can read the bill by going to www.leg.state.vt.us/docs/legdoc.cfm?URL=/docs/2008/bills/intro/S-131.htm

A number of representatives have introduced a bill in the House (H.0486) dealing with **cyber bullying**. The bill proposes "to establish bullying of students by students as a civil violation; grant the human rights commission authority to ensure that educational institutions are complying with state anti-harassment laws; and clarify the legal standard required to prove harassment in an educational institution under the public accommodations statute." There has been no action on this bill that I can discern. The complete text is at <http://www.leg.state.vt.us/docs/legdoc.cfm?URL=/docs/2008/bills/intro/H-486.HTM>

Now is the time to let your senators know that you care about S-131 and that your representatives need to act on H-486.

***Breaking Down the Barriers:
Women in the Workforce
Middlebury College Symposium Schedule***

Thursday, March 15, 2007 at 7 p.m.

Keynote Address "Memo to John Roberts: The Gender Wage Gap is Real"

Heidi Hartmann, President, Institute for Women's Policy Research and MacArthur Fellow

Location: Robert A. Jones '59 House on Hillcrest Road, off College Street

Friday, March 16, 2007 at 12:30 p.m.

Panel Discussion: "A Road Less Traveled: Women in Non-Traditional Fields"

Panel Participants include Madeleine Kunin, former Governor of Vermont and Ambassador to Switzerland; Dr. Fayneese Miller, Dean of the College of Education and Social Services, University of Vermont; Lauren Curatolo, Goldman Sachs Analyst and Wendy Love, Executive Director, Vermont Commission on Women

Location: Middlebury College Library, Room 201

Friday, March 16, 2007 at 4:30 p.m.

"Poverty in Vermont: A Woman's Issue"

Wendy Love, Executive Director, Vermont Commission on Women

Location: Robert A Jones '59 House

Friday, March 16, 2007 at 6:30 p.m.

Film Screening "***Motherhood Manifesto***", a 2006 Documentary film about motherhood in America and women across the country facing work place discrimination.

Location: McCardell Bicentennial Hall, Room 219

Saturday, March 17, 2007 at 10 a.m.

Deliberative Dialogue – an open, structured discussion titled "***Working for Pay Equity***"

Location: La Force Hall, Room 121

Saturday, March 17, 2007 at 1 p.m.

"Make America Work for Working Women"

Policy Writing Workshop facilitated by Bertram Johnson, Middlebury College Professor of Political Science. Pre-registration for workshop requested, contact Stacy Hotte at 802-443-5565

Location: La Force Hall, Room 121

The students hope to publish their policy work in the Roosevelt 25 Ideas Publication, and present the deliberative dialogue to other schools.

***PLANNING AHEAD: AAUW's
Future Members Are in Our Hands***

Jennifer Kern, State Membership Chair

I am pleased to announce that through individual and group efforts, Vermont has recruited 15 new members since November 1st. Please check out the Member Get A Member Campaign Phase 2 Hall of Fame page in April and congratulate yourselves.

Our State convention is a wonderful opportunity to invite an interested friend, college student or a person who has attended a meeting or two but has not joined yet. (Encourage your new members to come too!) This meeting will be the perfect setting to show them what Vermont AAUW members are all about and what AAUW's mission is. They will hear about the important work our branches have done, what we are doing now and how we are planning for our future work pertaining to women and girls.

This is also a great chance for them to see what a varied group of people we are and how we all work for equity in our own ways. Spending time with you and other branch members is always a plus. Encourage them to join after April 1 for 2007-08 dues and get a few months of membership free.

College graduation is just around the corner. Do you have a daughter, granddaughter, niece, friend or a friend's relative you could give a membership opportunity to, so that she can learn how being a part of your organization can empower her in so many ways? Use the Give A Grad A Gift program. It's free....no cost to you or her! Take a moment and click on Give A Grad A Gift in the member center. Complete the on-line form or download the application. Open someone's eyes to the world of advancing equity and education for women and girls.

