

Congratulations to our New Central Vermont Branch!

The Central Vermont Branch is no longer inactive, but has signed up 16 members! We all congratulate branch president Vivienne Adair and other branch members for reaching this milestone. If you have a friend in the greater Montpelier area, please ask them to telephone Vivienne at 802-223-2641 and sign on to become the 17th member. Another contact person is Membership Chair and Treasurer Susan Bandfield at 802-223-6655 email: abdo_susan@hotmail.com.



State President Dorothy Rand (right) congratulates Vivienne Adair (center) for recruiting at least 15 members required for a new or revitalized branch. Raylene Lissor (left) is also a member of the Central Vermont Branch

Regional Conference Features UVM Fellowship Recipient

The New England Regional Conference held at Wellesley College on October 16, 2004 featured luncheon speaker Lesley-Ann Dupigny-Giroux, Associate Professor of Geography at the University of Vermont. During the 2003 – 2004 academic year, Dupigny-Giroux was awarded a fellowship by the Educational Foundation to support her research on

AAUW State and National Calendar

Saturday, February 12, 2005 10 a.m. to 3 p.m.
State and Branch Leadership Meeting in Mitchell Greene Room, McCullough Hall at Middlebury College. For more information contact Dot Rand.

Saturday, April 30, 2005 9:30 a.m. – 3:30 p.m.
Vermont State Convention at the International Center of St. Michael's College, Colchester. The Burlington Branch is hosting the convention.

June 2 – 4, 2005 National Conference for College Women Student Leaders in Washington DC.

June 24 – 27, 2005 National AAUW Convention at the Omni Shoreham Hotel in Washington DC.

droughts and floods in New England, their mitigation, and the ways in which societies are affected. She is also the Vermont state climatologist and told us that she is one of only two women who hold that position throughout the United States. She has already accepted our invitation to attend the Vermont State Convention on April 30 and will write an article for our state newsletter published in the spring.



Lesley-Ann Dupigny-Giroux speaking at the New England Regional Conference

Regional Conference -- continued

The keynote speaker for the conference was Dr. Sumru Erkut, Senior Scientist at the Wellesley Center of Research on Women. Dr. Erkut spoke about her research on the correlations between high school sports and young adult women's sexual behavior. Some of her conclusions:

- Women high school athletes have higher graduation rates than non-athletes (the opposite of men).
- On average women athletes become sexually active 4 months later than non-athletes.
- Women high school athletes have few sexual partners.
- Athletes are more likely to use protection.
- Five years later, women who had participated in sports in high school still exhibit less risky sexual behavior on average than women who had not participated in sports.

During the discussion period, Dr. Erkut was asked whether the athletes had gained self esteem through participating in sports and whether their less risky sexual behavior could be attributed to higher self esteem. She stated that her research indicated that a physical sense of well being and of having a healthy body appeared to be more important than self-esteem in changing risky behavior.

For additional photos and information go to www.aauwvt.org/regional_photos.html

Membership Matters

-- Jennifer Kern, State Membership Chair

Our membership is growing! 152 renewed, 24 are new (including Vermont community members), for a grand total of 176 as of October 2. By the time you read this, there will hopefully be many more. A SPECIAL THUMBS UP to the Central VT Branch for surpassing the 15 members milestone, which makes them an Official National Branch. HEAR HEAR!

Now lets try for more! (of course, you knew I would say that)

“The American Association of University Women promotes education and equity for all women and girls, lifelong education, and positive societal change.” *Everyone in every Branch has the responsibility to get this message out.*

How to do it?

BE PASSIONATE about your beliefs in this organization while you spread the word to others. ADVERTISE YOUR PASSION by presenting and doing things in your community that your branch wants to promote.

The State Board wants to help! We want to plan a **Membership Action Conference** with Hollie Bagley as our leader. She is the former Massachusetts State Membership Chair and now is a member of the National Membership Committee. She gives practical ways to resolve membership growth problems. She listens to individual branches and then brainstorms ideas with them. Together, usable plans are made to promote AAUW in your area.