REMINDER: Next years National dues are \$47
State dues are \$7 Your Branch dues?
Student National dues are \$17 Student State dues are \$3 Your branch \$?



Legal Advocacy Fund News

Mary Feidner, Legal Advocacy Fund Chair

Did you know that AAUW's Legal Advocacy Fund sometimes supports men? Title IX rights were the issues in two such cases.

Roderick Jackson, a high school basketball coach in Alabama, had been fired because he complained that his female team had to practice in a gym built in 1908, while the boys practiced in a new facility. In the settlement Jackson was assured of remaining the girls' basketball coach and the Birmingham Board of Education "will take all necessary steps to provide female athletes with facilities comparable to those used by male athletes." This case received national attention when the Supreme Court ruled that Title IX protects whistleblowers as well as direct victims of discrimination.

Michael Burch, head wrestling coach at UC-Davis, claims that UC-Davis barred female participation in the wrestling program and terminated his contract after he showed support for the female wrestlers in 2001.

Since 2001, no women have participated in varsity wrestling at UC-Davis, despite the fact that two former UC-Davis female wrestlers won world championship medals. Over the years, interest in women's wrestling has grown tremendously, debuting as an Olympic Sport in 2004.

In 2003 Burch sued the Regents of the University of California and four university administrators for retaliation in violation of Title IX. The case was scheduled for trial in February 2007 but was settled out of court in January. The settlement awards him \$725,000 for damages and attorney fees. Burch will not be reinstated as head wrestling coach at UC-Davis and is not permitted to pursue employment at any school in the University of California system.

Burch is now the assistant wrestling coach at Brown University and a religious studies lecturer at Rhode Island College and the Rhode Island School of Design.

AAUW also supports the female wrestlers in a separate Title IX suit against UC-Davis.

Nominations

The nominating committee consisting of Dot Rand, Louise Luring and Gudrun Hutchins present the following slate of officers for election for a two year term from 2007-2009:

Program Chair: Diane Telford
EF Chair: Kathy Corrao
Treasurer: Jenifer Ambler
Communications: Gudrun Hutchins
College/University Coordinator: no candidate

The following officers will serve the second year of their term in 2007-2008

President: Andrea Weisberg
Public Policy Chair: Louise Luring
Membership Chair: Jennifer Kern
Legal Advocacy Fund: Mary Feidner
Special Projects: Dorothy Rand

The communications position currently includes both the responsibilities of web manager and newsletter editor. Gudrun is looking for a co-editor or co-web manager who might eventually be willing to take over one of those positions. If you are interested please contact Gudrun.



Buy Socks, Create a Student Leader!

Help us send deserving college women to the National Conference for College Student Leaders June 7-9, 2007. This conference will provide college women with opportunities to build leadership, advocacy, networking and financial management skills.

Sole mate socks from the Vermont "Sock Lady" will be sold at \$16 a pair on April 20 and 21 at the Middlebury State Convention. Donations (without socks) are also gratefully accepted. Please make all checks payable to AAUW-LTI.

For additional information call
Diane Telford 802-482-4455 or
Gudrun Hutchins 802-823-7220



Friday Fun: Visit Middlebury on April 20

Possible Afternoon Activities:

1. Walking tour of downtown Middlebury historic buildings sponsored by the Sheldon Museum. In case of rain, tour the museum.
2. Middlebury College Art Museum
3. Tour of Middlebury College
4. Enjoy specialty shops, Middlebury Frog Hollow Craft Center, and Otter Creek Brewery

Please let your hostess know of your interest!

Overnight Accommodations

Out of town participants in Saturday's Convention are invited to stay overnight with Middlebury Branch members in their homes. Please indicate your wish to stay overnight on the registration form. The available rooms are assigned on a first come / first served basis, so please let us know as early as possible. Bed and Breakfast and hotel accommodations are also available within Middlebury and the surrounding area.