We want everyone to come because membership growth happens when we all get involved, no matter what time of year. At the very least, we would like 4 people from each branch to participate. Besides the President(s) and Membership Chair(s), it would be great to have an older age member and a younger age member join us. We need perspective from both ends to help us use our connections and contacting abilities to our advantage.

If this **Membership Action Conference** sounds like a good idea, please speak out. We want ideas on the program areas that you in particular would like to see. When should it be within the next year and where? Talk to members of your branch at a meeting or speak individually to each other. Tell your membership chairs and have them contact me with your ideas or contact me yourself. kerncopp@verizon.net

I sent Branch Membership Chair(s) a packet of ideas about membership growth that I assembled from a wide variety of sources. I hope that some strike you as “a way to go” for your branch. My branch is considering targeting one particular group of people. We are thinking about how to contact them and what AAUW has to offer them. Planning a meeting with them in mind and personally inviting them is one idea we have had. In the meantime, we will spread the AAUW word whenever we are with others....at the gym, while cheering at a game, during volunteering, at functions, and at our jobs. WHEREVER!

PS. Planning projects large and small, long term or short term, creates branch visibility. Another “great way to go!” (Editors note – according to the address label tally we currently have **223 members**. The members not counted previously are mostly from the Burlington Branch.)

President's Perspective

-- *Dot Rand, State President*

With the new bylaws in place, I recommend that every branch appoint a nominating committee before the end of 2004. It makes the process work and next spring you will not be frantically trying to fill all the positions before your annual meeting. If your new bylaws state that no elected member of the board can hold her position for more than two 2-year terms, you may have to figure out what places to fill on your board this time. Treasurer comes to mind, because in so many branches the same person has held this position for years. If nobody else knows the requirements for this essential job, some preparation for the new treasurer needs to begin soon.

If you are currently on your branch board the other exercise I hope you will think out is what you have liked best about your position on the board. List every positive aspect and at the bottom you might want to problem solve on ways to improve the aspects you haven't liked so much. Maybe you can suggest to the nominating committee the kind of interests and talents you feel the job needs.

At the fall Board meeting, I told the members what I most enjoyed about being State President and I want to share my comments with you. (My term does not end until June 30, 2006, but I hope we will elect a President-elect at our state convention on April 30.) The parts I find most rewarding may not fit with your ideas but I hope it helps you think out "what has been in it for you". We all have WIIFMs since none of us are totally altruistic.

Most of all I like looking at the big picture and trying to fit the work of our branches together, by sharing good ideas I learn from others and especially from you. The longer I work at this the easier it becomes to facilitate this exchange of ideas. The state board has some of the most passionate AAUW members and they are wonderful partners and friends.

The state boards are links between the branches and the Association. Part of my job is to strengthen that link. It is a challenge. The reward of attending the Leadership Conference in Washington every other year is quite special because I meet and work with all the other state presidents and we share intensively on membership issues, programs etc. I get new ideas when I learn how others handle our common

difficulties. Attending national conventions is almost a given and it is great fun to know so many women leaders and talk to the staff in our Washington offices. I think those who go to national conventions will agree the workshops provide many useful ideas.

I like the chance to try out new programs and activities. I didn't expect to be so heavily involved with Sister-to-Sister at Middlebury College. The Middlebury Branch will be involved through our branch liaison, but I will be spending most of my time working with the students. I have to admit working with these students always energizes me.

I am honestly enthusiastic about seeing the new bylaws implemented. I have been president of other organizations and know that bylaws can be the president's best friend. Some of the branches will find nothing new because you are already operating according to these bylaws. Others are going to figure out how to implement these requirements.

National Convention in Washington D.C.

In 2003 14 Vermonters drove to Providence, RI and attended AAUW National Convention. I hope we can double our Vermont delegation in 2005. The dates are June 24 to 27. When we meet in Washington D.C. we always go to Capital Hill to meet with our representatives in Congress. For Vermonters this is a great experience because we meet with Jeffords, Leahy and Sanders; not their aides. This year we already know that Madeleine Albright will receive the Educational Foundation Achievement Award in person and will speak at the closing banquet on Monday night.

Legal Advocacy Fund Update

Kathy Corrao, State LAF Chair

The latest AAUW research report **Tenure Denied: Cases of Sex Discrimination in Academia**, was published jointly by the Education Foundation and the Legal Advocacy Fund in October. In the Fall 2004 **Outlook** there is an excellent article by Denice Jobe. "On Track" (pp. 8-13) that is based on information from this report. This article highlights what LAF donations make possible. Please remember to send your 2004 donations to me by December 8. Please indicate if checks are from an individual or your branch. My address is: Kathy Corrao 52 Corrao Road Randolph Center, VT 05061 telephone 802-728-3790 or email kathycorrao@hotmail.com

This Is Still a Democracy ---

-- Louise Luring, Public Policy Chair

Recently, I had the opportunity to spend a week in Puebla, Mexico, with Jimmy Carter's Work Project, where 2,000 international volunteers built 75 houses in five days through the Habitat for Humanity program. Needless to say, it was an awesome experience.

Because we were there just prior to the election, many of the volunteers from other countries asked us how we felt about the candidates. They seemed genuinely concerned about the direction the U.S. is taking, especially with the war in Iraq. They seemed convinced that the good American people -- whom they see as separate from their government in Washington -- would make the right choice.

The ability to separate us from our government is an interesting phenomenon that sometimes embarrasses me. Aren't we supposed to have a "government of the people, by the people and for the people?" Theoretically, in a democracy, we are all responsible for what our government does. However, we, as women, know differently: think back prior to 1920.

The issues of morality that surfaced in the exit polls on November 2 (same-sex marriage, abortion, stem cell research) are ones with which we, as AAUW members, have been grappling. We recognize these as issues of civil rights, privacy and access to scientific research. Some are confusing morality with religious beliefs, which are personal opinions that our Constitution prohibits us from imposing on others.

Meanwhile, we are ignoring one of our greatest moral issues: the future of our children. What will their life be like as they deal with the severe national debt that grows larger every hour, with the environmental degradation we perpetuate as we continue to poison our skies and our water, and, ultimately, with the black eye our nation has suffered in the world because of our international policies?

Now, more than ever, AAUW members need to be activists. Write letters to the editor, demand the appointment of unbiased judges, speak out at school board meetings when religious beliefs begin to dictate curriculum, think twice about buying that SUV, support your state's environmental policies, and demand equal protection for all people at all times, whether their

cause is popular or not. Change -- for good or bad -- is subtle. Don't let it creep up on you unawares. This is STILL a democracy and we are ultimately responsible for what our government does.

Looking for Some New Ideas?

-- Andrea Weisberg, State EF Chair

The number one way AAUW branches have raised funds have been used book sales. They are still very successful, particularly if they are held in conjunction with another event.

What else can local branches do to increase contributions to the Educational Foundation? This fall, the Bennington Branch held a theater party at a local playhouse. All members are encouraged to purchase at least one ticket and of course to attend the performance. The theater company gives us a nice discount on the price of the tickets, we made \$600 for the Educational Foundation, and everyone enjoyed the play. What other things could branches try?

Direct mail is a great idea...letters to members and non-members. Using quotes of recipients of awards puts a new spin on soliciting. Named gifts...\$500 in honor of someone or something special in someone's life.

Sales besides books...attic treasures, garage sales, vintage clothing and or jewelry, holiday decorations....all to benefit AAUW.

Share your talents for a price as a donation...are you a good cook or an artist, seamstress, writer? Sell cookbooks that have members' favorite recipes. Sell plants, poinsettias, especially for the upcoming holidays, candy, cookies, nuts wrapping paper.

Host meals...an omelet breakfast, spaghetti dinner, or how about a salad luncheon or an International Food Fest? Have a "pink" picnic for grandmothers, mothers and granddaughters...or a holiday tea or a progressive dinner.

Set up tours such as a winter holiday home tour or an old homes/Victorian homes tour. Plan a bus tour to the birthplace of a famous person in your region or to a special program at a nearby museum or college.