Buffet Dinner 6 p.m. in Kenyon Lounge

Socialize with us and enjoy the buffet provided by the talented cooks of Middlebury AAUW. A program with college students will follow the meal. The buffet will be at Kenyon Lounge on the Middlebury College Campus.

Directions

Kirk Alumni Center for Saturday Convention

From North or South take Route 7 into Middlebury. Turn onto Route 30 West at the large white Congregational Church. Follow Route 30 West past the Field House Complex on the left (cemetery is on your right). Take the next left-hand turn onto Golf Course Road. Drive in a semicircle on Golf Course Road and turn left at the top of the ridge. Kirk Alumni Center is the first building on the left.

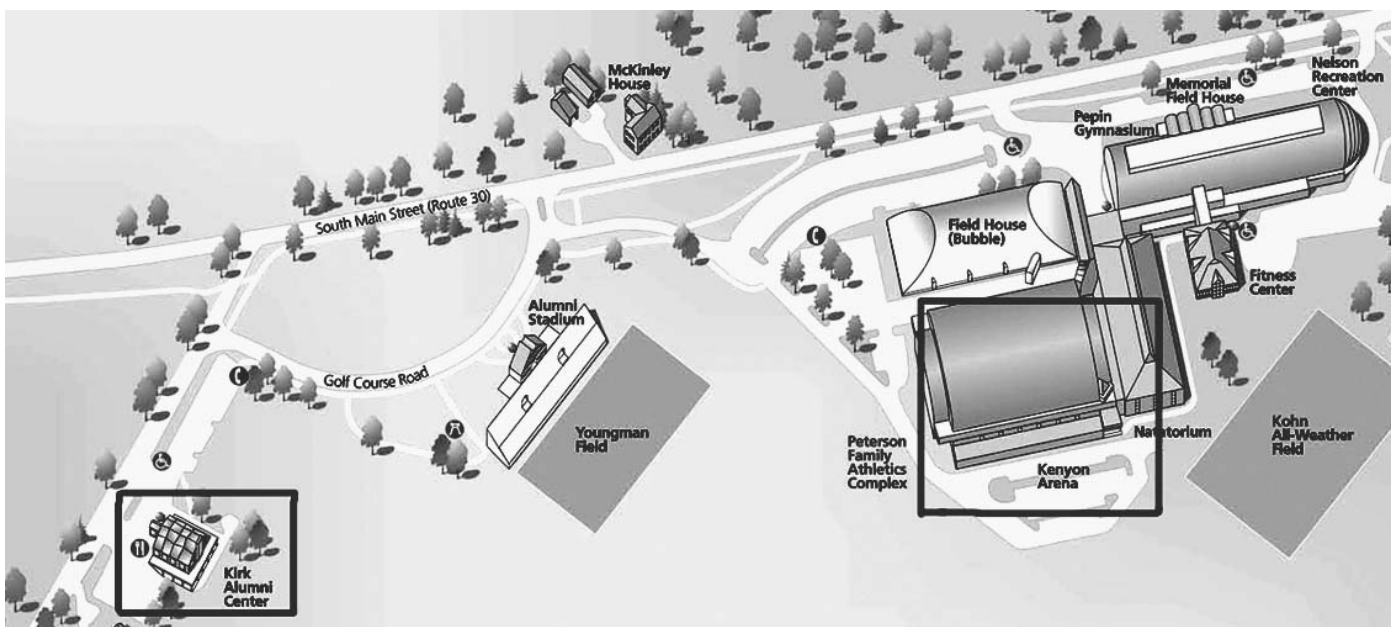
Kenyon Lounge for Friday evening Buffet

Kenyon Lounge is in the Kenyon Arena. From Route 7, turn on Route 30 West and continue to the Field House on the left (opposite the cemetery). Turn into the parking lot; parking is in the Field House lot. There will be guides at the entrance to Kenyon Arena to direct you to the lounge.

More about our Keynote Speakers

Professor ***Cheryl Hanna, J.D.*** is an expert on constitutional law, criminal law, the United States Supreme Court, and women and the law. Much of her scholarship focuses on the status of women and girls in America. She received her J.D. from Harvard University in 1992.