Have an auction with prizes such as...vacation packages, maid service for a year, lawn care for a year,
(Continued on next page)

New Fundraising Ideas continued

spa packages, pamper yourself for a day, art objects. How about a raffle...for art work, quilts, home-made member specialties

Arrange a fashion show for mothers and daughters. Arrange a luncheon for a woman of achievement in your community. Ask some local chefs if they would give cooking classes and charge admission. Have dinner afterward. Here's a good one...put on a perfect children's party for busy moms, or hold a card party.

There are really no new fund raising ideas. It sometimes is a matter of putting a different spin on some old favorites. Then you need to advertise, advertise, advertise.

Please feel free to e-mail me for other suggestions or with questions at sawarw@adelphia.net

Don't forget... All monies from branches or individuals for the Educational Foundation must be sent to me no later than the 18th of December so that I can get them into national. Thanks a lot!

IFUW Update

-- *Gudrun Hutchins*

The International Federation of University Women is an organization of 78 national federations of graduate women. It was founded at the end of World War I by graduate women from the United States, Canada and Great Britain and is dedicated to peace and international understanding as well as education and equity for women. Additional federations in newly developing countries are joining every year. At the 28th IFUW Conference this August in Perth, Australia, Bulgaria and Singapore joined as full members. IFUW has an office in Geneva, Switzerland and a staff of seven. IFUW holds a conference every three years that is hosted by one of the member federations.

Some of the important work of IFUW takes place at the various United Nations venues and via regional subgroups such as the University Women of Europe (UWE). IFUW has consultative status and a voice at the United Nations Economic and Social Council. Thus IFUW has a much stronger influence at the UN Committee for the Status of Women than

AAUW does and uses it to influence the shaping of protocols and agreements.

Over 400 members met at the 28th triennial conference in Perth to enjoy the week-long activities. Conference participants made important decisions that will shape IFUW's policy and future, discussed world issues and shared ideas in day-long interdisciplinary seminars and special workshops, met old friends and made new ones, and discovered a little of what life is like in Australia. You can find out more about the conference on the www.ifuw.org website; there is even a photo album. I attended an IFUW Conference in Finland in 1989 and have very fond memories. I had an African roommate, which was an education in itself.

The great disappointment at the conference was AAUW president Nancy Rustad's announcement that the AAUW board had voted not to pay annual dues to IFUW in 2005 due to a large budget deficit. Since the AAUW dues represent approximately a third of the IFUW budget, it is understandable that other delegates to the Perth conference were angry and bitter at this decision. Furthermore, some of the small federations pay more than \$12 per member to IFUW; AAUW had previously negotiated a sliding scale based on large membership and paid only about \$2 per member. Delegates from other countries were not the only ones who were angry; so were AAUW members attending the Conference and many others back home who heard about the decision by email.

The members of AAUW's International Relations Committee felt aggrieved because they had not been consulted prior to the Board decision or its communication to IFUW. Since Perth, the Chair of that Committee, Naseem Ahmed, has submitted her resignation, citing the lack of consultation and her inability to support the Board's decision as the main reasons. Given the current unhappiness with the United States abroad, we need more, not fewer, connections with our sisters in other countries.

While the Association Board may have the authority to take the decision it did as a budgetary matter, the consequences of that decision are such that the membership should have been consulted. (As the IFUW Bylaws now stand, non-payment of dues for three consecutive years would result in our being dropped from membership in IFUW). It is not clear how AAUW would make up the 2005 IFUW dues shortfall in future years which are also likely to be financially difficult due to declining membership.

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IFUW Update continued

Other conference participants started a fundraising campaign and have alerted AAUW members at home. The purpose is to raise sufficient funds to keep the IFUW office operating while an international task force decides what is to be done to cut IFUW costs. Virginia Gildersleeve International Fund leaders have coordinated this effort and have established a mechanism to collect contributions and deposit them into the IFUW account. As of November 1, 2004 \$26,190 had been raised from American contributors and checks continue to arrive. Japan has raised \$23,000 to support IFUW! Meanwhile California members are drafting a resolutions to bring to the AAUW Convention in Washington. IFUW is sure to be a major issue. There is also a new website to disseminate information www.ifuwsupport.org

If you would like to make a contribution to help support IFUW, please send your check (payable to IFUW) to:

The Interim Committee for IFUW
1336 Dasher Lane
Reston, Virginia 20190

Volunteers will deposit the entire amount into the IFUW account. If you have questions please email Myrna Brown at mrsmlbrown@cs.com Send your email address with your donation to receive updates.