Professor ***Eleanor Capeless, M.D.*** is an expert in Obstetrics/Gynecology and Maternal Fetal Medicine. Her clinical and research interest center on preterm birth prevention and high risk obstetrics. She received her M.D. from Georgetown Medical School in 1976.



***Greatest Challenge, Greatest Need:
Women Finding a Public Voice in the 21st Century***

***AAUW of Vermont Convention, Saturday April 21, 2007
Kirk Alumni Center, Middlebury College***

Schedule for the Day

- 9:00 Arrivals, Registration, Continental Breakfast, Sole Mate Sock Sales
- 9:30 Welcome by **Gail Smith**, Middlebury College Representative, **Peg Galgano**, Middlebury Branch President, and **Andrea Weisberg**, AAUW of Vermont President
- 9:45 Setting the Context: Women Developing a Public Voice – **Gail Smith**, Middlebury College Representative to AAUW

***Finding Women's Public Voice
Keynote Speakers***

- 10:00 **Cheryl Hanna**, Professor of Law, Vermont Law School
- 11:00 **Eleanor Capeless**, M.D. Professor of Ob/Gyn, University of Vermont Medical School
- 12:00 Buffet Lunch
- 1:00 **Emerging Voices** Panel Discussion
Moderator: **Gail Smith**
Panelists:
Judith Irving, Vermont Women's History Project and Global Health Initiative
Claire Ayer, Vermont State Senator and Majority Whip
Amy Sheldon, President, Landslide Resource Planning Corporation
Kylie Quesnel, Dairy Farmer and Immigration Worker Advocate
- 2:15 Closing Remarks on Conference Theme
- 2:30 Vermont AAUW Business Meeting, Elections, Branch Recognition Awards
- 3:00 **Honoring the Past, Embracing the Future: New Directions for AAUW**
Patricia Ho, New England Regional Director

Registration for State Convention

Please clip and snail mail to
Pat Mraz,
22 Seminary Street, 802-388-7571
Middlebury VT 05753 patmraz@verizon.net

Please enclose a check for \$24
(payable to AAUW-Middlebury Branch)
Non-members are welcome for \$24
Student rate \$ 9.00 Speakers are our guests.

Registration must be received by **April 6, 2007**

Name _____

Address _____

Home Telephone _____

E-mail Address _____

Branch _____

I would like to stay overnight with a Middlebury Branch member. (Your Hostess will contact you.)

I am traveling with _____

I have an allergy and need a **cat** or **dog** free home. (Circle which one.)

I plan to attend the Friday evening buffet dinner at Kenyon Lounge

Sarah Nestor Update

Kathy Corrao, Educational Foundation Chair

The Vermont Research and Project Endowment this year provided funding for a Career Development Grant to Sarah S. Nestor. She is studying for an M.S. in Communication Science at the University of Vermont.

Sarah was born in 1976 and raised in Concord, Massachusetts. She received her Bachelor's Degree in Psychology from Princeton in 1998. Prior to moving to Burlington last August, she managed the Boston University Infant Language Laboratory. Her primary responsibility there was running a longitudinal research study which followed the language development of 40 children from age 7 months to 3 years. She is still involved with that

research project and is presenting a poster on her findings at the biennial meeting of the Society for Research on Child Development in Boston at the end of May.

Sarah's research activities at UVM involve participation in a study on therapeutic intervention for children with Autism Spectrum Disorder. She also interns at the Early Essential Education program for 3-5 year olds with speech and language delays at the Allen Brook Elementary School in Williston. Sarah says, "I love Vermont, even more after 3 feet of snow, and look forward to working with more wonderful Vermont families like those I have already had the pleasure of getting to know." Sarah will be speaking briefly about her work at the state convention in Middlebury in April.

Green Mountain AAUW

American Association of
University Women of Vermont
Gudrun Hutchins, Editor
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***Join us at the State Convention in
Middlebury April 20 and 21, 2007!***