News from National AAUW In Washington

Both the AAUW Board of Directors and the AAUW Educational Foundation Board of Directors had their fall meetings in October 2004. The Legal Advocacy Fund Board met in November. The three presidents announced the appointment of an Interim Executive Director, William P. (Pat) Nichols, who started working for AAUW on November 8, 2004 and will stay until a permanent (female) Executive director has been hired. Pat Nichols is an expert in helping organizations implement efficiency and change.

Planning for the 2005 Convention to be held in Washington, DC on June 24-27, 2005 is well underway. It will be held at the Omni Shoreham Hotel (near the zoo). The theme, *Purpose, Power, and Progress*, will focus on AAUW's mission and focus of work. It will include an international component; state

leaders' meeting on Friday, and three business sessions. The Early Bird registration (postmarked by May 2) is \$345 and the meal ticket fee for the Foundation Night Banquet is \$75. Madeline Albright has accepted the Achievement Award nomination and will speak at the Foundation Night Banquet on June 27, 2005. The Student Leaders Conference will be held in Washington, DC, June 2-4, 2005 because there is not enough room at the hotel to run both conferences simultaneously. Watch for more details on the AAUW website as details are finalized for both events

The AAUW Educational Foundation and Legal Advocacy Boards approved the merger of the Legal Advocacy Fund into the Educational Foundation. The Legal Advocacy Fund will become a fund of the Foundation, operating under the current EF Program Committee and will retain the same name. Contributions will continue to be made payable to the Legal Advocacy Fund and the mission will be unchanged. The merger eliminates the expenses for maintaining a separate corporation and staff and will allow more money to go to plaintiffs.

The Foundation Board approved the Building Options Committee recommendation to retain ownership of the AAUW building at 1111 Sixteenth Street, NW, to consolidate into a more efficient space, to seek tenants for the vacated space, and to review the situation in four years.

No Eleanor Roosevelt Teacher Fellowships will be awarded from 2004 – 2006. There have not been a large number of qualified applicants in the last few years and the Fund has not received sufficient contributions to cover all programs.

The best way to eliminate the financial problems and the dues increases we are experiencing is to work together to increase branch membership throughout the USA. When more members are paying dues, more women will share the cost of supporting a national staff and the work they do for us.

The AAUW Educational Foundation also suffers when membership decreases since there are fewer donors. Most contributions come from members and branches.

We Can All Make a Difference

Once upon a time there was a wise man who used to go to the ocean to do his writing. He had a habit of walking on the beach before he began his work.

One day he was walking along the shore. As he looked down the beach, he saw a human figure moving like a dancer. He smiled to himself to think that someone would dance to the day. So he began to walk faster to catch up.

As he got closer, he saw that it was a young man and the young man wasn't dancing, but instead he was reaching down to the shore, picking up something and very gently throwing it into the ocean.

As he got closer he called out, "Good morning! What are you doing?" The young man paused, looked up and replied, "Throwing starfish in the ocean."

"I guess I should have asked, why are you throwing starfish in the ocean?"

"The sun is up and the tide is going out. And if I don't throw them in they'll die."

"But, young man, don't you realize that there are miles and miles of beach and starfish all along it. You can't possibly make a difference!"

The young man listened politely. Then he bent down, picked up another starfish and threw it into the sea, past the braking waves, and said, "It made a difference for that one."

There is something very special in each and every one of us. We have all been gifted with the ability to make a difference. If we can become aware of that gift, we gain through the strength of our visions the power to shape the future.

We must each find our starfish. If we throw our starfish wisely and well, the world will be changed.



AAUW-VT Leaders 2004-2005

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AAUW – Vermont web site www.aauwvt.org

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